



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE
STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REGULATION GAZETTE No. 3191

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PROCLAMATION

*by the State President of the Republic of
South Africa*

No. R. 98, 1981

**INSPECTION MARK FOR USE ON CONTAINERS
OF FRUIT JUICE**

Under the powers vested in me by section 83A of the Marketing Act, 1968 (Act 59 of 1968), I hereby prescribe for the purposes of the said section, the inspection mark as set out in the Schedule hereto for use on the containers of fruit juice.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this Twenty-seventh day of March, One thousand Nine hundred and Eighty-one.

M. VILJOEN, State President.

By Order of the State President-in-Council:

P. T. C. DU PLESSIS.

SCHEDULE

1. In this Proclamation, unless inconsistent with the context, any word or expression to which a meaning has been assigned in the Marketing Act, 1968, shall have a corresponding meaning, and—

“Fruit juice” means the classes of fruit juice prescribed by Government Notice R. 286 of 7 November 1980.

2. The following inspection mark is the mark prescribed for use on the containers of fruit juice:



PROKLAMASIE

*van die Staatspresident van die Republiek van
Suid-Afrika*

No. R. 98, 1981

**INSPEKSIEMERK VIR GEBRUIK OP HOUERS
VAN VRUGTESAP**

Kragtens die bevoegdheid my verleen by artikel 83A van die Bemarkingswet, 1968 (Wet 59 van 1968), skryf ek hierby, vir die doeleindes van genoemde artikel, die inspeksiemark soos in die Bylae hiervan uiteengesit, voor vir gebruik op die houers van vrugtesap.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Sewe-en-twintigste dag van Maart Eenduisend Negehonderd Een-en-tagtig.

M. VILJOEN, Staatspresident.

Op la's van die Staatspresident-in-rade:

P. T. C. DU PLESSIS.

BYLAE

1. In hierdie Proklamasie, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Bemarkingswet, 1968, 'n betekenis geheg is, 'n ooreenstemmende betekenis, en beteken—

“Vrugtesap” die klasse vrugtesap voorgeskryf in Goewermentskennisgewing R. 286 van 7 November 1980.

2. Die volgende inspeksiemark is die merk wat voorgeskryf is vir gebruik op die houers van vrugtesap:



GOVERNMENT NOTICES**DEPARTMENT OF AGRICULTURE AND FISHERIES**

No. R. 1010

8 May 1981

REGULATIONS RELATING TO THE CLASSIFICATION, GRADING, AND MARKING OF MEAT INTENDED FOR SALE IN THE REPUBLIC OF SOUTH AFRICA

The Minister of Agriculture and Fisheries has, by virtue of the powers vested in him by section 89 of the Marketing Act, 1968 (Act 59 of 1968), made the regulations as set out in the Schedule hereto.

P. T. C. DU PLESSIS, Minister of Agriculture and Fisheries.

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DEFINITIONS

1. In these regulations, unless inconsistent with the context, a word or expression to which a meaning has been assigned in the Act, shall have a corresponding meaning, and—

areas (a) "controlled area" means areas determined by the Meat Board as controlled areas in terms of section 15 m of the Livestock and Meat Control Scheme, published by Proclamation R. 200 of 1964, as amended; and

(b) "uncontrolled area" means the area other than the controlled area but excluding the Territory;

"carcase" means the remainder of an animal after the blood has been drained, and the hide, skin, hair, entrails, pluck, head, trotters, cowheels, hooves, tail, diaphragm, genitals and udder have been removed as the custom or requirements may be in respect of the relevant species of animal, and including such remainder of the animal which have been divided into two halves along the spine;

"cold dressed mass" in relation to—

(a) a chilled carcase means the mass of the carcase at the time of grading; and

(b) a carcase not previously chilled, means the mass of the carcase (taken to the nearest kg) minus 2,5 per cent for cattle, sheep, lamb and pig carcasses and 3,5 per cent for calf and goat carcasses;

GOEWERMENTSKENNISGEWINGS**DEPARTEMENT VAN LANDBOU EN VISSERYE**

No. R. 1010

8 Mei 1981

REGULASIES MET BETREKKING TOT DIE KLASSIFISERING, GRADERING EN MERK VAN VLEIS BESTEM VIR VERKOOP IN DIE REPUBLIEK VAN SUID-AFRIKA

Die Minister van Landbou en Visserie het, kragtens die bevoegdheid hom verleen by artikel 89 van die Bemarkingswet, 1968 (Wet 59 van 1968), die regulasies in die Bylae hiervan uiteengesit, gemaak.

P. T. C. DU PLESSIS, Minister van Landbou en Visserie.

BYLAE**INHOUD**

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WOORDOMSKRYWINGS

1. In hierdie regulasies, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Wet 'n betekenis geheg is, 'n ooreenstemmende betekenis en beteken—

"Departement" die Departement van Landbou en Visserie;

"die Wet" die Bemarkingswet, 1968 (Wet 59 van 1968);

"Direkteur van Inspeksiedienste" die Direkteur van die Afdeling Inspeksiedienste van die Departement;

gebiede (a) "beheerde gebied" die gebiede deur die Vleisraad as beheerde gebied bepaal kragtens artikel 15 m van die Vleisreëlinskema afgekondig by Proklamasie R. 200 van 1964, soos gewysig; en

(b) "onbeheerde gebied" die gebied anders as die beheerde gebied maar nie ook die Gebied nie;

"graadmerke" enige merke wat direk of by implikasie 'n aanduiding gee van die gehalte van die vleis;

"inspekteur" 'n persoon aangewys as inspekteur kragtens artikel 85 van die Wet;

"kalfvleis" vleis wat verkry word van beeste waarvan geen gedeelte van 'n vierde kiestand in die bokaak gesny het nie;

"Department" means the Department of Agriculture and Fisheries;

"Director of Inspection Services" means the Director of the Division of Inspection Services of the Department;

"fat-tailed type" in relation to a sheep carcase, means a carcase with a conspicuous fat-tail;

"grademarks" means any marks which directly or by implication indicate the quality of the meat;

"inspector" means a person designated as an inspector in terms of section 85 of the Act;

"meat" means any portion of a slaughter animal ordinarily sold for human consumption, including such other portions thereof as at the time of sale form part of such first-mentioned portions while they so form part thereof;

"meat grader" means an inspector with restricted powers for the classification, grading and marking of meat while it is still in the form of a carcase;

"sucking pig meat" means meat derived from a non-emaciated young piglet with a cold dressed mass not exceeding 20 kg (taken to the nearest kg);

"teeth" means erupted permanent incisors;

"the Act" means the Marketing Act, 1968 (Act 59 of 1968); and

"veal" means meat derived from cattle of which no part of a fourth molar in the upper jaw has erupted.

PART I

GENERAL

Purpose of Regulations

2. These regulations have been made for the purpose of the prohibition imposed in terms of section 84 of the Act on the sale of meat in the Republic of South Africa.

Appeal

3. (1) Any person who feels aggrieved as a result of any decision or action taken by an inspector, may appeal against such decision or action by submitting written notice to appeal to an inspector before the carcase concerned is rollermarked or removed from the exact place of grading and before the close of duty on the day of such decision or action and depositing within 24 hours with such inspector, or at any office of the Division of Inspection Services of the Department, a deposit in respect of the meat of each owner concerned in the same appeal as follows:

Cattle: R25 for the first carcase plus R5 for each additional carcase.

Pigs: R20 for the first carcase plus R4 for each additional carcase.

Calves, sheep, lambs, goats, or kids: R15 for the first carcase plus R3 for each additional carcase.

(2) An inspector or meat grader may apply to a carcase in respect of which an appeal has been lodged, any mark or marks which he may deem necessary for identification purposes, whereafter the appellant shall arrange at his own expense for the cold storage of such carcase(s) until the appeal has been decided, and the inspector or meat grader concerned shall be informed of the place of such storage.

"karkas" die oorblywende deel van 'n dier nadat die bloed gedreineer is en die huid, vel, hare, ingewande, harslag, kop, pote, kloutjies, hoewe, stert, mantelvlies, geslagsorgane en uier verwyder is, na gelang van die gebruike of vereistes ten opsigte van die betrokke diersoort, insluitende sodanige oorblywende deel van die dier wat in twee helftes in die lengte van die ruggraat verdeel is;

"koue skoonmassa" met betrekking tot—

(a) 'n verkoelde karkas, die massa van die karkas ten tye van gradering; en

(b) 'n karkas wat nie voorheen verkoel is nie, die massa (geneem tot die naaste kg) van die karkas minus 2,5 persent vir bees, skaap, lam en vark en 3,5 persent vir kalf en bok;

"speenvarkvleis" is vleis afkomstig van 'n nie-uitgeerde jong varkie met 'n koue skoonmassa van nie meer as 20 kg (benader tot die naaste kg) nie;

"tande" permanente snytande wat reeds gesny het;

"vetstert-tipe" met betrekking tot 'n skaapkarkas, 'n karkas met 'n opvallende vetstert;

"vleis" beteken die gedeeltes van slagvee wat gewoonlik vir menslike verbruik verkoop word, met inbegrip van die ander gedeeltes daarvan wat by die verkoop 'n deel uitmaak van eersgenoemde gedeeltes, solank dit aldus 'n deel daarvan uitmaak; en

"vleisgraderder" 'n inspekteur wie se magte beperk is tot die klassifisering, gradering en merk van vleis terwyl dit in die vorm van 'n karkas is.

DEEL I

ALGEMEEN

Doel van regulasies

2. Hierdie regulasies is gemaak vir die doel van die verbod wat kragtens artikel 84 van die Wet, op die verkoop van vleis in die Republiek van Suid-Afrika opgelê is.

Appel

3. (1) Iemand wat hom deur 'n beslissing of optrede van 'n inspekteur veronreg ag, kan appel aanteken teen sodanige beslissing of optrede deur voordat die betrokke karkas gerolmerk of van die presiese plek van gradering verwyder is en voor die sluit van diens op die dag van sodanige beslissing of optrede, 'n skriftelike kennisgewing van appel by sodanige inspekteur in te dien, en binne 'n tydperk van 24 uur by die inspekteur of by enige kantoor van die Afdeling Inspeksiedienste van die Departement die volgende deposito ten opsigte van elke betrokke eienaar se vleis wat by dieselfde appel betrokke is, te deponeer:

Beeste: R25 vir die eerste karkas plus R5 vir elke bykomende karkas.

Varke: R20 vir die eerste karkas plus R4 vir elke bykomende karkas.

Kalwers, skape, lammers, bokke of boklammers: R15 vir die eerste karkas plus R3 vir elke bykomende karkas.

(2) 'n Inspekteur of vleisgraderder mag aan 'n karkas ten opsigte waarvan 'n appel aangeteken is, enige merk of merke aanbring wat hy vir uitkenningsdoeleindes nodig mag ag, waarna die appellant op eie koste moet reël vir die opberging van die betrokke karkas(se) in 'n koelkamer totdat die appel beslis word en die betrokke inspekteur of vleisgraderder moet in kennis gestel word van die plek van sodanige opberging.

(3) The Director-General of the Department or an officer of the Department nominated by him, shall designate a person or persons to decide such an appeal within 10 days (excluding Saturdays, Sundays and public holidays) after it was lodged, and the decision of the person or persons so designated shall be final.

(4) The person or persons so designated shall give the appellant or his representative at least two hours notice of the time and place determined for considering the appeal, and may, after the carcase(s) concerned has (have) been produced and identified and all interested persons have been heard, instruct all other persons (including the appellant, his representative and the inspector or meat grader concerned), to leave the place where the appeal is being considered.

(5) (a) If the appeal is upheld, the amount deposited in respect thereof shall be refunded to the appellant.

(b) If the appeal is dismissed or if the carcase(s) to which it (they) relate(s) is (are) not produced at the time and place determined by the said person or persons, the amount deposited in respect thereof shall be forfeited.

(c) If any appeal is in part upheld where more than one carcase is concerned, an amount of R5 in the case of cattle, R4 in the case of pigs and R3 in the case of calves, sheep, lambs, goats or kids shall be refunded to the appellant in respect of each carcase of which the appeal was upheld.

PART II

CLASSIFICATION OF CARCASES

4. The following visual characteristics shall be considered in the classification of beef, sheep, goat and pig carcasses:

(a) CATTLE:

Characteristic	Code	Description	Guideline
(i) *Age.....	A	0 teeth.....	—
	B	1 to 6 teeth.....	—
	C	7 and more teeth.....	—
(ii) †Fatness.....	1	Very lean.....	Less than 1 mm.
	2	Lean.....	1 to 3 mm.
	3	Medium.....	3,1 to 5 mm.
	4	Fat.....	5,1 to 7 mm.
	5	Slightly overfat.....	7,1 to 10 mm.
	6	Excessively overfat.....	More than 10 mm.
(iii) Conformation.....	1	Emaciated.....	‡Less than 1,30 kg per cm carcase length.
	2	Flat.....	1,30 to 1,55 kg per cm carcase length.
	3	Medium.....	1,56 to 1,80 kg per cm carcase length.
	4	Round.....	1,81 to 2,05 kg per cm carcase length.
	5	Very round.....	More than 2,05 kg per cm carcase length.
(iv) Damage.....	1	Slight.....	Locality, size and depth of damage shall be taken into consideration.
	2	Medium.....	
	3	Bad.....	
(v) Mass.....	—	Noted as measured.....	—
(vi) Sex.....	1	Heifer.....	—
	2	Ox.....	—
	3	Cow.....	—
	4	Bull.....	—
(vii) Internal fat.....	1	Little.....	Less than 1,5% of carcase mass.
	2	Medium.....	1,5% to 3,3% of carcase mass.
	3	Excessive.....	More than 3,3% of carcase mass.

* Carcases of bulls with one or more teeth are not classified according to age.

† The uniformity of fat covering on the carcase shall be taken into consideration in the classification: Provided that such fat thicknesses if required, may be measured between the tenth and the eleventh ribs and 50 mm from the medial line of the cold carcase.

‡ Carcase length, if required, is measured from the centre of the bisected surface of the *symphysis pubis* to the centre of the foremost, anterior surface of the first rib.

(3) Die Direkteur-generaal van die Departement of 'n beampte van die Departement deur hom benoem, moet 'n persoon of persone aanwys wat die appèl binne 10 dae (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan, uitwys en die beslissing van die aldus aangewese persoon of persone sal afdoende wees.

(4) Die aldus aangewese persoon of persone moet die appellant of sy verteenwoordiger minstens 2 uur kennis gee van die tyd en plek bepaal vir die uitwys van die appèl en mag, nadat die betrokke karkas(se) vertoon en uitgeken is en alle belanghebbendes aangehoor is, alle ander persone (met inbegrip van die appellant, sy verteenwoordiger en die betrokke inspekteur of vleisgradeerder) gelas om die plek waar die appèl oorweeg word, te verlaat.

(5) (a) Indien 'n appèl gehandhaaf word, moet die bedrag wat ten opsigte daarvan gedeponeer is, aan die appellant terugbetaal word.

(b) Indien 'n appèl van die hand gewys word of indien die karkas(se) waarop dit betrekking het, nie op die tyd en plek bepaal deur die genoemde persoon of persone vertoon word nie, sal die bedrag wat ten opsigte daarvan gedeponeer is, verbeur word.

(c) Indien 'n appèl slegs gedeeltelik slaag wanneer meer as een karkas by 'n appèl betrokke is, sal die bedrag van R5 in die geval van beeste, R4 in die geval van varke en R3 in die geval van kalwers, skape, lamers, bokke of boklamers ten opsigte van elke karkas wat die appèl slaag, aan die appellant terugbetaal word.

DEEL II

KLASSIFISERING VAN KARKASSE

4. Die volgende visuele eienskappe moet in aanmerking geneem word by die klassifisering van bees-, skaap-, bok- en varkkarkasse:

(b) SHEEP AND LAMBS

Characteristic	Code	Description	Guideline
(i) *Age.....	A	0 teeth.....	—
	B	1 to 4 teeth.....	—
	C	5 and more teeth.....	—
(ii) †Fatness.....	1	Very lean.....	Less than 1 mm.
	2	Lean.....	1 to 4 mm.
	3	Medium.....	4,1 to 7 mm.
	4	Fat.....	7,1 to 9 mm.
	5	Slightly overfat.....	9,1 to 11 mm.
	6	Excessively overfat.....	More than 11 mm.
(iii) Conformation.....	1	Emaciated.....	‡Less than 0,13 kg per cm carcass length.
	2	Flat.....	0,13 to 0,15 kg per cm carcass length.
	3	Medium.....	0,16 to 0,17 kg per cm carcass length.
	4	Round.....	0,18 to 0,19 kg per cm carcass length.
	5	Very round.....	More than 0,19 kg per cm carcass length.
(vi) Damage.....	1	Slight.....	Locality, size and depth of damage shall be taken into consideration.
	2	Medium.....	
	3	Bad.....	
(v) Mass.....	—	Noted as measured.....	—
(vi) Sex.....	1	Lamb.....	—
	2	Wether.....	—
	3	Ewe.....	—
	4	Ram.....	—
(vii) Internal fat.....	1	Little.....	Less than 1,5% of carcass mass.
	2	Medium.....	1,5% to 3,3% of carcass mass.
	3	Excessive.....	More than 3,3% of carcass mass.

* Carcasses of rams with one or more teeth are not classified according to age.

† The uniformity of fat covering on the carcass shall be taken into consideration in the classification: Provided that such fat thicknesses, if required, may be measured between the third and fourth *lumbal vertebrae* and 25 mm from the medial line of the cold carcass.

‡ Carcass length, if required, is measured on the hanging carcass from the most distal point of the hind leg to the lowest surface of the neck, against the vertebrae.

(c) GOATS AND KIDS:

Characteristic	Code	Description	Guideline
(i) *Age.....	A	0 teeth.....	—
	B	1 to 4 teeth.....	—
	C	5 and more teeth.....	—
(ii) Fatness.....	1	Very lean.....	—
	2	Lean.....	—
	3	Medium.....	—
	4	Fat.....	—
	5	Slightly overfat.....	—
	6	Excessively overfat.....	—
(iii) Conformation.....	1	Emaciated.....	—
	2	Flat.....	—
	3	Medium.....	—
	4	Round.....	—
	5	Very round.....	—
(iv) Damage.....	1	Slight.....	Locality, size and depth of damage shall be taken into consideration.
	2	Medium.....	
	3	Bad.....	
(v) Mass.....	—	Noted as measured.....	—
(vi) Sex.....	1	Lamb.....	—
	2	Castrated goat.....	—
	3	Ewe.....	—
	4	Ram.....	—
(vii) Internal fat.....	1	Little.....	Less than 1,5% of carcass length.
	2	Medium.....	1,5% to 3,3% of carcass length.
	3	Excessive.....	More than 3,3% of carcass length.

* Carcasses of rams with one or more teeth are not classified according to age.

(d) PIGS:

Characteristic	Code	Description	Guideline
(i) Mass.....	—	Noted as measured.....	—
(ii) *Backfat thickness.....	—	As measured.....	—
(iii) Conformation.....	1	Emaciated.....	—
	2	Flat.....	—
	3	Medium.....	—
	4	Round.....	—
	5	Very round.....	—
(iv) Damage.....	1	Slight.....	Locality, size and depth of damage shall be taken into consideration.
	2	Medium.....	
	3	Bad.....	
(v) Sex.....	1	Gilt.....	—
	2	Barrow.....	—
	3	Sow.....	—
	4	Boar.....	—

* The backfat thickness, including the skin, is measured with a measuring instrument, on a hanging carcass, at a point horizontal to the downward end of the last rib, 60 mm from the centre line of the carcass.

(a) BEESTE:

Eienskap	Kode	Beskrywing	Riglynnorm
(i) *Ouderdom.....	A	0 tande.....	—
	B	1 tot 6 tande.....	—
	C	7 en meer tande.....	—
(ii) †Vetheid.....	1	Brandmaer.....	Minder as 1 mm.
	2	Maer.....	1 tot 3 mm.
	3	Medium.....	3,1 tot 5 mm.
	4	Vet.....	5,1 tot 7 mm.
	5	Matig oorvet.....	7,1 tot 10 mm.
	6	Uitermate oorvet.....	Meer as 10 mm.
(iii) Bouvorm.....	1	Uitgeteer.....	‡Minder as 1,30 kg per cm karkaslengte.
	2	Plat.....	1,30 tot 1,55 kg per cm karkaslengte.
	3	Medium.....	1,56 tot 1,80 kg per cm karkaslengte.
	4	Rond.....	1,81 tot 2,05 kg per cm karkaslengte.
	5	Baie rond.....	Meer as 2,05 kg per cm karkaslengte.
(iv) Beskadiging.....	1	Lig.....	Ligging, oppervlakte en diepte van beskadiging
	2	Medium.....	sal in aanmerking geneem word.
	3	Erg.....	—
(v) Massa.....	—	Aangeteken soos gemeet.....	—
(vi) Geslag.....	1	Vers.....	—
	2	Os.....	—
	3	Koei.....	—
	4	Bul.....	—
(vii) Binnevet.....	1	Min.....	Minder as 1,5% van karkasmassa.
	2	Medium.....	1,5% tot 3,3% van karkasmassa.
	3	Oormatig.....	Meer as 3,3% van karkasmassa.

* Die karkasse van bulle met een of meer tande word nie volgens ouderdom geklassifiseer nie.

† Die egalige verspreiding van vet oor die karkas sal in aanmerking geneem word by die klassifisering: Met dien verstande dat sodanige vetdiktes, indien benodig, bepaal word tussen die tiende en elfde rib en 50 mm vanaf die middellyn van die koue karkas.

‡ Karkaslengte, indien benodig, word gemeet vanaf die middelpunt van die deurgesnyde oppervlakte van die *symphysis pubis* to die middel van die voorste vlak van die eerste rib.

(b) SKAPE EN LAMMERS:

Eienskap	Kode	Beskrywing	Riglynnorm
(i) *Ouderdom.....	A	0 tande.....	—
	B	1 tot 4 tande.....	—
	C	5 en meer tande.....	—
(ii) †Vetheid.....	1	Brandmaer.....	Minder as 1 mm.
	2	Maer.....	1 tot 4 mm.
	3	Medium.....	4,1 tot 7 mm.
	4	Vet.....	7,1 tot 9 mm.
	5	Matig oorvet.....	9,1 tot 11 mm.
	6	Uitermate oorvet.....	Meer as 11 mm.
(iii) Bouvorm.....	1	Uitgeteer.....	‡Minder as 0,13 kg per cm karkaslengte.
	2	Plat.....	0,13 tot 0,15 kg per cm karkaslengte.
	3	Medium.....	0,16 tot 0,17 kg per cm karkaslengte.
	4	Rond.....	0,18 tot 0,19 kg per cm karkaslengte.
	5	Baie rond.....	Meer as 0,19 kg per cm karkaslengte.
(iv) Beskadiging.....	1	Lig.....	Ligging, oppervlakte en diepte van beskadiging
	2	Medium.....	sal in aanmerking geneem word.
	3	Erg.....	—
(v) Massa.....	—	Aangeteken soos gemeet.....	—
(vi) Geslag.....	1	Lam.....	—
	2	Hamel.....	—
	3	Ooi.....	—
	4	Ram.....	—
(vii) Binnevet.....	1	Min.....	Minder as 1,5% van karkasmassa.
	2	Medium.....	1,5% tot 3,3% van karkasmassa.
	3	Oormatig.....	Meer as 3,3% van karkasmassa.

* Karkasse van skaapramme met een of meer tande word nie volgens ouderdom geklassifiseer nie.

† Die egalige verspreiding van vet oor die karkas sal in aanmerking geneem word by die klassifisering: Met dien verstande dat sodanige vetdiktes, indien benodig, bepaal word tussen die derde en vierde *lumbalewerwel* en 25 mm vanaf die middellyn van die koue karkas.

‡ Karkaslengte, indien benodig, word gemeet op die hangende karkas vanaf die mees distale punt van die agterbeen tot die onderste vlak van die nek teenaan die werwels.

(c) BOKKE EN BOKLAMMERS:

Eienskap	Kode	Beskrywing	Riglynnorm
(i) *Ouderdom.....	A	0 tande.....	—
	B	1 tot 4 tande.....	—
	C	5 en meer tande.....	—
(ii) Vetheid.....	1	Brandmaer.....	—
	2	Maer.....	—
	3	Medium.....	—
	4	Vet.....	—
	5	Matig oorvet.....	—
	6	Uitermate oorvet.....	—
(iii) Bouvorm.....	1	Uitgeteer.....	—
	2	Plat.....	—
	3	Medium.....	—
	4	Rond.....	—
	5	Baie rond.....	—
(vi) Beskadiging.....	1	Lig.....	Ligging, oppervlakte en diepte van beskadiging sal in aanmerking geneem word.
	2	Medium.....	
	3	Erg.....	
(v) Massa.....	—	Aangeteken soos gemeet.....	—
(vi) Geslag.....	1	Lam.....	—
	2	Kapater.....	—
	3	Ooi.....	—
	4	Ram.....	—
(vii) Binnevet.....	1	Min.....	Minder as 1,5% van karkaslengte. 1,5% tot 3,3% van karkaslengte. Meer as 3,3% van karkaslengte.
	2	Medium.....	
	3	Oormatig.....	

* Karkasse van ramme met een of meer tande word nie volgens ouderdom geklassifiseer nie.

(d) VARKE:

Eienskap	Kode	Beskrywing	Riglynnorm
(i) Massa.....	—	Aangeteken soos gemeet.....	—
(ii) *Rugvetdikte.....	—	Soos gemeet.....	—
(iii) Bouvorm.....	1	Uitgeteer.....	—
	2	Plat.....	—
	3	Medium.....	—
	4	Rond.....	—
	5	Baie rond.....	—
(iv) Beskadiging.....	1	Lig.....	Ligging, oppervlakte en diepte van beskadiging sal in aanmerking geneem word.
	2	Medium.....	
	3	Erg.....	
(v) Geslag.....	1	Jongsog.....	—
	2	Burg.....	—
	3	Sog.....	—
	4	Beer.....	—

* Die rugvetdikte, vel inbegrepe, word op 'n hangende karkas, met 'n meetinstrument, op 'n punt horisontaal teenoor die afwaartse end van die laaste rib gemeet, 60 mm vanaf die middellyn van die karkas.

PART III

GRADING AND MARKING OF MEAT

General: Grading

5. (1) Meat shall be graded only in the form of a carcass after, for grading purposes, the age, where applicable, has been determined by the teeth: Provided that in the case of damaged cattle carcasses, each side may be graded separately.

DEEL III

GRADERING EN MERK VAN VLEIS

Algemeen: Gradering

5. (1) Vleis word slegs gegradeer terwyl dit in die vorm van 'n karkas is, nadat vir graderingsdoeleindes die ouderdom, waar van toepassing, deur middel van die tande bepaal is: Met dien verstande dat in die geval van beskadigde beeskarkasse, elke sy afsonderlik gegradeer mag word.

(2) For the purpose of grading, cattle, sheep and goat carcasses shall be grouped according to the age of the slaughtered animal as prescribed in subregulations 4 (a), (b) and (c): Provided that if the head of a slaughtered animal is separated from the carcass before the number of teeth has been determined for grading purposes, the carcass shall be deemed to be—

(a) in the case of a calf, that of a bovine without permanent teeth;

(b) in the case of a bovine, in the age group of seven or more teeth; and

(c) in the case of a sheep or a goat in the age group of five and more teeth.

6. Considering the prescriptions in regulations 8 and 9, the grades for the different species are as follows:

(a) *Cattle*:

(i) Veal: Super, 1, 2 and 3.

(ii) Beef: Super A, A1, A2, Prime B, B1, B2, C1, C2, 3 and 4.

(b) *Sheep*:

Super lamb, Lamb 1, Lamb 2, Prime B, B1, B2, C1, C2 and 3.

(c) *Goats*:

Super kid, Kid 1, Kid 2, Prime B, B1, B2, C1, C2 and 3.

(d) *Pigs*:

(i) Sucking pig in one grade.

(ii) Pork: Super, 1, 2 and 3.

(iii) Sausage pig meat in one grade.

(iv) Rough pig meat: R1 and R2.

General: Marking

7. (1) (a) In the controlled area all carcasses shall be rollermarked over the whole length of each side or quarter with at least one vertical row of marking according to the grade, age or other requirements as stipulated in regulations 8 and 9: Provided that in the case of pig carcasses only carcasses with a mass of 21 to 55 kg shall be rollermarked, and heavier carcasses at a centre only after written agreement, to that effect, had previously been reached.

(b) If any grademark is applied to meat or the container thereof, such marks shall correspond to the mark of the carcass of origin.

(2) If, in the uncontrolled area, a carcass or meat is grademark, it shall be grademarked according to the specification of subregulation (1): Provided that the grademark shall be alternated with a distinctive mark which has previously been submitted in writing to the Director of Inspection Services.

(3) No other grademarks or identification of grade, or any marks which qualify the grade, except those prescribed in subregulations (1) and (2) may be applied to a carcass or part thereof or containers thereof: Provided that an inspector in the case of a carcass competing on a show, showing outstanding characteristics, may mark it XXX, with or without further indications of grade or age.

(4) Fat-tailed type sheep carcasses with a fat-tail shall be marked with a double impression of the grade stamp.

(2) Bees-, skaap en bakkarkasse moet vir graderingsdoeleindes volgens die ouderdom van die geslagte dier soos weergegee in subregulasie 4 (a), (b) en (c) gegroepeer word: Met dien verstande dat indien die kop van 'n geslagte dier van die liggaam geskei is voordat die aantal tande vir graderingsdoeleindes bepaal is, die betrokke karkas geag sal word—

(a) in die geval van 'n kalf, die van 'n bees sonder permanente tande te wees;

(b) in die geval van 'n bees, in die ouderdomsgroep van sewe tande en meer te wees; en

(c) in die geval van 'n skaap of bok, in die ouderdomsgroep van vyf tande en meer te wees.

6. Met inagneming van die voorskrifte in regulasie 8 en 9 is die grade van die verskillende spesies as volg:

(a) *Bees*:

(i) Kalfsvleis: Super, 1, 2 en 3.

(ii) Beesvleis: Super A, A1, A2, Prima B, B1, B2, C1, C2, 3 en 4.

(b) *Skaap*:

Superlam, Lam 1, Lam 2, Prima B, B1, B2, C1, C2 en 3.

(c) *Bok*:

Superboklam, Boklam 1, Boklam 2, Prima B, B1, B2, C1, C2 en 3.

(d) *Vark*:

(i) Speenvarkvleis in een graad.

(ii) Varkvleis: Super, 1, 2 en 3.

(iii) Worsvarkvleis in een graad.

(iv) Ruvarkvleis: R1 en R2.

Algemeen: Merk

7. (1) (a) In die beheerde gebiede moet alle karkasse oor die volle lengte met minstens een vertikale ry op elke sy of kwart met merke ooreenkomstig die graad, ouderdom of ander vereistes soos in regulasie 8 en 9 uiteengesit, gerolmerk word: Met dien verstande dat slegs varrkarkasse met 'n massa van 21 tot 55 kg gerolmerk word, terwyl vir swaarder karkasse, by 'n bepaalde sentrum, vooraf skriftelik ooreengekom moet word, om hulle te rolmerk.

(b) Indien enige graadmerk aan vleis of houer daarvan aangebring word, moet sodanige merke in ooreenstemming met die merk van die karkas van oorsprong wees.

(2) Indien 'n karkas of vleis in die onbeheerde gebied gegraadmerk word, moet dit ooreenkomstig die bepalinge van subregulasie (1) geskied: Met dien verstande dat die graadmerk afgewissel moet word met 'n onderskeidende merk wat vooraf skriftelik aan die Direkteur van Inspeksiedienste voorgelê is.

(3) Geen ander graadmerke of aanduiding van graad of enige merke wat die graad kwalifiseer as dié in subregulasie (1) en (2) voorgeskryf mag aan 'n karkas of gedeelte daarvan of die houer daarvan, aangebring word nie: Met dien verstande dat die inspekteur in die geval van 'n karkas wat op 'n skou meeding en uitstaande eienskappe vertoon dit XXX mag merk, met of sonder verdere aanduidings van ouderdom of graad.

(4) Vetstert-tipe skaapkarkasse met 'n vetstert moet met 'n dubbele afdruk van die graadstempel gemerk word.

8. Specifications for grading and marking of meat:

(1) With the exceptions prescribed in subregulation (2) the specifications for the grading and marking of meat, pig's meat excluded, is as follows:

(a) Beef: Those in regulation 6 (a) prescribed grades of beef shall comply to the following requirements and shall be marked according to the prescriptions mentioned hereafter:

(i) *Veal*:

8. Spesifikasies vir gradering en merk van vleis:

(1) Met die uitsonderings voorgeskryf in subregulasie (2) is die spesifikasies vir gradering en merk van vleis, uitgesonderd varkvleis, soos volg:

(a) Beesvleis: Die in regulasie 6 (a) voorgeskrewe grade beesvleis moet aan die volgende vereistes voldoen en moet gemerk word ooreenkomstig die voorskrifte hieronder aangedui:

Grade	Quality factor of carcass		Mark	Colour of ink
	Subcutaneous fat covering	Conformation code		
Super.....	Average one mm thick or more over the back and loins, together with an even spread of fat over the rest of the carcass	4 and 5.....	Super	Purple.
1.....	With insufficient fat covering.....	3, 4 and 5.....	111	Brown.
2.....	*	2.....	222	Red.
3.....	*	1.....	333	Black.

* No specifications.

(i) *Kalfsvleis*:

Graad	Gehalte-eienskap van karkas		Merk	Kleur van ink
	Onderhuidse vetbedekking	Bouvormkode		
Super.....	Gemiddeld een mm of meer dik oor die rug en lende, asook 'n egalige verspreiding van vet oor die res van die karkas	4 en 5.....	Super	Pers.
1.....	Met onvoldoende vetbedekking.....	3, 4 en 5.....	111	Bruin.
2.....	*	2.....	222	Rooi.
3.....	*	1.....	333	Swart.

* Geen spesifikasies.

(ii) *Beef*:

Grade	Age code	Fatness code	Conformation code	Mark	Colour of ink
Super A.....	A.....	3 and 4.....	3, 4 and 5.....	Super AAA	Purple.
A1.....	A.....	2.....	2, 3, 4 and 5.....	AAA 111	Brown.
A2.....	A.....	5 and 6.....	2, 3, 4 and 5.....	AAA 222	Brown.
Prime B.....	B.....	3 and 4.....	3, 4 and 5.....	Prime BBB Prime BBB	Green.
B1.....	B.....	2.....	2, 3, 4 and 5.....	BBB 111	Red.
B2.....	B.....	5 and 6.....	2, 3, 4 and 5.....	BBB 222	Red.
C1.....	C.....	3 and 4.....	2, 3, 4 and 5.....	CCC 111	Red.
C2.....	C.....	5 and 6.....	2, 3, 4 and 5.....	CCC 222	Red.
3.....	*	*	*	333	Black.
4†.....				444	Black.

* No specifications.

† Including meat of carcasses—

- (i) where 50% or more of the meat (excluding the bones) of a whole, half or quarter carcass had to be removed because of damage; or
(ii) where the conformation and fatness code is described as 1.

(ii) *Beesvleis*:

Graad	Ouderdomkode	Vetheidkode	Bouvormkode	Merk	Kleur van ink
Super A.....	A.....	3 en 4.....	3, 4 en 5.....	Super AAA	Pers.
A1.....	A.....	2.....	2, 3, 4 en 5.....	AAA 111	Bruin
A2.....	A.....	5 en 6.....	2, 3, 4 en 5.....	AAA 222	Bruin.
Prima B.....	B.....	3 en 4.....	3, 4 en 5.....	Prima BBB Prime BBB	Groen.
B1.....	B.....	2.....	2, 3, 4 en 5.....	BBB 111	Rooi.
B2.....	B.....	5 en 6.....	2, 3, 4 en 5.....	BBB 222	Rooi.
C1.....	C.....	3 en 4.....	2, 3, 4 en 5.....	CCC 111	Rooi.
C2.....	C.....	5 en 6.....	2, 3, 4 en 5.....	CCC 222	Rooi.
3.....	*	*	*	333	Swart.
4†.....				444	Swart.

* Geen spesifikasies.

† Insluitende vleis van karkasse waarvan—

- (i) 50% of meer van die vleis (uitgesonderd bene) van 'n hele, halwe of kwart karkas weens beskadiging verwyder moes word; of
(ii) die bouvorm en vetheid as kode 1 beskryf word.

(b) *Mutton*.—Those in regulation 6 (b) prescribed grades of mutton must comply to the following requirements and shall be rollermarked according to the prescriptions mentioned hereafter:

(b) *Skaapvleis*.—Die in regulasie 6 (b) voorgeskrewe grade skaapvleis moet aan die volgende vereistes voldoen en moet gemerk word ooreenkomstig die voor-skrifte hieronder aangedui:

Grade	Age code	Fatness code	Conformation code	Mark	Colour of ink
Super Lamb.....	A.....	3 and 4.....	3, 4 and 5.....	Super Lam	Purple.
Lamb 1.....	A.....	2.....	2, 3, 4 and 5.....	Lam 111	Brown.
Lamb 2.....	A.....	5 and 6.....	2, 3, 4 and 5.....	Lam 222	Brown.
Prime B.....	B.....	3 and 4.....	3, 4 and 5.....	Prime BBB Prima BBB	Green.
B1.....	B.....	2.....	2, 3, 4 and 5.....	BBB 111	Red.
B2.....	B.....	5 and 6.....	2, 3, 4 and 5.....	BBB 222	Red.
C1.....	C.....	3 and 4.....	2, 3, 4 and 5.....	CCC 111	Red.
C2.....	C.....	5 and 6.....	2, 3, 4 and 5.....	CCC 222	Red.
3.....	*	*	*	333	Black.

* No specifications.

† Including the meat of carcasses where 50% or more of the meat (excluding the bones) of a whole, half or quarter carcass had to be removed because of damage.

Graad	Ouderdomkode	Vetheidkode	Bouvormkode	Merk	Kleur van ink
Super Lam.....	A.....	3 en 4.....	3, 4 en 5.....	Super Lam	Pers.
Lam 1.....	A.....	2.....	2, 3, 4 en 5.....	Lam 111	Bruin.
Lam 2.....	A.....	5 en 6.....	2, 3, 4 en 5.....	Lam 222	Bruin.
Prima B.....	B.....	3 en 4.....	3, 4 en 5.....	Prima BBB Prime BBB	Groen.
B 1.....	B.....	2.....	2, 3, 4 en 5.....	BBB 111	Rooi.
B2.....	B.....	5 en 6.....	2, 3, 4 en 5.....	BBB 222	Rooi.
C1.....	C.....	3 en 4.....	2, 3, 4 en 5.....	CCC 111	Rooi.
C2.....	C.....	5 en 6.....	2, 3, 4 en 5.....	CCC 222	Rooi.
3†.....	*	*	*	333	Swart.

* Geen spesifikasies.

† Insluitende vleis van karkasse waarvan 50% of meer van die vleis (uitgesonderd die bene) van 'n hele, halwe of kwart karkas weens beskadiging verwyder moes word.

(c) *Goat's meat*.—Those in regulation 6 (c) prescribed grades of goat's meat shall comply to the following requirements and shall be marked according to the prescriptions mentioned hereafter:

(c) *Bokvleis*.—Die in regulasie 6 (c) voorgeskrewe grade bokvleis moet aan die volgende vereistes voldoen en moet gemerk word ooreenkomstig die voorskrifte hieronder aangedui:

Grade	Age code	Fatness code	Conformation code	Mark	Colour of ink
Super kid.....	A.....	3 and 4.....	3, 4 and 5.....	Super Bok Super Kid	Orange.
Kid 1.....	A.....	2.....	2, 3, 4 and 5.....	Bok 111 Kid 111	Orange.
Kid 2.....	A.....	5 and 6.....	2, 3, 4 and 5.....	Bok 222 Kid 222	Orange.
Prime B.....	B.....	3 and 4.....	3, 4 and 5.....	Prime BBB Goat Prima BBB Bok	Orange.
B1.....	B.....	2.....	2, 3, 4 and 5.....	BBB 111 Goat BBB 111 Bok	Orange.
B2.....	B.....	5 and 6.....	2, 3, 4 and 5.....	BBB 222 Goat BBB 222 Bok	Orange.
C1.....	C.....	3 and 4.....	2, 3, 4 and 5.....	CCC 111 Goat CCC 111 Bok	Orange.

Grade	Age code	Fatness code	Conformation code	Mark	Colour of ink
C2.....	C.....	5 and 6.....	2, 3, 4 and 5.....	CCC 222 Goat CCC 222 Bok	Orange.
3†.....	*	*	*	333 Goat 333 Bok	Black.

* No specifications.

† Including meat of carcasses of which 50% or more of the meat (excluding the bones) of a whole, half or quarter carcase had to be removed because of damage.

Graad	Ouderdomkode	Vetheidkode	Bouvormkode	Merk	Kleur van ink
Super Boklam.....	A.....	3 en 4.....	3, 4 en 5.....	Super Bok Super Kid	Oranje.
Boklam 1.....	A.....	2.....	2, 3, 4 en 5.....	Bok 111 Kid 111	Oranje.
Boklam 2.....	A.....	5 en 6.....	2, 3, 4 en 5.....	Bok 222 Kid 222	Oranje.
Prima B.....	B.....	3 en 4.....	3, 4 en 5.....	Prime BBB Goat Prima BBB Bok	Oranje.
B1.....	B.....	2.....	2, 3, 4 en 5.....	BBB 111 Goat BBB 111 Bok	Oranje.
B2.....	B.....	5 en 6.....	2, 3, 4 en 5.....	BBB 222 Goat BBB 222 BOK	Oranje.
C1.....	C.....	3 en 4.....	2, 3, 4 en 5.....	CCC 111 Goat CCC 111 Bok	Oranje.
C2.....	C.....	5 en 6.....	2, 3, 4 en 5.....	CCC 222 Goat CCC 222 Bok	Oranje.
3†.....	*	*	*	333 Goat 333 Bok	Swart.

* Geen spesifikasies.

† Insluitende vleis van karkasse waarvan 50% of meer van die vleis (uitgesonderd die bene) van 'n hele, halwe of kwart karkas weens beskadiging verwyder moes word.

(2) *Exceptions.*—Notwithstanding the quality prescriptions in subregulation (1) an inspector shall take the following into consideration:

(a) (Damage) Meat derived from a carcass or side, according to the species, which complies with the specifications for—

(i) Super or Prime but with code 1 or 2 damage; and

(aa) code 3 fatness may be graded as grade 1; and

(bb) with code 4 fatness may be graded as grade 2 within the relative age group;

(ii) grade 1 or 2 but with code 1 or 2 damage, may be graded as grade 3; and

(iii) Super, Prime, grade 1 or 2 with code 3 damage shall be graded as grade 3 or 4.

(b) (Conformation) Meat derived from carcasses with code 2 conformation; and

(i) code 3 fatness shall be graded as grade 1; and

(ii) code 4 fatness shall be graded as grade 2;

within the relative age group.

(c) (Oily fat) Meat derived from carcasses with excessive oily fat shall be graded as grade 3.

(d) (Male animals) Meat derived from carcasses of—

(i) uncastrated male animals with one or more teeth shall be graded as grade 3; and

(ii) uncastrated male animals without teeth or castrated animals with or without teeth showing prominent, developed male characteristics in the fore-quarters shall be graded as grade 3.

(e) (Internal fat) Meat derived from carcasses with a code 3 internal fat shall not be graded as Super or Prime.

(f) (Fat-tailed sheep) Meat derived from carcasses of fat-tailed type sheep from which the fat-tail has not been removed and with—

(i) code 3 fatness on the rest of the carcass shall be graded as grade 1; and with

(ii) code 4 fatness shall be graded as grade 2;

according to the age group of the relevant carcass.

9. (1) With the exceptions prescribed in subregulation (2) the specifications for the grading and marking of pig's meat is as follows:

Those in regulation 6 (d) prescribed grades of pig's meat shall comply to the following requirements and shall be marked according to the prescriptions mentioned hereafter:

(a) *Sucking pig meat.*—Sucking pigs shall be stamped S on the head of the carcass with purple ink.

(b) *Pork:*

(2) *Uitsonderings.*—Nieteenstaande die gehaltever-eistes voorgeskryf in subregulasie (1) moet 'n inspekteur die volgende in aanmerking neem:

(a) (Beskadiging) Vleis van karkasse of sye, nagelang van die spesie, wat voldoen aan die vereistes van—

(i) Super of Prima maar met kode 1 of 2 beskadiging; en

(aa) met kode 3 vetheid mag as graad 1; en

(bb) met kode 4 vetheid mag as graad 2;

binne die betrokke ouderdomsgroep gegradeer word;

(ii) grade 1 of 2 maar met kode 1 of 2 beskadiging, mag as graad 3 gegradeer word; en

(iii) Super, Prima, grade 1 of 2 met kode 3 beskadiging, mag as graad 3 of 4 gegradeer word.

(b) (Bouvorm) Vleis van karkasse met kode 2 bou-vorm; en

(i) kode 3 vetheid moet as graad 1; en

(ii) kode 4 vetheid as graad 2;

binne die betrokke ouderdomsgroep gegradeer word.

(c) (Olierige vet) Vleis van karkasse met oormatig olierige vet moet as graad 3 gegradeer word.

(d) (Manlike diere) Vleis van karkasse afkomstig van—

(i) ongekastrateerde manlike diere met een of meer tande sal as graad 3 gegradeer word; en

(ii) ongekastrateerde manlike diere sonder tande, of gekastrateerde diere met of sonder tande wat opvallende sekondêre manlike eienskappe in die voor-kwarte toon, moet as graad 3 gegradeer word.

(e) (Binnevet) Vleis van karkasse met 'n kode 3 binnevet moet nie as Super of Prima gegradeer word nie.

(f) (Vetstertskepe) Vleis van karkasse afkomstig van vetstert-tipe skape waarvan die vetsterte nie verwyder is nie, en met—

(i) kode 3 vetheid oor die res van die karkas moet as graad 1; en

(ii) kode 4 vetheid moet as graad 2;

ooreenkomstig die ouderdomsgroep van die betrokke karkas gegradeer word.

9. (1) Met die uitsonderings voorgeskryf in subregulasie (2) is die spesifikasies vir gradering en merk van varkvleis soos volg:

Die in regulasie 6 (d) voorgeskrewe grade varkvleis moet aan die volgende vereistes voldoen en sal gemerk word ooreenkomstig die voorskrifte hieronder aangedui:

(a) *Speenvarkvleis.*—Speenvarke sal S gemerk word deur bestempeling met pers ink op die kop van die karkas.

Grade	Cold dressed mass								Conformation code	Mark	Colour of ink
	Mass group (kg)										
	21 to 40		41 to 55		56 to 70		71 to 90				
	Backfat thickness (mm)										
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.			
Super.....	5	10	5	13	5	17	5	20	4 and 5	Super	Purple
1.....	0	12	0	16	0	22	0	26	3, 4 and 5	111	Brown
2.....	0	15	0	19	0	25	0	30	2, 3, 4 and 5	222	Red
3.....	*	*	*	*	*	*	*	*	*	333	Black

* No specifications.

(b) *Varkvleis*:

Graad	Koue skoonmassa								Bouvormkode	Merk	Kleur van ink
	Massa groep (kg)										
	21 tot 40		41 tot 55		56 tot 70		71 tot 90				
	Rugvetdiktes (mm)										
	Min.	Maks.	Min.	Maks.	Min.	Maks.	Min.	Maks.			
Super.....	5	10	5	13	5	17	5	20	4 en 5	Super	Pers
1.....	0	12	0	16	0	22	0	26	3, 4 en 5	111	Bruin
2.....	0	15	0	19	0	25	0	30	2, 3, 4 en 5	222	Rooi
3.....	*	*	*	*	*	*	*	*	*	333	Swart

* Geen spesifikasies.

(c) *Sausage pig meat*.—Sausage pig meat shall be obtained from barrow and sow carcasses with a cold dressing mass of more than 90 kg which are not emaciated, and shall be stamp-marked S with black ink on both hind legs.

(d) *Rough pig meat*:

(i) Rough 1 shall be derived from boars or pigs with signs of late castration, with a cold dressed mass of 56 to 90 kg which otherwise comply to the requirements of Super or grade 1 pork and shall be stamp-marked R1 with black ink on both hind legs.

(ii) Rough 2 shall be derived from carcasses that cannot be placed in any of the previously mentioned pig's meat grades, and shall be rollermarked RRR 222 with black ink.

(2) *Exceptions*.—Notwithstanding the quality prescriptions in subregulation (1) an inspector shall take the following into consideration:

(a) Meat derived from Super and grade 1 carcasses shall—

- (i) contain no black seed;
- (ii) have an attractive appearance; and
- (iii) be derived from well grown pigs.

(b) Grade 3 pork shall be derived from all carcasses with a cold dressed mass from 21 to 90 kg—

- (i) with more than the prescribed back fat thicknesses of the various mass groups for grade 2;
- (ii) with excessive oily fat;
- (iii) with code 3 damage; and
- (iv) of sows that have farrowed or are visibly with young.

PART IV

REPEAL

10. These regulations shall come into operation on 1 July 1981 and repeals Government Notice R. 2387 of 22 December 1972 as amended by Government Notices:

- R. 312 of 27 February 1976;
- R. 1885 of 16 September 1977;
- R. 345 of 24 February 1978;
- R. 1205 of 9 June 1978;
- R. 1503 of 21 July 1978;
- R. 12 of 4 January 1980;
- R. 601 of 28 March 1980;

with effect from the same date.

(c) *Worsvarkvleis*.—Worsvarkvleis sal verkry word vanaf burg- en sogkarkasse met 'n koue skoonmassa van meer as 90 kg en wat nie uitgeteer is nie, en sal S gemerk word deur bestempeling met swart ink op albei boude.

(d) *Ruvarkvleis*:

(i) Ru 1 word verkry van bere of varke met tekens van laat kastrasie, met 'n koue skoonmassa van 56 tot 90 kg wat origens voldoen aan die vereistes van Super of graad 1 varkvleis en sal R1 gemerk word deur bestempeling met swart ink op albei boude.

(ii) Ru 2 word verkry van karkasse wat nie in reeds genoemde grade varkvleis ingedeel kan word nie en sal RRR 222 met swart ink gerollermerk word.

(2) *Uitsonderings*.—Nieteenstaande die gehaltevereistes voorgeskryf in subregulasie (1) moet 'n inspekteur die volgende in aanmerking neem:

(a) Vleis van Super en graad 1 karkasse moet—

- (i) geen swartsaad bevat nie;
- (ii) moet 'n aantreklike voorkoms hê; en
- (iii) afkomstig wees van goedontwikkelde varke.

(b) Graad 3 varkvleis word verkry van alle karkasse met 'n koue skoonmassa van 21 tot 90 kg—

- (i) met meer as die voorgeskrewe rugvetdiktes by die verskillende massagroep vir graad 2;
- (ii) met uitermatige olierige vet;
- (iii) met kode 3 beskadiging; en
- (iv) van sêe wat reeds gejong het of opvallend dragtig is.

DEEL IV
HERROEPING

10. Hierdie regulasies tree in werking op 1 Julie 1981 en herroep Goewermentskennisgewing R. 2387 van 22 Desember 1972 soos gewysig deur Goewermentskennisgewing:

- R. 312 van 27 Februarie 1976;
- R. 1885 van 16 September 1977;
- R. 345 van 24 Februarie 1978;
- R. 1205 van 9 Junie 1978;
- R. 1503 van 21 Julie 1978;
- R. 12 van 4 Januarie 1980;
- R. 601 van 28 Maart 1980;

met ingang vanaf dieselfde datum.

No. R. 1021 8 May 1981
**PRODUCERS' PRICE OF MAIZE IN
 AREA B.—CORRECTION**

Government Notice R. 966 of 1 May 1981, is hereby corrected by the substitution of the figures "143,75" opposite the grade WM1, in Column 2 of the Table in clause 2 (ii) of the Schedule, for the figures "134,75" and the figures "137,95" opposite the grade WM3 in Column 2 of the Table in clause 2 (ii) of the Schedule, for the figures "127,95".

DEPARTMENT OF FINANCE

No. R. 992 8 May 1981
CUSTOMS AND EXCISE ACT, 1964

**COMMENCEMENT OF AMENDMENTS TO THE
 "EXPLANATORY NOTES TO THE NOMENCLATURE"
 ISSUED BY THE CUSTOMS CO-OPERATION COUNCIL (E.N. 34)**

It is hereby notified that the amendments to the "Explanatory Notes to the Nomenclature" in accordance with Amending Supplement No. 32 issued by the Customs Co-operation Council in Brussels shall, in terms of section 47 (8) of the Customs and Excise Act, 1964, become effective in the Republic on 8 May 1981.

D. ODENDAL, Commissioner for Customs and Excise.

No. R. 996 8 May 1981
CORRECTION NOTICE

In Government Notice R. 807 *Government Gazette* 7549 of 16 April 1981 substitute "bome" for "bone".

No. R. 986 8 May 1981
CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/753)

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.

D. W. STEYN, Deputy Minister of Finance.

No. R. 1021 8 Mei 1981
**PRODUSENTPRYSE VAN MIELIES IN
 GEBIED B.—VERBETERING**

Goewermentskennisgewing R. 966 van 1 Mei 1981 word hierby verbeter deur in die Engelse teks, in Kolom 2 van die Tabel in klousule 2 (ii) van die Bylae, die syfers "143,75" teenoor die graad WM1 te vervang deur die syfers "134,75", en die syfers "137,95" teenoor die graad WM3 te vervang deur die syfers "127,95".

DEPARTEMENT VAN FINANSIES

No. R. 992 8 Mei 1981
DOEANE- EN AKSYNSWET, 1964

**INWERKINGTREDING VAN WYSIGINGS VAN
 DIE "EXPLANATORY NOTES TO THE NOMENCLATURE"
 UITGEREIK DEUR DIE DOEANE-SAMEWERKINGSRAAD (E.N. 34)**

Hierby word bekendgemaak dat die wysigings van die "Explanatory Notes to the Nomenclature" ooreenkomstig Aanvullende Wysiging No. 32 deur die Doeane-samewerkingsraad in Brussel uitgereik, kragtens artikel 47 (8) van die Doeane- en Aksynswet, 1964, op 8 Mei 1981 in die Republiek van krag word.

D. ODENDAL, Kommissaris van Doeane en Aksyns.

No. R. 996 8 Mei 1981
VERBETERINGSKENNISGEWING

Vervang die woord "bone" in die laaste paragraaf van Goewermentskennisgewing R. 807 in *Staatskoerant* 7549 van 16 April 1981 met "bome".

No. R. 986 8 Mei 1981
DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/753)

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.

D. W. STEYN, Adjunk-minister van Finansies.

SCHEDULE

I Tariff Heading	II Statistical Unit	III IV Rate of Duty	
		General	M.F.N.
85.18 By the substitution for subheadings Nos. 85.18.10.15 and 85.18.10.25 of the following:			
".15 Impregnated or filled with oil or other dielectric substance, of a capacitance not exceeding 25 microfarads, for voltages of 200 V to 2 000 V	no.	20%	
".25 Impregnated or filled with oil or other dielectric substance, not elsewhere provided for under this heading	no.	5%	

Note.—Subheadings Nos. 85.18.10.15 and 85.18.10.25 are restated.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV Skaal van Reg	
		Algemeen	M.B.N.
85.18 Deur subposte Nos. 85.18.10.15 en 85.18.10.25 deur die volgende te vervang:			
„.15 Met olie of ander diëlektriese stof geïmpregneer of gevul, met 'n kapasitansie van hoogstens 25 mikrofarad, vir spannings van 200 V tot 2 000 V	getal	20%	
.25 Met olie of ander diëlektriese stof geïmpregneer of gevul, nie elders in hierdie pos voorsien nie	getal	5%	

Opmerking.—Subposte Nos. 85.18.10.15 en 85.18.10.25 word herskryf.

No. R. 988

8 May 1981

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/664)

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.

D. W. STEYN, Deputy Minister of Finance.

No. R. 988

8 Mei 1981

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/664)

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.

D. W. STEYN, Adjunk-minister van Finansies.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
315.03 316.04	By the deletion of tariff heading No. 76.03. By the insertion after tariff heading No. 73.15 of the following: „85.01 Parts of electric motors, for the manufacture of commutator motors	Full duty

Notes.—1. The provision for a rebate of duty on certain wrought plates, sheets and strip, of aluminium, for the manufacture of easy-opening ends for metal containers, is withdrawn.

2. Provision is made for a rebate of the full duty on parts of electric motors for the manufacture of commutator motors.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
315.03 316.04	Deur tariefpos No. 76.03 te skrap. Deur na tariefpos No. 73.15 die volgende in te voeg: „85.01 Onderdele van elektriese motore, vir die vervaardiging van kommutatormotore	Volle reg

Opmerkings.—1. Die voorsiening vir 'n korting op reg op sekere smeeplate, -fynplate en -band, van aluminium, vir die vervaardiging van kitskoopmaakdeksels vir metaalhouers, word ingetrek.

2. Voorsiening word gemaak vir 'n volle korting op reg op onderdele van elektriese motore vir die vervaardiging van kommutatormotore.

No. R. 989

8 May 1981

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/277)

Under section 75 of the Customs and Excise Act, 1964, Schedule 4 to the said Act is hereby amended, with retrospective effect to 1 January 1980, to the extent set out in the Schedule hereto.

D. W. STEYN, Deputy Minister of Finance.

No. R. 989

8 Mei 1981

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 4 (No. 4/277)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 4 by genoemde Wet hierby gewysig, met terugwerkende krag tot 1 Januarie 1980, in die mate in die Bylae hiervan aangetoon.

D. W. STEYN, Adjunk-minister van Finansies.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
407.04	By the substitution for the extent of rebate in Column III of tariff heading No. 87.00 of the following: "Full duty less the duty in Section A of Part 2 of Schedule No. 1"	
407.05	By the substitution for the extent of rebate in Column III of tariff heading No. 87.02 of the following: "Full duty less the duty in Section A of Part 2 of Schedule No. 1"	

Notes.—1. As the countervailing customs duty on motor vehicles driven by compression ignition engines has been transposed from Section B to Section A of Part 2 of Schedule No. 1 with effect from 1 January 1980, the extent of rebate is amended accordingly.

2. The amendment of the extent of rebate in item 407.04 has the effect that motor cycles may under certain conditions be imported under full rebate of duty by natural persons, on change of permanent residence.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
407.04	Deur die mate van korting in Kolom III van tariefpos No. 87.00 deur die volgende te vervang: „Volle reg min die reg in Afdeling A van Deel 2 van Bylae No. 1"	
407.05	Deur die mate van korting in Kolom III van tariefpos No. 87.02 deur die volgende te vervang: „Volle reg min die reg in Afdeling A van Deel 2 van Bylae No. 1"	

Opmerkings.—1. Aangesien die kontradoeanereg op motorvoertuie aangedryf deur kompressie-ontstekingsenjins met ingang van 1 Januarie 1980 vanaf Afdeling B na Afdeling A van Deel 2 van Bylae No. 1 oorgeplaas is, word die mate van korting dienoreenkomstig gewysig.

2. Die wysiging van die mate van korting by item 407.04 het ook die gevolg dat motorfietsse onder sekere voorwaardes met volle korting op reg ingevoer kan word deur natuurlike persone, by verandering van permanente verblyf.

No. R. 987

8 May 1981

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 2 (No. 2/116)

Under section 56 of the Customs and Excise Act, 1964, Part 1 of Schedule 2 to the said Act is hereby amended to the extent set out in the Schedule hereto.

D. W. STEYN, Deputy Minister of Finance.

No. R. 987

8 Mei 1981

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 2 (No. 2/116)

Kragtens artikel 56 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 2 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

D. W. STEYN, Adjunk-minister van Finansies.

SCHEDULE

I Item	II		III Rebate items	IV Supplier	V Rate of anti-dumping duty
216.00 and 216.01	Tariff heading	Code	Description		
			By the deletion of items 216.00 and 216.01.		

Note.—The provision for an anti-dumping duty on certain journal roller bearings is withdrawn.

BYLAE

I Item	II		III Korting-items	IV Leweransier	V Skaal van anti-dumpingreg
216.00 en 216.01	Tariefpos	Kode	Beskrywing		
			Deur items 216.00 en 216.01 te skrap.		

Opmerking.—Die voorsiening vir 'n anti-dumpingreg op sekere astaprolleers word ingetrek.

No. R. 985

8 May 1981

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/752)

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.

D. W. STEYN, Deputy Minister of Finance.

No. R. 985

8 Mei 1981

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/752)

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.

D. W. STEYN, Adjunk-minister van Finansies.

SCHEDULE

I Tariff Heading	II Statistical Unit	III IV Rate of Duty	
		General	M.F.N.
16.01 By the substitution for subheading No. 16.01.10 of the following: "16.01.05 Paté de foie gras and foie gras (goose liver paste) 16.01.07 Pastes (excluding paté de foie gras and foie gras) 16.01.10 Other, in airtight metal containers	kg kg kg	550c per 100 kg 20% or 550c per 100 kg 275c per 100 kg"	
Chapter 87 By the substitution for Note 3 to Chapter 87 of the following: "3. Headings Nos. 87.10 and 87.14 are to be taken not to apply to children's cycles which are not fitted with ball bearings nor to children's cycles which, though fitted with ball bearings, are not constructed like normal cycles. Such children's cycles are to be treated as falling within heading No. 97.01."			
93.04 By the substitution for the heading of tariff heading No. 93.04 of the following: "Other fire-arms, including Very pistols, pistols and revolvers for firing blank ammunition only, line-throwing guns and the like:"			
Chapter 97 By the substitution for Note 1 (n) to Chapter 97 of the following: "(n) Children's cycles fitted with ball bearings and constructed like normal cycles (heading No. 87.10);"			

Note.—These amendments are consequential to the amendments of the Nomenclature and the Explanatory Notes to the Nomenclature issued by the Customs Co-operation Council, Brussels.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV Skaal van Reg	
		Algemeen	M.B.N.
16.01 Deur subpos No. 16.01.10 deur die volgende te vervang: „16.01.05 „Paté de foie gras’ en „foie gras’ (ganslewerpasta) 16.01.07 Pastas (uitgesonderd „paté de foie gras’ en „foie gras’) 16.01.10 Ander, in lugdigte metaalhouers	kg kg kg	550c per 100 kg 20% of 550c per 100 kg 275c per 100 kg"	
Hoofstuk 87 Deur Opmerking 3 by Hoofstuk 87 deur die volgende te vervang: „3. Poste Nos. 87.10 en 87.14 word geag nie op kinderfietse wat nie van koeëllaers voorsien is, of op kinderfietse, alhoewel van koeëllaers voorsien, wat nie soos gewone fietse gebou is, van toepassing te wees nie. Sodanige kinderfietse word geag in pos. No. 97.01 vermeld te wees."			
93.04 Deur die opskrif van tariefpos No. 93.04 deur die volgende te vervang: „Ander vuurwapens, met inbegrip van Very-pistole, pistole en rewolwers wat slegs loskruitammunisie kan afvuur, lynwerp-gewere en soortgelyke goedere:"			
Hoofstuk 97 Deur Opmerking 1 (n) by Hoofstuk 97 deur die volgende te vervang: „(n) Kinderfietse wat met koeëllaers toegerus is en gebou soos gewone fietse (pos No. 87.10);"			

Opmerking.—Hierdie wysigings spruit voort uit die wysigings van die Nomenklatuur en die "Explanatory Notes to the Nomenclature", uitgereik deur die Doeanesamewerkingsraad, Brussel.

No. R. 991

8 May 1981

No. R. 991

8 Mei 1981

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/274)

CORRECTION NOTICE

The text of the Schedule appearing in Government Notice R. 776 of 10 April 1981, is hereby corrected to the extent set out in the Schedule hereto.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
460.06	By the substitution for paragraphs (1) and (2) of tariff heading No. 29.16 of the following: “(1) 2,4-Dichlorophenoxyacetic acid and its derivatives, liable to the general rate of duty, in such quantities and at such times as the Director-General: Industries, Commerce and Tourism may allow by specific permit (2) 2-Methyl-4-chlorophenoxyacetic acid, liable to the general rate of duty, in such quantities and at such times as the Director-General: Industries, Commerce and Tourism may allow by specific permit	Full duty Full duty less 20%”

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
460.06	Deur paragrawe (1) en (2) van tariefpos No. 29.16 deur die volgende te vervang: „(1) 2,4-Dichloorfenoksiasynsuur en derivate daarvan, onderhewig aan die algemene skaal van reg, in die hoeveelhede en op die tye wat die Direkteur-generaal: Nywerheidswese, Handel en Toerisme by bepaalde permit toelaat (2) 2-Metiel-4-chloorfenoksiasynsuur, onderhewig aan die algemene skaal van reg, in die hoeveelhede en op die tye wat die Direkteur-generaal: Nywerheidswese, Handel en Toerisme by bepaalde permit toelaat	Volle reg Volle reg min 20%”

No. R. 990

8 May 1981

No. R. 990

8 Mei 1981

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 6 (No. 6/116)

Under section 75 of the Customs and Excise Act, 1964, Schedule 6 to the said Act is hereby amended to the extent set out in the Schedule hereto.

D. W. STEYN, Deputy Minister of Finance.

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 6 (No. 6/116)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 6 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

D. W. STEYN, Adjunk-minister van Finansies.

SCHEDULE

I Item	II Tariff Item and Description	III Extent of Rebate	IV Extent of Refund
617.02 and 617.03	By the deletion of items 617.02 and 617.03.		

Note.—As the *ad valorem* excise duty in Section B of Part 2 of Schedule No. 1 was abolished as a result of the implementation of Phase V of the local content programme in respect of motor vehicles, these items have become superfluous.

BYLAE

I Item	II Tariefitem en Beskrywing	III Mate van Korting	IV Mate van Terugbetaling
617.02 en 617.03	Deur items 617.02 en 617.03 te skrap.		

Opmerking.—Aangesien die *ad valorem* aksynsreg in Afdeling B van Deel 2 van Bylae No. 1 as gevolg van die implementering van Fase V van die plaaslike inhoudsprogram ten opsigte van motorvoertuie opgehef is, is hierdie items oorbodig.

No. R. 1009

8 May 1981

DETERMINATIONS OF TARIFF CLASSIFICATION AND FURNISHING THEREOF ON BILLS OF ENTRY (LIST TAR/26)

1. The following determinations (Part A)/amendments to determinations (Part B) are published in terms of section 47 (9) of the Customs and Excise Act, 1964 (Act 91 of 1964).

2. In terms of section 39 (1) (c) of the aforementioned Act, importers are required to furnish the determination number on bills of entry at the time of entry of such goods.

D. ODENDAL, Commissioner for Customs and Excise.

Notes:

1. The description of the goods is given for determination purposes only and should not be construed as correct, complete or binding for any other purpose.

2. Goods which are packed for or put up for retail sale are in all instances classified under the appropriate tariff subheading where such provision exists.

3. Tariff subheadings which depend upon the mass, dimension, form, value, packing, etc., of goods are not necessarily indicated.

4. In order to avoid possible confusion trade names and in certain instances trade descriptions have not been translated.

5. Separate serial numbers have been allocated to determinations under each tariff heading.

6. List TAR/25 was published in Government Notice R. 955 of 1 May 1981.

No. R. 1009

8 Mei 1981

BEPALINGS VAN TARIEFINDELING EN VERSTREKKING DAARVAN OP KLARINGSBRIEWE (LYS TAR/26)

1. Die volgende bepalings (Deel A)/wysigings van bepalings (Deel B) word kragtens artikel 47 (9) van die Doeane- en Aksynswet, 1964 (Wet 91 van 1964), gepubliseer.

2. Kragtens artikel 39 (1) (c) van voornoemde Wet word vereis dat die bepalingsnommer deur invoerders ten tyde van klaring van sodanige goedere op klaringsbriewe verstrek word.

D. ODENDAL, Kommissaris van Doeane en Aksyns.

Opmerkings:

1. Die beskrywing van die goedere word slegs vir bepalingsdoeleindes verstrek en moet nie as korrek, volledig of bindend vir enige ander doel vertolk word nie.

2. Goedere wat verpak is vir of bemark word vir kleinhandelverkoop word in alle gevalle by die toepaslike tariefspos, waar sodanige voorsiening bestaan, ingedeel.

3. Tariefsposse wat van die massa, afmetings, vorm, waarde, verpakking, ens., van goedere afhang word nie noodwendig aangedui nie.

4. Om moontlike verwarring te vermy is handelsname en in sekere gevalle handelsbeskrywings nie vertaal nie.

5. Aparte reeksnommers is aan bepalings onder elke tariefpos toegeken.

6. Lys TAR/25 is in Goewermentskennisgewing R. 955 van 1 Mei 1981 gepubliseer.

PART A : DETERMINATIONSDescription of goodsTariff
heading/
subheading
Tariefpos/
-subposQuinoline, used as a chelating agent
in paint - heterocyclic compound,
other

29.35.90

Henna powder - a colouring matter of
vegetable origin, other

32.04.10/90

Corroglass 202, 232, 252 and 602 -
non-refractory surfacing preparation

32.12.10

Tegotrenn LK 31, a release agent -
lubricating preparation, other

34.03.90

Fosta nylon 523 - a polyamide resin

39.01.40

Rondoform flexible insulation tubes -
polyethylene tubes

39.02.10.45

Steinerfilm N polypropylene film -
biaxially oriented propylene polymer
film

39.02.85.50

Clarifoil - transparent cellulose
acetate film

39.03.30

Optelma semi-cylinder, wave and
angle bases, variator bases - arti-
cles of artificial plastic materials,
other

39.07.90.90

Optelma ring optics - articles for
electric lighting

39.07.60

DEEL A : BEPALINGSDetermi-
nation
no.
Bepaling
no.

47

Kinolien, gebruik as 'n chelaatmiddel
in verf - heterosikliese verbinding,
ander

2

Hennapoeier - 'n kleursel van plantaar-
dige oorsprong, ander

114

Corroglass 202, 232, 252 en 602 - nie-
vuurvaste oppervlakbehandelingpreparaat

53

Tegotrenn LK 31, 'n losmaakmiddel -
smeerpreparaat, ander

326

Fosta nylon 523 - 'n poliamiedhars

258

Rondoform buigbare isolasiebuis -
poliëtileenbuis

259

Steinerfilm N-polipropileenfilm -
tweeassig-georiënteerde propileenpoli-
meerfilm

27

Clarifoil - deurskynende sellulose-
asetaatfilm

299

Optelma-halfsilinder, golf- en hoek-
basisse, variatorbasisse - artikels
van kunsplastiekstowwe, ander

300

Optelma-kringoptiek - artikels vir
elektriese verligting

Sterilseat self sanitising toiletseat with built-in ultra violet lamp - seat for water closet pan	39.07.20.10	301	Sterilseat selfsaniterende toiletsitplek met ingeboude ultravioletlamp - sitplek vir spoelklosetpan
Microfilm jackets of artificial plastic material - articles for use in offices	39.07.40	302	Mikrofilmstofomslae van kunsplastiekstof - artikels vir gebruik in kantore
Nadin felt wall covering in rolls - other felt	59.02.50	13	Nadin-viltmuurbedekking in rolle - ander vilt
Flexibrick, a sandstone brick tile used for decoration of walls - article of artificial stone	68.11	1	Flexibrick, 'n sandklipbaksteenteël gebruik vir versiering van mure - artikel van kunsklip
Hansa-fix picture hooks, complete with nails - other articles of iron or steel, other	73.40.99	180	Hansa-fix-prentehakies, kompleet met spykers - ander artikels van yster of staal, ander
Borer flange spreaders, used to break pipe joints - other hand tools, other	82.04.55.90	81	Borer-flensverspreiders, gebruik om pyplasse te breek - ander handgereedskap, ander
Alamo vacuum pump 60-plus - a vacuum pump, other	84.11.90	62	Alamo-vakuumpomp 60-plus - 'n vakuumpomp, ander
Avery massmeters models 3250 CTE, 1750 Mk. II - platform massmeters with a mass measurement capacity of less than 250 kg	84.20.25	43	Avery-massameters modelle 3250 CTE, 1750 Mk. II - platformmassameters met 'n massameetvermoë van minder as 250 kg
Oertling massmeter, model Metronic GC 121/00 - platform massmeter with a mass measurement capacity of less than 250 kg	84.20.25	44	Oertling-massameter, model Metronic GC 121/00 - platformmassameter met 'n massameetvermoë van minder as 250 kg
Adja silver marker, used to mark a certain area on lands - other liquid spraying apparatus, industrial	84.21.80	124	Adja-silwermerker, gebruik om 'n sekere gedeelte van lande te merk - ander vloeistofspuitapparaat, industriëel
Peiner power operated timber grab - forest log handling and lifting grab	84.22.85.10	311	Peiner kragaangedrewe houtgryper - bosblokhanteer- en laaigryper

Sanderson Teleporter forward reaching rough terrain materials-handling vehicle - other machine of heading 84.23	84.23.90	84	Sanderson Teleporter voorwaartsreikende materiaalhanteervoertuig vir ruwe terrein - ander masjien van pos 84.23
Kensol 15 1/2 ton air-operated stamping press used to print designs on plastic, leather, paper, wood etc. - machine of a type used for printing a repetitive design, other	84.40.90	50	Kensol 15 1/2 ton lugaangedrewe stem=pelers gebruik om ontwerpe op plastiek, leer, papier, hout, ens. te druk - masjien van 'n soort gebruik vir die druk van 'n herhaalde ontwerp, ander
KTF-16 drilling machine - vertical drilling machine, single spindle, power-operated, with a spindle centre hole with a diameter not exceeding 35 mm, not numerically controlled	84.45.16.20	166	KTF-16 vertikale boormasjien, enkel=spil, kragaangedrewe, met 'n boorskag=houergat met 'n deursnee van hoogstens 35 mm, nie syferkontrole nie
KTF-13 drilling machine - vertical drilling machine, single spindle, power-operated, with a spindle centre hole with a diameter not exceeding 35 mm, not numerically controlled	84.45.16.20	167	KTF-13 vertikale boormasjien, enkel=spil, kragaangedrewe, met 'n boorskag=houergat met 'n deursnee van hoogstens 35 mm, nie syferkontrole nie
CLI/Fiad bending machine - other bending machine	84.45.65.55	168	CLI/Fiad-buigmasjien - ander buigmasjien
Britan H32 turret lathe, not numerically controlled	84.45.10.20	169	Britan H32-toringdraaibank, nie syfer=kontrole nie
Robnor de Bell press and reel machine - press, other, portable or mobile	84.59.70.50	475	Robnor de Bell-pers- en oprolmasjien - pers, ander, verplaasbaar of mobiel
DEA etcher, model 1801 and developer model 6201 - other industrial machinery having individual functions, portable or mobile	84.59.80.10	476	DEA-etser model 1801 en ontwikkelaar model 6201 - ander industriële masjine=rie wat afsonderlike funksies het, verplaasbaar of mobiel
Macnaught Super-Lube lubricator model K2/10 - portable greasing appliance	84.59.60	477	Macnaught Super-Lube-smeertoestel model K2/10 - draagbare ghriestoe=stel

Mamouth shredder, model M20C used for shredding waste material - machine having an individual function, other	84.59.90	478	Mamouth-kerwer, model M20C gebruik vir die versnippering van afvalmateriaal - masjien wat 'n afsonderlike funksie het, ander
Siemens electrically heated insulation stripper with transformer - portable cutting apparatus	85.11.50.10	22	Siemens elektries verhitte isolasie-deursnyer met transformator - verplaasbare snyapparaat
Steinel Gluefix 2000, electronic glue gun - electro-thermic domestic appliance	85.12.60	58	Steinel Gluefix 2000, elektroniese gomspuit - elektrotermiese huishoudelike toestel
National public address system without microphones or loudspeakers - audio-frequency amplifiers	85.14.30	69	National openbare luidsprekerstelsel sonder mikrofone of luidsprekers - audiofrekwensieversterkers
Omnisonix 801 imager - electrical appliance having an individual function, other	85.22.90	242	Omnisonix 801-verbeelder - elektriese toestel wat 'n afsonderlike funksie het, ander
Boss overdrive pedal, compact chorus unit and chorus ensemble - electrical apparatus having individual functions, other	85.22.90	243	Boss-ooraandryfpedaal, kompakte koor-eenheid en koorensemble - elektriese apparate wat afsonderlike funksies het, ander
Wright Rain slurry spreader - a trailer	87.14.30	68	Wright Rain-flodderverspreider - 'n sleepwa
Optelma extreme aspheric lens - lens, unmounted	90.01	2	Optelma uiterste asferiese lens - lens, ongemonteer
Optelma Variator lens - lens, unmounted	90.01	3	Optelma Variator-lens - lens, ongemonteer
Pyranograph, mechanical, used to register intensity of the sun and sky radiation - meteorological instrument	90.14	14	Piranograaf, meganies, gebruik om intensiteit van die son en luguitstraling te registreer - meteorologiese instrument
Geico line reader used as a ruler - measuring instrument	90.16.20.90	101	Geico-lynafleser gebruik as 'n liniaal - meetinstrument

Abacus reckoner - mathematical calculating instrument	90.16.10	102	Abakustelraam - matematiese rekeninstrument
Broxo jet for oral irrigation - gum massage apparatus	90.18.90	35	Broxo-spuit vir mondspoeeling - tandvleismasseerapparaat
Veeder-Root Fleetlock system - other liquid supply meter	90.26.90	5	Veeder-Root Fleetlock-stelsel - ander vloeistofoevoermeter
Oertling massmeters of a sensitivity of 50 milligrams or better, models: Alpha 22 series, Metronic GC 32/00, GC 42/00, GC 62/00, Alpha HB 63 - electrical measuring instruments, other	90.28.90	509	Oertling-massameters met 'n gevoeligheid van 50 milligram of gevoeliger, modelle: Alpha 22 serie, Metronic GC 32/00, GC 42/00, GC 62/00, Alpha HB 63 - elektries meetinstrumente, ander
Cahn massmeters of a sensitivity of 50 milligrams or better, models RM 2, series 20, model 4100, 4400, 4600 - electrical measuring instruments, other	90.28.90	510	Cahn-massameters met 'n gevoeligheid van 50 milligram of gevoeliger, modelle RM 2, serie 20, model 4100, 4400, 4600 - elektriese meetinstrumente, ander
Rodenstock colour analyser used in photography - electrical analysing instrument, other	90.28.90	511	Rodenstock-kleurontleder gebruik by fotografie - elektriese ontledinginstrument, ander
Stryker wedge turning frame, model 124, trolley mounted - part of other furniture with mechanical rotating movements	94.02.50	18	Stryker-wigdraairaam model 124, op 'n trollie gemonteer - onderdeel van ander meubels met meganiese draaistukke
Coni-Snap TM capsules - empty gelatin capsules	95.08.30	1	Coni-Snap TM-kapsules - leë gelatienkapsules
Bonanza Bank - toy made chiefly of metal	97.03.30	89	Bonanza Bank - speelgoed hoofsaaklik van metaal gemaak

PART B : DETERMINATIONS

Amendments to published determinations

1. Errors in the following determinations are corrected as indicated:

- (i) The annotations "with effect from 2 January 1981" against the following determinations, published in List TAR/21 of 2 January 1981 (Government Notice No. R 23), are deleted:

23.07.15	1
23.07.15	2
23.07.15	3

- (ii) The following is substituted for the existing determination:

Cane Webbing - woven rattan (cane)	46.02.20
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2. Amendments to determinations in terms of section 47(9)(d) of the Customs and Excise Act (Act 91 of 1964)

- (i) The following is substituted for the existing determination with effect from 8 May 1981:

DEEL B : BEPALINGS

Determinations Wysigings van gepubliseerde bepalings
no. no.
Bepaling Bepaling
no. no.

1. Foute in die volgende bepalings word reggestel soos aangedui:

- (i) Die annotasies "met ingang van 2 Januarie 1981" teenoor die volgende bepalings, in lys TAR/21 van 2 Januarie 1981 gepubliseer (Goewermentskennisgewing No. R 23), word geskrap:

23.07.15	1
23.07.15	2
23.07.15	3

- (ii) Die volgende vervang die bestaande bepaling:

Rottangweefsel - geweeftde rottang	
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2. Wysigings van bepalings kragtens artikel 47(9)(d) van die Doeanen en Aksynswet (Wet 91 van 1964)

- (i) Die volgende vervang die bestaande bepaling met ingang van 8 Mei 1981:

Amiad fertilizer pump, for mixing fertilizer with irrigation water - other industrial machinery, other 84.59.80.90 25

- (ii) Determination No. 360 under tariff heading 90.28 is withdrawn and replaced by the following determination with effect from 8 May 1981:

Explosives detector S301 - apparatus for physical analysis 90.25 27

- (iii) Determination No. 361 under tariff heading 90.28 is withdrawn and replaced by the following determination with effect from 8 May 1981:

Explosives and metal detector Model M745 - apparatus for physical analysis 90.25 28

- (iv) Determination No. 362 under tariff heading 90.28 is withdrawn and replaced by the following determination with effect from 8 May 1981:

Explosives detector S201 - apparatus for physical analysis 90.25 29

Amiad-kunsmispomp, vir die meng van kunsmis met besproeiingswater - ander industriële masjinerie, ander

- (ii) Bepaling No. 360 onder tariefpos 90.28 word ingetrek en vervang deur die volgende bepaling met ingang van 8 Mei 1981:

Plofstofverklikker S301 - apparaat vir fisiese ontleding

- (iii) Bepaling No. 361 onder tariefpos 90.28 word ingetrek en vervang deur die volgende bepaling met ingang van 8 Mei 1981:

Plofstof- en metaalverklikker Model M745 - apparaat vir fisiese ontleding

- (iv) Bepaling No. 362 onder tariefpos 90.28 word ingetrek en vervang deur die volgende bepaling met ingang van 8 Mei 1981:

Plofstofverklikker S201 - apparaat vir fisiese ontleding

DEPARTMENT OF MANPOWER UTILISATION

No. R. 976

8 May 1981

SHOPS AND OFFICES ACT, 1964

RETAIL MEAT TRADE (WITWATERSRAND).— EXEMPTION FROM SICK LEAVE PROVISIONS

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby, in terms of section 14 (1) of the Shops and Offices Act, 1964, and with effect from the second Monday after the date of publication of this notice and for such period or periods as the Agreement, published under Government Notice R. 977 of 8 May 1981, 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 7 of the first-mentioned Act in respect of employees who are entitled to sick pay in terms of clause 9 of the said Agreement.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 977

8 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

RETAIL MEAT TRADE (WITWATERSRAND).— MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Retail Meat Trade, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1984, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 5 (4) (c), 14 and 21, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1984, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Trade in the areas specified in clause 1 (1) (b) of the said Agreement; and

(c) in terms of section 48 (3) (a) 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 March 1984, the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 5 (4) (c), 14 and 21, shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Trade by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA, Minister of Manpower Utilisation.

DEPARTEMENT VAN MANNEKRAG- BENUTTING

No. R. 976

8 Mei 1981

WET OP WINKELS EN KANTORE, 1964

KLEINHANDELVLEISBEDRYF (WITWATERS- RAND).—VRYSTELLING VAN SIEKTEVERLOF- BEPALINGS

Ek, Stephanus Petrus Botha, Minister van Mannekragebenutting, stel hierby, kragtens artikel 14 (1) van die Wet op Winkels en Kantore, 1964, en met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir sodanige tydperk of tydperke as wat die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 977 van 8 Mei 1981, ingevolge 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 7 van eersgenoemde Wet ten opsigte van werknemers wat ingevolge klousule 9 van genoemde Ooreenkoms op siektebystand geregtig is.

S. P. BOTHA, Minister van Mannekragebenutting.

No. R. 977

8 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

KLEINHANDELVLEISBEDRYF (WITWATERS- RAND).—HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Kleinhandelvleisbedryf betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1984 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 5 (4) (c), 14 en 21, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1984 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 Bedryf in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 5 (4) (c), 14 en 21, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1984 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Bedryf by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA, Minister van Mannekragebenutting.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE RETAIL MEAT TRADE (WITWATERSRAND)

AGREEMENT

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

Witwatersrand Retail Master Butchers' Association

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

Transvaal Retail Meat Trade Employees' Union

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

being parties to the Industrial Council for the Retail Meat Trade (Witwatersrand).

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Retail Meat Trade (Witwatersrand)—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed therein;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg (excluding that portion which was transferred from the Magisterial District of Heidelberg in terms of Government Notice 1779 of 6 November 1964), Brakpan (excluding those portions which were transferred from the Magisterial District of Nigel in terms of Government Notices 498 of 1 April 1966 and 871 of 26 May 1972 and from the Magisterial District of Heidelberg in terms of Government Notice 1779 of 6 November 1964), Germiston, Johannesburg, Kempton Park (excluding those portions which were transferred from the Magisterial District of Pretoria in terms of Government Notice 556 of 29 March 1956, as amended by Government Notices 962 of 1 June 1956 and 1618 of 2 October 1970), Krugersdorp (excluding those portions which were transferred from the Magisterial Districts of Randfontein and Brits in terms of Government Notices 749 of 19 May 1961 and 894 of 26 May 1972, respectively), Roodepoort and Springs, that portion of the Magisterial District of Delmas which, prior to the publication of Government Notice 2880 of 12 December 1952, fell within the Magisterial District of Springs, that portion of the Magisterial District of Heidelberg which, prior to the publication of Government Notice 2095 of 27 November 1970, fell within the Magisterial District of Brakpan, that portion of the Magisterial District of Koster which, prior to the publication of Government Notice 1105 of 26 July 1963, fell within the Magisterial District of Krugersdorp, those portions of the Magisterial District of Randburg which, prior to the publication of Government Notice 2152 of 22 November 1974, fell within the Magisterial Districts of Johannesburg, Kempton Park, Krugersdorp and Roodepoort, that portion of the Magisterial District of Randfontein which, prior to the publication of Government Notice 2546 of 5 December 1947, fell within the Magisterial District of Krugersdorp (but excluding the farm Holfontein 17) and that portion of the Magisterial District of Westonaria which, prior to the publication of Government Notice 1476 of 30 September 1966, fell within the Magisterial District of Roodepoort.

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

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) not apply to employees wholly or mainly employed in Black areas as defined in section 1 (1) of the Industrial Conciliation Act, 1956.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be specified by the Minister of Manpower Utilisation in terms of section 48 of the Act, and shall remain in operation for three years or for such period as may be determined by the Minister.

3. DEFINITIONS

Any terms used in this Agreement, which are defined in the Act, shall have the same meaning as in the Act. Any reference to an Act shall include any amendments thereto, and unless

BYLAE

NYWERHEIDSRAAD VIR DIE KLEINHANDELVLEISBEDRYF (WITWATERSRAND)

OOREENKOMS

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

Witwatersrand Retail Master Butchers' Association

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

Transvaal Retail Meat Trade Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand).

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Kleinhandelvleisbedryf (Witwatersrand) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Bedryf betrokke of daarin werksaam is;

(b) in die landdrostdistrikte Alberton, Benoni, Boksburg (uitgesonderd daardie gedeelte wat ingevolge Goewermentskennisgewing 1779 van 6 November 1964 vanaf die landdrostdistrik Heidelberg oorgeplaas is), Brakpan (uitgesonderd daardie gedeelte wat ingevolge Goewermentskennisgewings 498 van 1 April 1966 en 871 van 26 Mei 1972 vanaf die landdrostdistrik Nigel en ingevolge Goewermentskennisgewing 1779 van 6 November 1964 vanaf die landdrostdistrik Heidelberg oorgeplaas is), Germiston, Johannesburg, Kempton Park (uitgesonderd daardie gedeelte wat ingevolge Goewermentskennisgewing 556 van 29 Maart 1956, soos gewysig by Goewermentskennisgewings 962 van 1 Junie 1956 en 1618 van 2 Oktober 1970, vanaf die landdrostdistrik Pretoria oorgeplaas is), Krugersdorp (uitgesonderd daardie gedeelte wat ingevolge Goewermentskennisgewings 749 van 19 Mei 1961 en 894 van 26 Mei 1972 vanaf onderskeidelik die landdrostdistrikte Randfontein en Brits oorgeplaas is), Roodepoort en Springs, daardie gedeelte van die landdrostdistrik Delmas wat voor die publikasie van Goewermentskennisgewing 2880 van 12 Desember 1952 binne die landdrostdistrik Springs geval het, daardie gedeelte van die landdrostdistrik Heidelberg wat voor die publikasie van Goewermentskennisgewing 2095 van 27 November 1970 binne die landdrostdistrik Brakpan geval het, daardie gedeelte van die landdrostdistrik Koster wat voor die publikasie van Goewermentskennisgewing 1105 van 26 Julie 1963 binne die landdrostdistrik Krugersdorp geval het, daardie gedeelte van die landdrostdistrik Randburg wat voor die publikasie van Goewermentskennisgewing 2152 van 22 November 1974 binne die landdrostdistrikte Johannesburg, Kempton Park, Krugersdorp en Roodepoort geval het, daardie gedeelte van die landdrostdistrik Randfontein wat voor die publikasie van Goewermentskennisgewing 2546 van 5 Desember 1947 binne die landdrostdistrik Krugersdorp geval het (maar uitgesonderd die plaas Holfontein 17) en daardie gedeelte van die landdrostdistrik Westonaria wat voor die publikasie van Goewermentskennisgewing 1476 van 30 September 1966 binne die landdrostdistrik Roodepoort geval het.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing nie op werknemers wat geheel en al of hoofsaaklik in diens is in Swartgebiede soos omskryf in artikel 1 (1) van die Wet op Nywerheidsversoening, 1956.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekragbenutting ingevolge artikel 48 van die Wet bepaal en bly drie jaar lank van krag of vir dié tydperk wat die Minister vasstel.

3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in die Wet. Alle verwysings na 'n wet omvat alle wysigings daarvan, en

the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956;

"bookkeeper" means an employee employed on the keeping of books and accounts and records of the establishment and who is in charge of such books and records up to trial balance or beyond;

"cashier and assistant bookkeeper" means an employee in an establishment whose duties are confined to the taking of cash for goods purchased, the booking of orders of customers and/or assisting the bookkeeper under his or her directions;

"casual employee" means an employee who is employed for not more than three days in any one week;

"Council" means the Industrial Council for the Retail Meat Trade (Witwatersrand), registered in terms of section 19 of the Act;

"establishment" means any premises used for the conduct of the Retail Meat Trade as defined and shall include such portion of any premises of a multiple commodity store from which the Retail Meat Trade as defined is carried on;

"horsemeat establishment" means an establishment on and from which horse, donkey or mule meat is sold;

"labourer, Grade I", means an employee who is a major and who under the direction and control of a meat cutting technician converts carcasses or parts of carcasses into portions for sale to customers and who may in addition make sausages, boerewors, mincemeat or bone and roll meat and may also serve customers;

"labourer, Grade II," means an employee, other than a trainee meat cutting technician, who, under the supervision of a meat cutting technician or an employer who is actually engaged in the work of a meat cutting technician, is engaged in breaking up quarters of beef, carcasses of mutton, lamb, pork and veal into component cuts only, but shall not be permitted to use the tools of the trade further thereon except to make sausages and bone and roll meat, and who in addition, may perform the duties of a labourer; but may not serve customers;

"labourer, Grade III," means an employee exclusively engaged on one or more of the following operations:

- (a) Cleaning of premises, vehicles, live animals, utensils, implements or machinery;
- (b) loading or unloading goods, meat or poultry into or from vehicles;
- (c) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle, foot or hand propelled vehicle, including a mechanically propelled bicycle or tricycle of under 50 cm³ engine capacity;
- (d) the collection of orders and money from customers beyond the establishment;
- (e) sawing up soup meat by handsaw;
- (f) cleaning and chopping of bones;
- (g) cutting up and melting of fat for dripping;
- (h) cleaning and grinding of tools;
- (i) plucking and dressing of poultry;
- (j) pumping of meat;
- (k) mincing of meat and cutting up of meat for the purpose of mincing, making sausages and boerewors;
- (l) skinning and cleaning of game and calves;
- (m) making tea or similar beverages;
- (n) the operations enumerated in clause 25, if designated to perform such work in terms of such clause in accordance with the requirements thereof;

"manager" means an employee who exercises control over employees in an establishment or establishments of an employer and who is responsible to such employer for the efficient operation of such establishment/s and who may in addition perform any work in any such establishment, provided he is qualified to do so, and shall include an employee who, prior to 17 December 1973, performed the said duties but who was not a manager;

"mass-measurer and/or pricer" means an employee who mass-measure and prices separately wrapped portions of meat prior to the sale of such wrapped portions of meat;

"meat cutting technician, Grade I", means an employee, including a trainee shop controller, who cuts up meat and/or serves customers in an establishment and who in addition may supervise the work of other employees or undertake any other work in an establishment and who has—

- (a) served an apprenticeship in accordance with the requirements of the Apprenticeship Act, 1944, and in terms of the prescriptions and conditions of apprenticeship in the retail meat trade; or

tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui ook vroue; voorts, tensy strydig met die samehang, beteken—

"Wet" die Wet op Nywerheidsversoenig, 1956;

"boekhouer" 'n werknemer wat in diens is om die boeke, rekenings en registers van die bedryfsinrigting te hou, en wat verantwoordelik is vir dié boeke en registers tot by die proefbalans of verder;

"kassier en assistent-boekhouer" 'n werknemer in 'n bedryfsinrigting wie se pligte beperk is tot die neem van kontant vir goedere gekoop, die opskryf van bestellings van klante en/of die verlening van hulp aan die boekhouer op sy of haar bevele;

"los werknemer" 'n werknemer wat hoogstens drie dae in 'n week werk;

"Raad" die Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), geregistreer ingevolge artikel 19 van die Wet;

"bedryfsinrigting" 'n perseel wat gebruik word vir die doeleindes van die Kleinhandelvleisbedryf soos omskryf, en dit omvat dié gedeelte van die perseel van 'n verskeidenheidswinkel waarin die Kleinhandelvleisbedryf, soos omskryf, uitgeoefen word;

"perdevleisbedryfsinrigting" 'n bedryfsinrigting waarop of waaruit perde-, donkie- of muilvleis verkoop word;

"arbeider graad I" 'n werknemer wat meerderjarig is en wat karkasse of dele van karkasse onder die voorligting en beheer van 'n vleissnytegnikus in dele opsnij vir verkoop aan klante en wat daarbenewens wors, boerewors en maaltvleis kan maak, vleis ontbeen en vleisrolle kan maak en ook klante kan bedien;

"arbeider graad II" 'n werknemer, uitgesonderd 'n leerling-vleissnytegnikus, wat onder toesig van 'n vleissnytegnikus of 'n werkgewer wat werklik die werk van 'n vleissnytegnikus doen beekswarte, karkasse van skape, lammers, varke en kalwers verdeel slegs in die besondere stukke waaruit dit bestaan, maar wat nie toegelaat moet word om die gereedskap van die bedryf verder daarop te gebruik nie, behalwe om wors te maak, vleis te ontbeen en vleisrolle te maak en wat daarbenewens die pligte van 'n arbeider kan uitvoer maar nie klante kan bedien nie;

"arbeider graad III" 'n werknemer wat uitsluitlik een of meer van die volgende werksaamhede verrig:

- (a) Persele, voertuie, lewende diere, werktuie, gereedskap of masjinerie skoonmaak;
- (b) goedere, vleis of pluimvee en voertuie laai of daarvan aflaai;
- (c) briewe, boodskappe of goedere te voet op per fiets, driewiel, voet- of handvoertuig, met inbegrip van 'n meganiese aangedrewe fiets of driewiel met 'n enjinkapasiteit van minder as 50 cm³, aflewer of vervoer;
- (d) bestellings neem en geld invorder van klante buite die bedryfsinrigting;
- (e) sopvleis met die hand opsaag;
- (f) bene skoonmaak en stukkend kap;
- (g) vet vir kookvet opsnij en smelt;
- (h) gereedskap skoon- en skerpmaak;
- (i) pluimvee pluk en skoonmaak;
- (j) vleis pomp;
- (k) vleis maal en opsnij om gemaal te word en om wors en boerewors te maak;
- (l) wild en kalwers afslag en skoonmaak;
- (m) tee of soortgelyke drankie maak;
- (n) die werksaamhede in klousule 25 genoem, indien aangewys om sodanige werk ooreenkomstig sodanige klousule in ooreenstemming met die vereistes daarvan te verrig;

"bestuurder" 'n werknemer wat beheer uitoefen oor die werknemers in 'n werkgewer se bedryfsinrigting(s) en wat aan dié werkgewer verantwoordelik is vir die doeltreffende werking van sodanige bedryfsinrigting(s) en wat daarbenewens alle soorte werk in so 'n bedryfsinrigting kan verrig, mits hy bevoeg is om dit te doen, en omvat dit 'n werknemer wat voor 17 Desember 1973 dié pligte uitgevoer het maar wat nie 'n bestuurder was nie;

"massameter en/of prysbepaler" 'n werknemer wat stukke vleis wat apart toegedraai is, massameet en pryse daarvoor bepaal voordat sodanige stukke toegedraaide vleis verkoop word;

"vleissnytegnikus graad I" 'n werknemer, met inbegrip van 'n leerlingwinkeltontroleur, wat vleis opsnij en/of klante bedien in 'n bedryfsinrigting en wat daarbenewens toesig mag hou oor die werk van ander werknemers of ander werk in 'n bedryfsinrigting kan onderneem en wat—

- (a) 'n vakleerlingskap voltooi het ingevolge die vereistes van die Wet op Vakleerlinge, 1944, en ooreenkomstig die voorskrifte en voorwaardes van vakleerlingskap in die Kleinhandelvleisbedryf; of

(b) has successfully served a training course for trainee meat cutting technicians in terms of the Council's Training Scheme and Fund Agreement, published under Government Notice R. 737 of 18 April 1975, and/or passed a trade test as prescribed by the Council;

"meat cutting technician, Grade II," means an employee who converts meat carcasses or parts of carcasses into various portions for separate pre-wrapping prior to the sale of such pre-wrapped portions and shall only be able to perform such work for a 12 month period whereafter he will have to undergo a trade test as prescribed by the Council;

"meat cutting technician in horsemeat establishment" means an employee who cuts up horse, donkey or mule meat and/or serves customers in a horsemeat establishment;

"motor vehicle driver" means an employee engaged in driving a motor vehicle except as otherwise provided in paragraph (c) of the definition of a "labourer, Grade III", for the purpose of collecting or delivering meat and/or other goods and, for the purposes of this definition, 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;

"Retail Meat Trade" or "Trade" means the Trade in which employers and employees are associated for the purpose of the retail sale of meat, under and in terms of a Retail Butchery Registration Certificate issued by the Livestock and Meat Industries Control Board, including all operations incidental thereto, but excluding—

(a) the sale of meat in butcheries connected with eating-houses in respect of which there is displayed in terms of section 5 (1) of the Shop Hours Ordinance, No. 5 of 1923 (Transvaal), a notice, Shop for Blacks/Winkel vir Swartes, of the content and description contained in regulation 3 under the said Ordinance;

(b) the sale of meat in eating-houses in respect of which a licence duty prescribed in the Licences Ordinance, 1974, No. 19 van 1974, is payable; or

(c) the sale of meat in shops and/or eating-houses situated upon stands granted for business purposes under the provisions of the Precious Metals and Base Metals Act, No. 35 of 1908 (Transvaal), and prior Gold Laws; or

(d) the sale of meat in shops and/or eating-houses situated upon trading stands or trading sites as defined in the Trading on Mining Ground Regulation Act, No. 13 of 1910 (Transvaal);

"Secretary" means the Secretary of the Industrial Council for the Retail Meat Trade (Witwatersrand);

"shop controller" means an employee who performs the work of a meat cutting technician and who in addition supervises the work of other employees in an establishment, and who has successfully completed the training course by passing the examinations in relation thereto for trainee shop controllers in terms of the Council's Training Scheme and Fund Agreement, published under Government Notice R. 737 of 18 April 1975, or who prior to 17 December 1973 performed the said duties without having completed the aforesaid training course;

"trainee meat cutting technician" means an employee who is undergoing a training course for trainee meat cutting technicians in terms of the Council's Training Scheme and Fund Agreement, published under Government Notice R. 737 of 18 April 1975, and who may perform the duties of a meat cutting technician;

"trainee shop controller" means an employee who is undergoing a training course for trainee shop controllers in terms of the Council's Training Scheme and Fund Agreement, published under Government Notice R. 737 of 18 April 1975, and who may assist a shop controller in the performance of his duties;

"wage" means the amount of money payable to an employee in terms of clause 4 (1) in respect of his ordinary hours of work as prescribed in clause 7: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 (1) it means such higher amount;

"wrapper and/or packer" means an employee who packs and wraps meat in packages for the purpose of self-service sales and/or stocks self-service display units.

(b) 'n opleidingskursus vir leerlingvleissnytegnici ooreenkomstig die Raad se Opleidingskema- en Opleidingsfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 737 van 18 April 1975, suksesvol voltooi het en/of geslaag het in 'n ambagstoets soos deur die Raad voorgeskryf;

"vleissnytegnikus graad II" 'n werknemer wat vleiskarkasse of dele van karkasse in verskillende stukke opsnij sodat dit apart toegedraai kan word voordat sodanige apart toegedraaide stukke verkoop word en wat die werk slegs 12 maande lank sal kan doen, waarna hy 'n ambagstoets soos deur die Raad voorgeskryf, sal moet aflê;

"vleissnytegnikus in 'n perdevleisbedryfsinrigting" 'n werknemer wat perde-, donkie- of muilvleis opsnij en/of klante in 'n perdevleisbedryfsinrigting bedien;

"motorvoertuigdrywer" 'n werknemer wat motorvoertuie dryf, uitgesonderd soos anders in paragraaf (c) van die omskrywing van die woord "arbeider graad III" bepaal, met die doel om vleis en/of ander goedere bymekaar te maak of af te lewer, en by die toepassing van hierdie omskrywing omvat dit alle tydperke waarin daar gedryf word en alle tyd wat deur die drywer bestee word aan 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;

"Kleinhandelvleisbedryf" of "Bedryf" die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om vleis in die kleinhandel te verkoop ooreenkomstig en kragtens 'n Kleinhandelslaghuysregistrasiesertifikaat uitgereik deur die Vleisraad, met inbegrip van alle werksaamhede wat daaruit voortspuit, maar uitgesonderd—

(a) die verkoop van vleis in slaghuise verbonde aan eet-huise ten opsigte waarvan daar ooreenkomstig artikel 5 (1) van die Ordonnansie op Winkelure, Ordonnansie 5 van 1923 (Transvaal), 'n kennisgewing vertoon word, Shop for Blacks/Winkel vir Swartes, waarvan die inhoud en beskrywing dieselfde is as dié omvat in regulasie 3, opgestel kragtens genoemde Ordonnansie;

(b) die verkoop van vleis in eethuise ten opsigte waarvan 'n lisensiebelasting, voorgeskryf in die Ordonnansie op Lisensies, 1974, No. 19 van 1974, betaalbaar is; of

(c) die verkoop van vleis in winkels en/of eethuise geleë op persele wat vir sakedoeleindes kragtens die Precious Metals and Base Metals Act, Wet 35 van 1908 (Transvaal), en vorige "Goudwette" toegestaan is; of

(d) die verkoop van vleis in winkels en/of eethuise geleë op handelspersele of handelstandplase soos omskryf in die Trading on Mining Ground Regulation Act, Wet 13 van 1910 (Transvaal);

"Sekretaris" die Sekretaris van die Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand);

"winkelkontroleur" 'n werknemer wat die werk van 'n vleissnytegnikus verrig en daarbenewens toesig hou oor die werk van ander werknemers in 'n bedryfsinrigting, en wat die opleidingskursus suksesvol voltooi het deur te slaag in die eksamens in verband daarmee vir leerlingwinkelkontroleurs ooreenkomstig die Raad se Opleidingskema- en Opleidingsfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 737 van 18 April 1975, of wat voor 17 Desember 1973 genoemde pligte uitgevoer het sonder dat hy voornoemde opleidingskursus voltooi het;

"leerlingvleissnytegnikus" 'n werknemer wat 'n opleidingskursus vir leerlingvleissnytegnici volg ooreenkomstig die Raad se Opleidingskema- en Opleidingsfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 737 van 18 April 1975, en wat die pligte van 'n vleissnytegnikus kan uitvoer;

"leerlingwinkelkontroleur" 'n werknemer wat 'n opleidingskursus vir leerlingwinkelkontroleurs volg ooreenkomstig die Raad se Opleidingskema- en Opleidingsfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 737 van 18 April 1975, en wat 'n winkelkontroleur kan help by die uitvoering van sy pligte;

"loon" die bedrag geld wat ingevolge klousule 4 (1) ten opsigte van 'n werknemer se gewone werkure soos in klousule 7 voorgeskryf, aan hom betaalbaar is: Met dien verstande dat indien 'n werkgewer 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as dié in klousule 4 (1) voorgeskryf, dit sodanige hoër bedrag beteken;

"toedraaier en/of verpakker" 'n werknemer wat vleis in pak-kies verpak en toedraai vir selfbedienverkope en/of selfbedien-uistaleenhede van voorraad voorsien.

4. REMUNERATION

(1) No employer shall pay and no employee shall accept wages lower than the following:

	Per week
	R
Meat cutting technician, Grade I.....	120,00
Meat cutting technician, Grade II.....	75,00
Meat cutting technician in horse meat establishment..	65,00
Manager.....	150,00
	Per month
	R
Bookkeeper.....	450,00
Cashier and assistant bookkeeper.....	300,00
	Per day
	R
Casual meat cutting technician.....	25,00
Driver of motor vehicle, the unladen mass of which, together with the unladen mass of any trailers drawn by such vehicle—	
	Per week
	R
(i) does not exceed 450 kg.....	35,50
(ii) does not exceed 2,700 kg.....	52,25
(iii) does not exceed 4,500 kg.....	60,00
Shop controller.....	130,00
Labourer, Grade I.....	46,00
Labourer, Grade II.....	35,00
Labourer, Grade III—	
male.....	31,70
female.....	26,50
Trainee meat cutting technician.....	46,00
Trainee shop controller.....	120,00
	Per month
	R
Mass-measurer and/or pricer.....	160,00
	Per week
Wrapper and/or packer.....	31,70

Casual employee, other than a casual meat cutting technician:

The minimum rate at which remuneration shall be paid by an employer for each day or part of a day of employment shall be as follows: In the case of all employees, other than a casual meat cutting technician, one-fifth of the weekly wage prescribed for an employee performing the same class of work as the casual employee is required to perform.

(2) *Differential rates.*—An employer who requires or permits a member of one class of his employees to perform for longer than one hour in the aggregate on any one day, either in addition to his own work or in substitution therefor, work of another class for which a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day not less than one-sixth of the higher weekly wage prescribed in subclause (1): Provided that where the difference between classes is, in terms of subclause (1), based on experience, sex or age, the provisions of this subclause shall not apply.

(3) *Basis of contract.*—Every employee shall be deemed to be a weekly employee unless he falls within the definition "casual employee" and shall be paid not less than the full weekly wage prescribed in subclause (1) for an employee of his class, subject to the provisions of subclause (2) of this clause and of clause 5 (4), whether he has worked full time or less, and shall be subject to the other conditions (in so far as they may be applicable) prescribed for such an employee.

(4) *Calculation of wages.*—For the purposes of calculating an employee's wage, other than a casual employee—

(a) the hourly wage of an employee shall be his weekly wage divided by the number of ordinary working hours prescribed for such employee in clause 7;

(b) the monthly wage of an employee shall be four and one-third times his weekly wage;

(c) the weekly wage of an employee shall be his monthly wage divided by four and one-third;

(d) the daily wage of an employee shall be his weekly wage divided by six.

4. BESOLDIGING

(1) Geen laer lone as die volgende mag deur 'n werkgever betaal of deur 'n werknemer aangeneem word nie:

	Per week
	R
Vleissnytegnikus graad I.....	120,00
Vleissnytegnikus graad II.....	75,00
Vleissnytegnikus in perdeveisbedryfsinrigting.....	65,00
Bestuurder.....	150,00
	Per maand
	R
Boekhouer.....	450,00
Kassier en assistent-boekhouer.....	300,00
	Per dag
	R
Los vleissnytegnikus.....	25,00
Drywer van 'n motorvoertuig waarvan die onbelaste massa, saam met die onbelaste massa van alle sleepwaens wat deur sodanige voertuig getrek word—	
	Per week
	R
(i) hoogstens 450 kg is.....	35,50
(ii) hoogstens 2 700 kg is.....	52,25
(iii) hoogstens 4 500 kg is.....	60,00
Winkelkontroleur.....	130,00
Arbeider graad I.....	46,00
Arbeider graad II.....	35,00
Arbeider graad III—	
man.....	31,70
vrou.....	26,50
Leerlingvleissnytegnikus.....	46,00
Leerlingwinkelkontroleur.....	120,00
	Per maand
	R
Massameter en/of prysbepaler.....	160,00
	Per week
	R
Toedraaier en/of verpakker.....	31,70

Los werknemer, uitgesonderd 'n los vleissnytegnikus:

Die minimum loon wat 'n werkgever vir elke dag diens of gedeelte van 'n dag diens moet betaal, is soos volg: In die geval van alle werknemers, uitgesonderd 'n los vleissnytegnikus, een vyfde van die weekloon voorgeskryf vir 'n werknemer wat dieselfde klas werk verrig wat van 'n los werknemer vereis word.

(2) *Differensiële lone.*—'n Werkgever wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om op 'n bepaalde dag, hetsy bo en behalwe sy eie werk of in plaas daarvan, altesaam langer as een uur werk van 'n ander klas te verrig waarvoor 'n hoër loon as dié vir sy eie klas in subklousule (1) voorgeskryf word, moet dié werknemer op daardie dag minstens een sesde betaal van die hoogste weekloon in subklousule (1) voorgeskryf: Met dien verstande dat as die enigste onderskeid tussen klasse kragtens subklousule (1) op ondervinding, geslag of ouderdom gebaseer is, hierdie subklousule nie van toepassing is nie.

(3) *Kontrakbasis.*—Elke werknemer moet as 'n weeklikse werknemer beskou word, tensy hy binne die omskrywing "los werknemer" val en moet behoudens subklousule (2) van hierdie klousule en klousule 5 (4), minstens die volle weekloon betaal word wat in subklousule (1) vir 'n werknemer van sy klas voorgeskryf word, hetsy hy die volle tyd of minder gewerk het, en hy is onderworpe aan die ander voorwaardes (vir sover hulle van toepassing is) wat vir sodanige werknemer voorgeskryf word.

(4) *Berekening van lone.*—Ten einde 'n werknemer, uitgesonderd 'n los werknemer, se loon te bereken—

(a) is die uurloon van 'n werknemer sy weekloon gedeel deur die getal gewone werkure wat vir sodanige werknemer by klousule 7 voorgeskryf word;

(b) is die maandloon van 'n werknemer vier en een derde maal sy weekloon;

(c) is die weekloon van 'n werknemer sy maandloon gedeel deur vier en een derde;

(d) is die dagloon van 'n werknemer sy weekloon gedeel deur ses.

5. PAYMENT OF REMUNERATION

(1) Wages and payment for overtime rates shall be paid in full in cash weekly on Saturdays to employees for whom wages are prescribed on a weekly basis, or not later than the last day of each month for employees for whom wages are prescribed on a monthly basis, or on the termination of employment in the case of casual employees or other employees, if this should take place before the ordinary pay-day of such employees, and shall be contained in an envelope or other container accompanied by a statement showing the employer's and employee's name; the employee's number, if any; occupation; total hours worked; the remuneration due in respect of ordinary time and overtime; amounts deducted and the period in respect of which payment is made. It shall be incumbent upon employers to require employees to execute a receipt for the remuneration accepted by an employee.

(2) Save as provided in the Blacks (Urban Areas) Consolidation Act, 1945, or in the Black Labour Act, 1964, no employee shall be required as part of his contract of employment to board and/or lodge with his employer or at any place nominated by him.

(3) An employer shall not require his employee to purchase any goods from him or from any shop, place or person nominated by him.

(4) No fines or deductions of any kind shall be made from amounts due to any employee, other than the following:

(a) When an employee is away or absents himself without permission from work, a pro rata amount for the period of such absence;

(b) contributions to the Council funds in terms of clause 12, sick benefit contributions in terms of clause 9 and pension fund contributions in terms of clause 11;

(c) trade union subscriptions in terms of clause 14 (3);

(d) any amount which an employer is legally or in terms of an order of any competent court required or permitted to make;

(e) deductions in terms of proviso (iii) of clause 24 (1) (b);

(f) whenever an employee agrees, or required in terms of the Acts referred to in subclause (2) to accept lodging from his employer, a deduction not exceeding the amount specified hereunder:

	Per week	Per month
	R	R
Lodging.....	1,72	7,45

(g) any amount which is owing to the employer by the employee: Provided that such deduction shall not exceed one-third of the employee's wage.

6. HOURS OF BUSINESS

No employer shall open or permit to be open any establishment for the purpose of trading or the sale or supply of goods therefrom or permit any employee to sell or supply goods in or from such establishment, other than between the hours of—

06h00 and 18h00 on Mondays to Fridays;
06h00 and 13h00 on Saturdays.

7. HOURS OF WORK AND OVERTIME

(1) *Ordinary hours of work.*—The ordinary hours of work of an employee shall not exceed—

(a) 46 hours per week;

(b) 10 hours on a Friday;

eight hours on a Saturday;

eight hours on three days from Monday to Thursday (both days included) and six hours on one day from Monday to Thursday (both days included).

(2) (a) *Starting and finishing times.*—An employee shall not be required to work and he shall not agree to work—

(i) after 12h00 on one day between Monday to Thursday (both days included), and such day shall be as selected by the employer;

(ii) before 06h00 on Mondays to Thursdays (inclusive), 05h00 on Fridays and 04h00 on Saturday;

(iii) on a Sunday or public holiday;

(iv) for a continuous period of more than five hours without an uninterrupted interval of at least one hour on all working days except Saturdays and the day on which the employee is not required to work after 12h00: Provided that for the purposes of this paragraph periods of work

5. BETALING VAN BESOLDIGING

(1) Lone en oortydbesoldiging moet weekliks ten volle in kontant op Saterdag betaal word aan werknemers vir wie lone op 'n weeklikse grondslag voorgeskryf word, of voor of op die laaste dag van elke maand vir werknemers vir wie lone op 'n maandelikse grondslag voorgeskryf word, of by diensbeëindiging in die geval van los werknemers of ander werknemers as dit vóór die gewone betaaldag van sodanige werknemers plaasvind, en moet in 'n koevert of ander houër geplaas word wat vergesel gaan van 'n staat met die werkgewer en die werknemer se naam; die werknemer se nommer, as daar een is; beroep; totale ure gewerk; die besoldiging verskuldig ten opsigte van gewone tyd en oortyd; bedrae afgetrek en die tydperk ten opsigte waarvan betaling gedoen is. Dit is die werkgewers se plig om van werknemers te vereis om 'n kwitansie uit te skryf vir die besoldiging wat deur die werknemer ontvang is.

(2) Behalwe soos bepaal in die Swartes (Stadsgebiede) Konsolidasiewet, 1945, of in die Wet op Swart Arbeid, 1964, mag daar van geen werknemer vereis word om as deel van sy dienskontrak kos en/of inwoning by sy werkgewer of by enige plek wat deur sy werkgewer aangewys word, aan te neem nie.

(3) 'n Werkgewer mag nie van sy werknemer vereis om enige goedere van hom of van enige winkel, plek of persoon wat hy aanwys, te koop nie.

(4) 'n Werknemer mag geen boetes hoegenaamd opgelê word nie en geen bedrae hoegenaamd, uitgesonderd die volgende, mag van bedrae aan hom verskuldig, afgetrek word nie:

(a) Wanneer 'n werknemer sonder toestemming van die werk wegbly, 'n bedrag eweredig aan die tydperk van sodanige afwesigheid;

(b) bydraes tot die fondse van die Raad ingevolge klousule 12, bydraes vir siektebystand ingevolge klousule 9 en pensioenfondsbysdraes ingevolge klousule 11;

(c) ledegeld van die vakvereniging ingevolge klousule 14 (3);

(d) enige bedrag wat 'n werkgewer regtens of op bevel van 'n bevoegde hof moet of mag aftrek;

(e) bedrae ingevolge voorbehoudsbepaling (iii) van klousule 24 (1) (b);

(f) wanneer 'n werknemer instem, of ingevolge die wette wat in subklousule (2) gemeld word, verplig word om kos en/of inwoning van sy werkgewer te aanvaar, 'n bedrag hoogstens gelyk aan dié wat hieronder aangegee word:

	Per week	Per maand
	R	R
Inwoning.....	1,72	7,45

(g) enige bedrag wat die werknemer aan die werkgewer verskuldig is: Met dien verstande dat so 'n bedrag hoogstens een derde van die werknemer se loon mag uitmaak.

6. BESIGHEIDSURE

Geen werkgewer mag 'n bedryfsinrigting oopmaak of toelaat dat 'n bedryfsinrigting oopgemaak word met die doel om daaruit handel te dryf of goedere te verkoop of te verskaf of toelaat dat enige werknemer goedere in of vanuit 'n bedryfsinrigting verkoop of verskaf nie, behalwe gedurende die volgende ure:

06h00 en 18h00 op Maandae tot Vrydae;
06h00 en 13h00 op Saterdag.

7. WERKURE EN OORTYDWERK

(1) *Gewone werkure.*—Die gewone werkure van 'n werknemer is hoogstens—

(a) 46 uur per week;

(b) 10 uur op 'n Vrydag;

agt uur op 'n Saterdag;

agst uur op drie dae van Maandag tot en met Donderdag en ses uur op een dag van Maandag tot en met Donderdag.

(2) (a) *Aanvangs- en uitskeiure.*—Daar mag nie van 'n werknemer vereis word en hy moet nie inwillig om soos volg te werk nie:

(i) Na 12h00 op een dag tussen Maandag tot en met Donderdag en sodanige dag moet deur die werkgewer gekies word;

(ii) voor 06h00 op Maandae tot en met Donderdae; 05h00 op Vrydae en 04h00 op Saterdag;

(iii) op 'n Sondag of openbare vakansiedag;

(iv) vir 'n aaneenlopende tydperk van meer as vyf uur sonder 'n ononderbroke pouse van minstens een uur op alle werkdag behalwe Saterdag en die dag waarop daar nie van 'n werknemer vereis word om na 12h00 te werk nie: Met dien verstande dat, vir die toepassing van hierdie paragraaf, werk-

interrupted by an interval of less than one hour shall be deemed to be continuous. An employer shall afford an employee reasonable opportunity to partake of refreshments on a Saturday and the day he is not required to work after 12h00.

(b) Save as provided in subparagraph (iv) hereof, all hours of work of an employee on any day shall be consecutive.

(3) *Cleaning of premises.*—Employees may work an additional one half hour per day on each work-day per week, viz. Monday to Saturday (both days included) for the purpose of cleaning premises and equipment and such time shall not be regarded as ordinary hours of work.

(4) *Overtime, limitation of overtime and payment for overtime.*—(a) All time worked by an employee in excess of 46 hours in any week or in excess of the hours prescribed in subclauses (1) and (3), as the case may be, shall be deemed to be overtime.

(b) An employer shall not permit or require an employee to work overtime for more than—

(i) three hours on any day;

(ii) 10 hours in any week.

(c) Notwithstanding anything to the contrary contained in this subclause, an employer shall not permit or require a female employee to work—

(i) between 18h00 and 06h00;

(ii) after 13h00 on more than five days per week;

(iii) overtime of more than two hours on any day;

(iv) overtime on more than three consecutive days in any week;

(v) overtime on more than 60 days in any year;

(vi) overtime after the completion of her ordinary hours of work for more than one hour on any day unless he has—

(aa) before midday given notice thereof to such employee;

(ab) provided such employee with an adequate meal and allowed her sufficient time to have it before she has to commence overtime; or

(ac) paid such an employee not less than 25c in sufficient time to enable her to obtain and have a meal before overtime is due to commence;

(d) An employer shall pay an employee who works overtime at a rate of not less than one and a half times his hourly wage in respect of each hour or part of an hour so worked.

(5) *Employment with other employers.*—No employee in regular employment with an employer in the Retail Meat Trade shall be permitted to work for a second employer in the Trade and/or in any other trade within or outside the hours he is called upon to work in terms of this clause for his employer, without the written permission of the Council.

(6) *Time sheets and attendance registers.*—(a) Every employer shall exhibit in a conspicuous place within his establishment every Monday morning, or the next day if the Monday is a public holiday, a time sheet showing the time to be worked daily by every employee during that week and shall keep such time sheet continuously exhibited during this period: Provided that if the hours of work of an employee or employees are not changed from week to week the time sheet shall be endorsed and signed by the employer "for the week commencing—and until further notice": Provided further that when the hours of work of an employee are changed, a fresh time sheet shall be prepared.

(b) Every employee, other than a mass-measurer and/or pricer, motor vehicle driver, labourer Grade III, and/or wrapper and/or packer shall each day enter into an attendance register, which his employer shall provide, and which shall be kept on the premises at all times, the time he starts work and the time he finally ceases work for the day, together with particulars as to the time he ceases work in terms of this Agreement, and the time he resumes work thereafter, and the commencing and finishing times, of any other period during the day during which he was not working. Every employee shall make every entry upon commencing work, ceasing work and resuming work for meal intervals and ceasing work for the day at the time of the occurrence.

tydperke wat deur 'n pouse van minder as een uur onderbreek word, geag moet word aaneenlopend te wees. 'n Werkgewer moet 'n werknemer redelike geleentheid verskaf om verversings te nuttig op 'n Saterdag en die dag waarop daar nie van hom vereis word om na 12h00 te werk nie.

(b) Behoudens subparagraaf (iv) hiervan, moet alle werkure van 'n werknemer op 'n bepaalde dag agtereenvolgend wees.

(3) *Skoonmaak van persele.*—Werknemers kan 'n addisionele halfuur per dag op elke werkdag van die week, d.w.s. Maandag tot en met Saterdag, werk om persele en uitrusting skoon te maak, en sodanige tyd moet nie as gewone werkure beskou word nie.

(4) *Oortydwerk, beperking van oortydwerk en besoldiging vir oortydwerk.*—(a) Alle tyd wat 'n werknemer langer werk as 46 uur per week of langer as die ure voorgeskryf in subklousules (1) en (3) hiervan, na gelang van die geval, moet geag word oortydwerk te wees.

(b) 'n Werkgewer moet 'n werknemer nie toelaat of van hom vereis om langer oortydwerk te verrig nie as—

(i) drie uur op 'n bepaalde dag;

(ii) 10 uur in 'n bepaalde week.

(c) Ondanks andersluidende bepalings in hierdie subklousule, mag 'n werkgewer 'n vroulike werknemer nie toelaat of van haar vereis om—

(i) tussen 18h00 en 06h00 te werk nie;

(ii) na 13h00 op meer as vyf dae in 'n week te werk nie;

(iii) langer as twee uur op 'n bepaalde dag oortyd te werk nie;

(iv) op meer as drie agtereenvolgende dae in 'n bepaalde week oortyd te werk nie;

(v) op meer as 60 dae in 'n bepaalde jaar oortyd te werk nie;

(vi) na voltooiing van haar gewone werkure langer as een uur op 'n bepaalde dag oortyd te werk nie, tensy hy—

(aa) sodanige werknemer voor die middag kennis daarvan gegee het;

(ab) sodanige werknemer van 'n toereikende ete voorsien en haar genoeg tyd gelaat het om dit te nuttig voordat sy met die oortydwerk moet begin; of

(ac) sodanige werknemer minstens 25c betyds betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat sy met die oortydwerk moet begin.

(d) 'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen minstens een en half maal sy uurloon ten opsigte van elke uur of gedeelte van 'n uur wat hy aldus gewerk het.

(5) *Diens by ander werkgewers.*—Geen werknemer in vaste diens by 'n werkgewer in die Kleinhandelvisbedryf moet toegelaat word om sonder die skriftelike toestemming van die Raad vir 'n tweede werkgewer in die Bedryf en/of in 'n ander bedryf binne of buite die ure te werk wanneer van hom verwag word om ingevolge hierdie klousule vir sy werkgewer te werk nie.

(6) *Tydstate en bywoningsregisters.*—(a) Elke werkgewer moet op 'n opvallende plek in sy bedryfsinrigting elke Maandagoggend, of op die volgende dag as Maandag 'n openbare vakansiedag is, 'n tydstaat opplak wat die tyd aangee wat elke werknemer gedurende daardie week daaglik moet werk, en hy moet die tydstaat gedurig gedurende daardie tydperk opgeplak hou: Met dien verstande dat indien die werkure van 'n werknemer of werknemers nie van week tot week verander word nie, die tydstaat deur die werkgewer geëndosseer en geteken moet word "vir die week wat op . . . begin en tot verdere kennisgewing": Voorts met dien verstande dat wanneer die werkure van 'n werknemer verander word, 'n nuwe tydstaat opgestel moet word.

(b) Elke werknemer, uitgesonderd 'n massameter en/of prysbepaler, motorvoertuigdrywer, arbeider graad III, toedraaier en/of verpakker, moet elke dag in 'n bywoningsregister, wat sy werkgewer moet verskaf; en wat altyd op die perseel gehou moet word, aanteken hoe laat hy begin werk en hoe laat hy vir dié dag uiteindelik ophou werk, tesame met besonderhede wat betref die tyd wat hy ophou werk kragtens hierdie Ooreenkoms, en hoe laat hy daarna begin werk, en die begintyd en einde van enige ander periode wat hy gedurende die dag nie in diens was nie. Elke werknemer moet elke sodanige inskrywings in die bywoningsregister doen wanneer hy met sy werk begin, wanneer hy vir etenspouses ophou werk en wanneer hy daarna weer begin werk en wanneer hy vir die dag ophou werk, en wel op die tydstop wanneer dit plaasvind.

(7) *Savings*.—Notwithstanding anything to the contrary contained in subclauses (1) and (6) (b), employees in receipt of a weekly wage of not less than R150—

- (a) may work an additional 10 hours per week, viz. Monday to Saturday inclusive: Provided that not more than three additional hours may be worked on any such day; and
- (b) shall be excluded from the provisions of subclause (6) (b).

8. ANNUAL LEAVE

(1) (a) Every employee, other than an employee referred to in paragraph (b) or (c) of this subclause, shall be given for each completed year of his service with the same employer 12 consecutive work-days leave of absence on full pay.

(b) An employee who has completed two or more consecutive years' employment with the same employer, or in the same establishment, calculated from the date of commencement of such employment, shall qualify for 18 consecutive work-days annual leave of absence on full pay on the completion of such two consecutive years of employment and shall thereafter continue to qualify for such period of 18 work-days' leave of absence on the completion of each subsequent year of consecutive employment with the said employer or in the said establishment: Provided that where the employee concerned has been employed by any group of companies or partnerships in which there is a director/directors or partners who are directors or partners in each of the said companies or partnerships, the Council may direct that such employment be deemed to be employment with a single employer.

(c) An employee who has completed 10 or more consecutive years' employment with the same employer, or in the same establishment, calculated from the date of commencement of such employment, shall qualify for 24 consecutive work-days' annual leave of absence on full pay on the completion of such 10 consecutive years of employment and shall thereafter continue to qualify for such period of 24 work-days' leave of absence on completion of each subsequent year of consecutive employment with the said employer or in the said establishment. The proviso to paragraph (b) of this subclause shall apply *mutatis mutandis* in respect of this paragraph.

(d) Such leave of absence, in terms of this subclause, shall commence to be applicable in the case of employees who qualify therefor as from the date such qualifying period of employment is completed, or in the case of an employee who has already completed such qualifying period of employment, on the completion of a completed year of employment calculated from the date the employee's last annual leave had accrued to him prior to the date of commencement of this Agreement: Provided that if a public holiday occurs while an employee is on leave, such holiday shall be added to the said period as a further period of leave on full pay. The employer shall fix the time when such leave shall be taken, but if the employer shall not have granted to the employee this period of leave at an earlier date, such leave shall be given so as to commence within one month after the termination of a year's service. Annual leave shall not run concurrently with any period of military service under the Defence Act, 1957, or with any period of sick leave in terms of clause 9 or 10 of this Agreement or with any period of notice of termination of employment in terms of clause 24.

(2) Upon termination of employment, an employer shall pay to his employee—

(a) full pay in respect of annual leave which has accrued to him at the remuneration the employee was receiving when his leave became due but was not granted before the date of termination of employment; and/or

(b) in the case of an employee referred to in subclause (1) (a) one twenty-fifth of his weekly wage he was receiving immediately before the date of such termination, in respect of each completed week of employment with the employer from the date on which the employee had last completed a year's service in terms of subclause (1) entitling him to annual leave or the date of his engagement when his service is less than 12 months, as the case may be;

(c) in the case of an employee referred to in subclause (1) (b), three forty-ninths of his weekly wage he was receiving immediately before the date of such termination, in respect of each completed week of employment in his third or subsequent year of employment with the same employer or in the same establishment, from the date on which the employee had last completed a year's service in terms of subclause (1) entitling him to annual leave;

(7) *Voorbehoudsbepalings*.—Ondanks andersluidende bepalinge in subklousule (1) en (6) (b) vervat, kan werknemers wat 'n weekloon van minstens R150,00 ontvang—

- (a) 'n addisionele 10 uur per week werk, naamlik van Maandag tot en met Saterdag: Met dien verstande dat hulle hoogstens drie addisionele ure op so 'n dag mag werk; en
- (b) moet hulle uitgesluit word van die bepalinge van subklousule (6) (b).

8. JAARLIKSE VERLOF

(1) (a) Elke werknemer, uitgesonderd 'n werknemer in paragraaf (b) of (c) van hierdie subklousule bedoel, moet vir elke voltooide jaar van sy diens by dieselfde werkgever 12 agtereenvolgende werkdag verlop met volle besoldiging toegestaan word.

(b) 'n Werknemer wat twee of meer agtereenvolgende jare diens voltooi het by dieselfde werkgever of in dieselfde bedryfsinrigting, bereken vanaf die aanvangsdatum van sodanige diens, kwalifiseer vir 18 agtereenvolgende werkdag jaarlikse verlop met volle besoldiging by voltooiing van sodanige twee agtereenvolgende jare diens en is daarna geregtig op sodanige tydperk van 18 werkdag verlop by voltooiing van elke daaropvolgende jaar aaneenlopende diens by genoemde werkgever of in genoemde bedryfsinrigting: Met dien verstande dat, indien die betrokke werknemer in diens was van enige groep maatskappye of vennootskappe waarin daar 'n direkteur/direkteurs of vennote is wat direkteurs of vennote in elk van genoemde maatskappye of vennootskappe is, die Raad kan bepaal dat sodanige diens as diens by 'n enkele werkgever geag word.

(c) 'n Werknemer wat 10 of meer agtereenvolgende jare diens voltooi het by dieselfde werkgever of in dieselfde bedryfsinrigting, bereken vanaf die aanvangsdatum van sodanige diens, kwalifiseer vir 24 agtereenvolgende werkdag jaarlikse verlop met volle besoldiging by voltooiing van sodanige 10 agtereenvolgende jare diens en is daarna geregtig op sodanige tydperk van 24 werkdag verlop by voltooiing van elke daaropvolgende jaar aaneenlopende diens by genoemde werkgever of in genoemde bedryfsinrigting. Die voorbehoudsbepaling van paragraaf (b) van hierdie subklousule is *mutatis mutandis* van toepassing ten opsigte van hierdie paragraaf.

(d) Sodanige verlop ooreenkomstig hierdie subklousule word, in die geval van werknemers wat daarvoor kwalifiseer, van toepassing vanaf die datum waarop sodanige kwalifiserende diens tydperk voltooi is, of in die geval van 'n werknemer wat alreeds sodanige kwalifiserende diens tydperk voltooi het, by voltooiing van 'n voltooide jaar diens, bereken vanaf die datum waarop die werknemer se vorige jaarlikse verlop hom toegeval het vóór die datum van inwerkingtreding van hierdie Ooreenkoms: Met dien verstande dat indien 'n openbare vakansiedag binne die tydperk val wanneer die werknemer met verlop is dié vakansiedag by dieselfde tydperk as 'n verdere verloftydperk met volle besoldiging gevoeg moet word. Die werkgever moet die tyd bepaal wanneer die verlop geneem moet word, maar indien die werkgever hierdie verlop nie op 'n vroeër datum aan 'n werknemer toegestaan het nie, moet die verlop toegestaan word om binne 'n maand na voltooiing van 'n jaar diens te begin. Jaarlikse verlop mag nie met 'n tydperk van militêre diens ingevolge die Verdedigingswet, 1957, of met enige tydperk van siekteverlop kragtens klousule 9 of 10 van hierdie Ooreenkoms of met enige diensopseggingstydperk ooreenkomstig klousule 24 van hierdie Ooreenkoms, saamval nie.

(2) By diensbeëindiging moet 'n werkgever aan sy werknemer die volgende betaal:

(a) Volle besoldiging ten opsigte van jaarlikse verlop wat hom toekom teen die besoldiging wat die werknemer ontvang het toe sy verlop moes begin, maar wat nie vóór die datum van diensbeëindiging toegestaan is nie; en/of

(b) in die geval van 'n werknemer in subklousule (1) (a) bedoel, een vyf-en-twintigste van die weekloon wat hy onmiddellik vóór die datum van sodanige diensbeëindiging ontvang het, ten opsigte van elke voltooide week diens by die werkgever vanaf die datum waarop die werknemer laas 'n jaar diens ingevolge subklousule (1) voltooi het wat hom op jaarlikse verlop geregtig maak, of vanaf die datum van sy diensaanvaarding as sy diens minder as 12 maande is, na gelang van die geval;

(c) in die geval van 'n werknemer in subklousule (1) (b) bedoel, drie nege-en-veertigstes van sy weekloon wat hy onmiddellik vóór die datum van sodanige diensbeëindiging ontvang het, ten opsigte van elke voltooide week diens in sy derde of daaropvolgende jaar diens by dieselfde werkgever of in dieselfde bedryfsinrigting, vanaf die datum waarop die werknemer laas 'n jaar diens voltooi het ingevolge subklousule (1) waarkragtens hy op jaarlikse verlop geregtig is;

(d) in the case of an employee referred to in subclause (1) (c), one-twelfth of his weekly wage he was receiving immediately before the date of such termination, in respect of each completed week of employment in his 10th or subsequent year of employment with the same employer or in the same establishment, from the date on which the employee had last completed a year's service in terms of subclause (1) entitling him to annual leave.

(3) 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); or
- (b) undergoing military service under the Defence Act, 1957;
- (c) absent from work on the instructions or at the request of his employer;
- (d) absent from work owing to illness or accident and employment has not been terminated;

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

(i) in the case of an employee who, in respect of his employment with the same employer in the Retail Meat Trade in the areas referred to in clause 1 (1) (b), had before the coming into operation of this Agreement, become legally entitled to leave from the date on which such employee last became legally entitled to leave;

(ii) in the case of an employee who was in employment with the same employer in the Retail Meat Trade in the areas specified in clause 1 (1) (b), before the date of commencement of this Agreement, but, who had not become legally entitled to leave, from the date on which such employment commenced;

(iii) in the case of any other employee, from 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.

(4) Every employer shall notify the Secretary of the Council, in the form of Annexure A, when any of his employees proceed on leave and shall pay to an employee to whom leave is granted in terms of subclause (1) of this clause, his pay in respect of the period of leave not later than the last working day before the commencement of the said period.

(5) No employee while on annual leave shall perform any work in any trade or occupation and no employer shall employ an employee during his annual leave period.

(6) *Public holidays.*—An employee shall be entitled to and be granted leave on full pay on all public holidays: Provided that if an employee is absent from work on the work-day immediately preceding or the work-day immediately succeeding any public holiday and is not entitled to payment in terms of clauses 9 and 10 in respect of such work-days, he shall not be entitled to payment in respect of such public holiday.

(7) Notwithstanding anything to the contrary herein contained, an employer who is required to grant an employee annual leave in terms of subclause (1) (b) or (c) may require such employee to accept payment in lieu of six work-days' of his leave.

(8) This clause shall not apply in respect of casual employees.

9. SICK BENEFIT FUND

(1) The operation of the fund established under Government Notice R. 1187, dated 9 July 1971, and known as "The Sick Benefit Fund for the Retail Meat Trade" or "the Fund" is hereby continued.

(2) The Fund shall consist of—

- (a) moneys accruing from contributions as prescribed in subclause (12) of this clause;
- (b) interest on investments;
- (c) any other moneys to which the Fund may become entitled.

(3) The objects of the Fund shall be to grant benefits to members in accordance with the rules of the Fund as determined from time to time by the Council in relation to—

- (a) assisting members in any manner whatsoever in relation to medical and surgical attention designed to promote or preserve the good health of them or their dependants;

(d) in die geval van 'n werknemer in subklousule (1) (c) bedoel, een twaalfde van sy weekloon wat hy onmiddellik vóór die datum van sodanige diensbeëindiging ontvang het, ten opsigte van elke voltooide week diens in sy 10de of daaropvolgende jaar diens by dieselfde werkgewer of in dieselfde bedryfsinrigting, vanaf die datum waarop die werknemer laas 'n jaar diens voltooi het ingevolge subklousule (1) waarkragtens hy op jaarlikse verlof geregtig is.

(3) By die toepassing van hierdie klousule word die uitdrukking "diens" geag 'n tydperk of tydperke te omvat waarin 'n werknemer—

- (a) ingevolge subklousule (1) met verlof afwesig is; of
- (b) militêre diens ingevolge die Verdedigingswet, 1957, ondergaan;
- (c) op las of op versoek van sy werknemer van sy werk afwesig is;
- (d) weens siekte of 'n ongeluk van sy werk afwesig is, en sy diens nie beëindig is nie;

wat in 'n jaar in die geval van (a), (c) en (d) altesaam hoogstens 10 weke beloop, plus hoogstens vier maande van enige tydperk van militêre diens wat in daardie jaar ondergaan is, en diens word geag 'n aanvang te neem—

(i) in die geval van 'n werknemer wat ten opsigte van sy diens by dieselfde werkgewer in die Kleinhandelvisbedryf in die gebiede in klousule 1 (1) (b) bedoel, vóór die inwerkingtreding van hierdie Ooreenkoms regtens op verlof geregtig was, vanaf die datum waarop sodanige werknemer laas regtens op verlof geregtig geword het;

(ii) in die geval van 'n werknemer wat voor die inwerkingtreding van hierdie Ooreenkoms by dieselfde werkgewer in die Kleinhandelvisbedryf in die gebiede in klousule 1 (1) (b) bedoel in diens was, maar wat nog nie regtens op verlof geregtig geword het nie, vanaf die datum waarop sodanige diens 'n aanvang geneem het;

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

(4) Elke werkgewer moet die Sekretaris van die Raad in die vorm van Aanhangel A in kennis stel wanneer enigiens van sy werknemers met verlof gaan en aan 'n werknemer aan wie verlof kragtens subklousule (1) van hierdie klousule toegestaan is, sy besoldiging ten opsigte van die verloftydperk vóór of op die laaste werkdag voor die aanvang van genoemde tydperk betaal.

(5) Geen werknemer mag in enige bedryf werk verrig terwyl hy met jaarlikse verlof is nie, en geen werkgewer mag 'n werknemer gedurende sy jaarlikse verlof in diens neem nie.

(6) *Openbare vakansiedae.*—'n Werknemer is geregtig op en moet verlof met volle besoldiging toegestaan word op alle openbare vakansiedae: Met dien verstande dat indien 'n werknemer op die werkdag wat 'n openbare vakansiedag onmiddellik voorafgaan of onmiddellik daarop volg, van sy werk afwesig is en nie op besoldiging kragtens klousules 9 en 10 ten opsigte van sodanige werkdag geregtig is nie, hy nie op betaling ten opsigte van sodanige openbare vakansiedag geregtig is nie.

(7) Ondanks andersluidende bepalings hierin, kan 'n werkgewer wat aan 'n werknemer jaarlikse verlof ingevolge subklousule (1) (b) of (c) moet toestaan, van sodanige werknemer vereis om betaling aan te neem in plaas van ses werkdag van sy verlof.

(8) Hierdie klousule is nie op los werknemers van toepassing nie.

9. SIEKTEBYSTANDSFONDS

(1) Die fonds ingestel by Goewermentskennisgewing R. 1187 van 9 Julie 1971 en bekend as "Die Siektebystandsfonds vir die Kleinhandelvisbedryf" of "die Fonds" word hierby voortgesit.

(2) Die Fonds bestaan uit—

- (a) geld wat verkry word uit bydraes soos voorgeskryf in subklousule (12) van hierdie klousule;
- (b) rente op beleggings;
- (c) enige ander geld waarop die Fonds geregtig word.

(3) Die doel met die Fonds is om bystand te verleen aan lede ooreenkomstig die reëls van die Fonds soos dit van tyd tot tyd deur die Raad bepaal word met betrekking tot—

- (a) hulpverlening aan lede op enige moontlike manier ten opsigte van mediese en snykundige versorging wat daarop gemik is om die goeie gesondheid van die lede of hul afhanklikes te bevorder of te bewaar;

(b) entering into arrangements if deemed necessary by way of contract or contracts with medical practitioners, specialists, hospitals, nursing homes or any organisations providing medicines, medical or pharmaceutical services, registered insurance company or companies or any organisation engaged in providing similar benefits;

(c) doing all such things as are necessary, incidental or conducive to the welfare of members and their dependants and to the attainment of the aforementioned objects;

(d) payment of sick pay to members in the event of absence from work owing to incapacity. For the purposes of this paragraph "incapacity" shall have the same meaning as set out in clause 10 (3) (b) of this Agreement.

(4) Membership of the Fund shall be compulsory for all employees who are eligible for membership of the Transvaal Retail Meat Trade Employees' Union in terms of the said Union's constitution.

(5) Every employee referred to in subclause (4) shall complete form prescribed in Annexure E to this Agreement, and lodge such completed form with the Secretary within one month after the date on which this Agreement comes into operation, he becomes employed in or re-enters the Retail Meat Trade, and shall furnish such additional information or documentary evidence as the Council may require.

(6) The Council may at its discretion admit to voluntary membership of the Fund any persons who are directly engaged or employed in or in connection with the Retail Meat Trade and for whom membership is not compulsory in terms of subclause (4).

(7) The provisions of this clause shall *mutatis mutandis* apply to any person admitted to voluntary membership in terms of subclause (6): Provided that a voluntary member shall be required to contribute not less than the combined contribution of employees and employers prescribed in subclause (12).

(8) Membership of the Fund shall terminate—

(a) concurrently with the cessation of employment in the Retail Meat Trade in the case of a member referred to in subclause (4): Provided that the Council may permit such a member who becomes temporarily unemployed to retain his membership under such conditions as the Council may determine;

(b) by 14 days' notice in writing being given by the Council to a member referred to in subclause (6) or by such voluntary member giving a similar period of notice of termination of membership to the Council.

(9) An ex-member of the Fund shall not be entitled to any benefits subsequent to the last day of employment in the Trade.

(10) Any member whose membership of the Fund has been terminated shall, if re-admitted to membership, be regarded as an entirely new member unless otherwise decided by the Council.

(11) In order to be eligible for benefits in respect of their dependants, members shall make application for the registration of their dependants on the form prescribed by the Council from time to time and shall furnish such information and documentary evidence as the Council may require, and dependants shall be limited to the following:

(a) A member's wife;

(b) a member's children under the age of 21 years (including legally adopted children) who are wholly dependant on the member.

(12) *Contributions.*—(a) Every employer shall in respect of each month deduct from the wages payable to the employees referred to in subclause (4) in his employ the amount indicated as employees' contribution in accordance with the undermentioned Schedule.

The contributions shall be payable in respect of—

(i) each completed calendar month of employment; or

(ii) part of a month of employment with the employer being not less than 15 days in a 31 or 30 day month and 14 days in February;

Provided that whenever it is established that an employee has been employed by more than one employer in any calendar month and each of his periods of employment has been less than the period prescribed in subparagraph (i) hereof, the contribution payable shall be on a pro rata basis in respect of and in relation to each such period of employment.

(b) die aangaan van ooreenkomste indien dit nodig geag word, deur middel van 'n kontrak of kontrakte met mediese praktisyns, spesialiste, hospitale, verpleeginrigtings of enige organisasie wat medisyne of mediese of farmaseutiese dienste lewer, 'n geregistreerde versekeringsmaatskappy of -maatskappye of enige organisasie wat soortgelyke bystand bied;

(c) die verrigting van alle sodanige dinge as wat noodsaaklik, bykomend of bevorderlik is vir die welsyn van lede en hul afhanklikes en vir die bereiking van genoemde doelstellings;

(d) betaling van siektebesoldiging aan lede in geval van afwesigheid van werk weens ongeskiktheid. Vir die toepassing van hierdie paragraaf het "ongeskiktheid" dieselfde betekenis as dié wat in klousule 10 (3) (b) van hierdie Ooreenkoms beskryf word.

(4) Lidmaatskap van die Fonds is verpligtend vir alle werknemers wat kragtens die Transvaal Retail Meat Trade Employees' Union se konstitusie lid van die organisasie kan word.

(5) Elke werknemer in subklousule (4) bedoel, moet die vorm in Aanhangsel E van hierdie Ooreenkoms voorgeskryf invul en sodanige ingevulde vorm binne een maand ná die datum waarop hierdie Ooreenkoms in werking tree en hy in diens van die Kleinhandelvleisbedryf tree of weer in diens tree, by die Sekretaris indien, en moet sodanige bykomende inligting of dokumentêre bewys verskaf as wat die Raad vereis.

(6) Die Raad kan na goeëdunke persone wat regstreeks betrokke of in diens is of te doen het met die Kleinhandelvleisbedryf en vir die lidmaatskap nie ingevolge subklousule (4) verpligtend is nie, tot vrywillige lidmaatskap van die Fonds toelaat.

(7) Hierdie klousule is *mutatis mutandis* van toepassing op enigiemand wat ingevolge subklousule (6) tot vrywillige lidmaatskap toegelaat is: Met dien verstande dat daar van 'n vrywillige lid vereis moet word om 'n bedrag by te dra van minstens die gesamentlike bydrae van werknemers en werkgewers soos in subklousule (12) voorgeskryf.

(8) Lidmaatskap van die Fonds word beëindig—

(a) gelyktydig met beëindiging van diens in die Kleinhandelvleisbedryf in die geval van 'n lid in subklousule (4) bedoel: Met dien verstande dat die Raad 'n lid wat tydelik werkloos word, kan toelaat om sy lidmaatskap te behou op sodanige voorwaardes as wat die Raad bepaal;

(b) deur 14 dae skriftelike kennisgewing deur die Raad aan 'n lid in subklousule (6) bedoel, of deur 'n ewe lang tydperk van opsegging van lidmaatskap aan die Raad deur sodanige vrywillige lid.

(9) 'n Gewese lid van die Fonds is nie geregtig op enige bystand ná die laaste dag van sy diens in die Bedryf nie.

(10) Enige lid wie se lidmaatskap van die Fonds beëindig is, moet, indien hy weer eens tot lidmaatskap toegelaat word, as 'n heeltemal nuwe lid beskou word, tensy die Raad anders besluit.

(11) Ten einde in aanmerking te kom vir bystand ten opsigte van hul afhanklikes, moet lede op die vorm wat van tyd tot tyd deur die Raad voorgeskryf word, aansoek doen om die registrasie van hul afhanklikes, en alle inligting en dokumentêre bewys verskaf wat die Raad vereis, en afhanklikes word tot die volgende beperk:

(a) 'n Lid se vrou;

(b) 'n lid se kinders onder 21 jaar (insluitende wettig aangenome kinders) wat geheel en al van die lid afhanklik is.

(12) *Bydraes.*—(a) Elke werkgewer moet vir elke maand die bedrae aangedui as die werknemers se bydraes ooreenkomstig ondergemelde Bylae aftrek van die lone betaalbaar aan die werknemers in subklousule (4) bedoel.

Die bydraes is betaalbaar ten opsigte van—

(i) elke voltooide kalendermaand diens; of

(ii) 'n gedeelte van 'n maand diens by die werkgewer, synde minstens 15 dae in 'n maand van 31 of 30 dae en 14 dae in Februarie;

Met dien verstande dat wanneer daar vasgestel word dat 'n werknemer by meer as een werkgewer in 'n kalendermaand werksaam was, en elkeen van sy diensydperke korter was as die tydperk in subparagraaf (i) hiervan voorgeskryf, die bydrae wat betaalbaar is op 'n pro rata-grondslag moet wees ten opsigte van en met betrekking tot elke sodanige diensydperk.

Schedule	Employees' contributions	Employers' contributions
	R	R
Member with no dependants.....	8,50	8,50
Member with one or more dependants	10,00	10,00

In the case of trainee meat cutting technicians, both the employee's and the employer's contribution payable shall be paid by the employer, i.e. no deduction shall be made from the employee's wage.

(b) The amounts as prescribed and deductible in terms of the schedule to paragraph (a) shall be transmitted by the employer to the Secretary of the Council, P.O. Box 10589, Johannesburg, 2000, not later than the 10th day of each succeeding month, together with the corresponding contributions indicated in the said Schedule as the employer's contribution and required to be paid by the employer in respect of each employee. Payments in terms of this subclause shall be accompanied by a detailed statement in the form of Annexure D.

(c) Notwithstanding anything to the contrary contained in this clause, the Council shall have the right to deduct from any benefit payable by the Fund to members granted membership in terms of subclause (6) any contributions due or owing by such member to whom or on behalf of whom such benefit is paid.

(13) Subject to the provisions of the Fund's rules, every member who has made the number of contributions prescribed in the said rules shall be eligible for the benefits provided by the Fund.

(14) The Fund shall be administered by the Council in accordance with rules prescribed by the Council. Such rules shall not be inconsistent with the provisions of this Agreement or the Act and shall, *inter alia*, prescribe:

(a) The Fund's benefits and the qualifications attaching thereto;

(b) the procedure for lodging and payment of claims;

(c) any other matter which the Council may decide.

(15) The Council may at any time make new rules or alter or repeal any existing rules and every member of the Fund shall be furnished with a copy of the rules and amendments thereof.

(16) Copies of the Fund's rules and any amendments thereto shall be lodged with the Director-General of Manpower Utilisation.

(17) All moneys received by the Council on behalf of the Fund shall be deposited in a separate banking account in the name of the Fund.

(18) All payments from the Fund shall be by cheque drawn on the Fund's account. All such cheques shall be signed by the Chairman or Vice-Chairman and countersigned by the Secretary.

(19) All expenses incurred in connection with the administration of the Fund shall be a charge upon the Fund.

(20) The Council shall cause full and true accounts of the Fund to be kept and shall cause to be prepared an annual account for the period ending 30 June of each year of all the revenue and expenditure of the Fund, and a statement showing its assets and liabilities. Every such account and statement shall be certified by the auditor of the Council who shall be a public accountant and shall be countersigned by the Chairman of the Council, and shall, within three months after the close of the period covered by it, be transmitted to the Director-General of Manpower Utilisation together with any report made thereon by the said auditors. A copy of the annual accounts and balance sheet shall be available for inspection by members of the Fund.

(21) Moneys surplus to the Fund's requirements shall not be invested otherwise than in accordance with section 21 (3) of the Act.

(22) The members of the Council and the officers and employees of the Council shall not be liable for the debts and liabilities of the Fund and they are hereby indemnified by the Fund against all losses and expenses incurred by them in or about the bona fide discharge of their duties.

(23) (a) In the event of the expiry of this Agreement or any extension or renewal thereof by effluxion of time or cessation for any other cause and a subsequent agreement providing for the continuation of the Fund not being negotiated within a period of two years from the date of such expiry or the moneys not being transferred by the Council within such period to any other fund constituted for the same purpose as that for which the original Fund was created, the Council shall

Bylae	Werk-nemer se bydrae	Werk-gewer se bydrae
	R	R
Lid met geen afhanklikes.....	8,50	8,50
Lid met een of meer afhanklikes.....	10,00	10,00

In die geval van leerlingveleisaagtegnici moet beide die werknemer en die werkgever se bydrae deur die werkgever betaal word, m.a.w. daar moet niks van die werknemer se loon afgetrek word nie.

(b) Die bedrae soos voorgeskryf en aftrekbaar ingevolge die Bylae in paragraaf (a) moet voor of op die 10de dag van die daaropvolgende maand deur die werkgever aan die Sekretaris van die Raad, Posbus 10589, Johannesburg, 2000, gestuur word, tesame met die ooreenstemmende bydrae wat in genoemde Bylae aangedui word as die werkgever se bydrae en wat deur die werkgever ten opsigte van elke werknemer betaal moet word. Betalings ingevolge hierdie klousule moet vergesel gaan van 'n gedetailleerde staat in die vorm van Aanhangsel D.

(c) Ondanks andersluidende bepalinge in hierdie klousule, het die Raad die reg om van enige bystand deur die Fonds betaalbaar aan lede wat lidmaatskap kragtens subklousule (6) verkry het, alle bydraes af te trek wat verskuldig of betaalbaar is deur sodanige lid aan wie of namens wie sodanige bystand betaal word.

(13) Behoudens die Fonds se reëls, kom elke lid wat die aantal bydraes gemaak het wat deur genoemde reëls voorgeskryf word, in aanmerking vir die bystand wat die Fonds verskaf.

(14) Die Fonds moet geadminestreer word deur die Raad in ooreenstemming met reëls wat deur die Raad voorgeskryf word. Sodanige reëls mag nie in stryd wees met hierdie Ooreenkoms of die Wet nie, en moet onder andere die volgende bepaal:

(a) Die Fonds se bystand en die kwalifikasies daarvoor;

(b) die prosedure om eise in te dien en te betaal;

(c) enige ander saak waarop die Raad mag besluit.

(15) Die Raad kan te eniger tyd nuwe reëls maak of enige bestaande reëls wysig of herroep en elke lid van die Fonds moet voorsien word van 'n eksemplaar van die reëls en wysigings daarvan.

(16) Eksemplare van die Fonds se reëls en enige wysigings daarvan moet aan die Direkteur-generaal: Mannekragbenutting, gestuur word.

(17) Alle geld wat die Raad namens die Fonds ontvang, moet in 'n afsonderlike bankrekening op naam van die Fonds gestort word.

(18) Alle betalings uit die Fonds moet geskied per tjek op die Fonds se rekening getrek. Alle sodanige tjeks moet deur die Voorsitter of Ondervoorsitter onderteken en deur die Sekretaris medeonderteken word.

(19) Alle uitgawes aangegaan in verband met die administrasie van die Fonds kom ten laste van die Fonds.

(20) Die Raad moet sorg dat volledige en ware rekenings van die Fonds gehou word en moet 'n jaarlikse rekening van al die inkomste en uitgawes van die Fonds vir die tydperk eindigende 30 Junie van elke jaar, en 'n staat met sy bates en verpligtings laat opstel. Elke sodanige rekening en staat moet gesertifiseer word deur die ouditeur van die Raad, wat 'n openbare rekenmeester moet wees, en moet deur die Voorsitter van die Raad medeonderteken word en binne drie maande ná die einde van die tydperk wat dit dek, aan die Direkteur-generaal: Mannekragbenutting, gestuur word, tesame met enige verslag wat genoemde ouditeurs daarvoor geskryf het. 'n Afskrif van die jaarlikse rekenings en balansstaat moet ter insae beskikbaar wees aan lede van die Fonds.

(21) Geld wat oorbly nadat al die Fond se verpligtings nagekom is, mag slegs ooreenkomstig artikel 21 (3) van die Wet belê word.

(22) Die lede van die Raad en die beamptes en werknemers van die Raad is nie aanspreeklik vir die skulde en verpligtings van die Fonds nie, en hulle word hierby deur die Fonds gevrywaar teen alle verliese en uitgawes wat hulle in of in verband met die bona fide-uitvoering van hul pligte aangaan.

(23) (a) Ingeval hierdie Ooreenkoms verstryk of verleng of hernuwe word met verloop van tyd of beëindig word om enige ander rede, en geen latere ooreenkoms vir die voortsetting van die Fonds binne twee jaar vanaf die datum van sodanige verstryking beding word nie of die geld nie deur die Raad binne sodanige tyd oorgedra word na enige ander fonds wat vir dieselfde doel ingestel is as dié waarvoor die oorspronklike Fonds

continue to administer the Fund and provide benefits from the moneys standing to the credit of the Fund as at such date, until such moneys are exhausted, whereafter the Fund shall be liquidated.

(b) The Fund shall during the said period of two years or until such time as it is transferred to any other fund referred to above or continued by a subsequent agreement be administered by the Council.

(24) (a) In the event of the dissolution of the Council or in the event of its ceasing to function in terms of section 34 (2) of the Act during any period in which this Agreement is binding, the Registrar may appoint a committee from employers and employees in the Trade on the basis of equal representation on both sides, and the Fund shall be administered by such committee which shall continue to provide benefits from the moneys standing to the credit of the Fund as at the date of its appointment, until such moneys are exhausted. Any vacancy occurring on the committee may be filled by the Registrar from amongst employers and employees in the Trade, as the case may be, so as to ensure an equality of employer and employee representatives on the committee. In the event of such committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Registrar, he may appoint a trustee or trustees to carry out the duties of the committee and such trustee/s shall possess all the powers of the committee for such purpose.

(b) In the event of there being no Council in existence, the Fund shall, upon the expiry of this Agreement, be liquidated by the committee functioning in terms of this subclause, or the trustee or trustees, as the case may be, and any unexpended amount disposed of in accordance with subclause (25).

(25) Upon liquidation of the Fund in terms of subclause (23) or (24), the moneys remaining to the credit of the Fund after the payment of all claims against the Fund, including administration, liquidation or dissolution expenses, which shall be a first charge against the Fund, shall be paid into the general funds of the Council, and if upon such liquidation the affairs of the Council have already been wound up and its assets distributed, the balance of this Fund shall be distributed as provided for in section 34 (4) of the Act as if it formed part of the general funds of the Council.

(26) This clause shall not apply in respect of casual employees.

10. SICK LEAVE

(1) Subject to the provisions of subclause (2), an employer shall grant to his full-time employees, who are not members of the Sick Benefit Fund for the Retail Meat Trade, who are absent from work through incapacity, not less than 12 work-days' sick leave in the aggregate during each cycle of 12 consecutive months of employment with him and shall pay such employee in respect of any period of absence in terms of this subclause not less than the wage he would have received had he worked during such period: Provided that in the first 12 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than one work-day in respect of each completed month of employment.

(2) An employer may, as a condition precedent to the payment by him of any amount claimed (in terms of this clause) by an employee in respect of any absence from work for a period covering more than two consecutive days, require the employee to produce a certificate signed by a registered medical practitioner confirming the nature and duration of the employee's incapacity: Provided that when an employee has during any period of up to eight weeks received payment in terms of this clause on two or more occasions without producing such a certificate his employer may during the period of eight weeks immediately succeeding the last occasion require him to produce such a certificate in respect of any absence from work.

(3) For the purposes of this clause the expression—

(a) "employment" shall be deemed to include any period or periods during which an employee is absent—

- (i) on annual leave in terms of clause 8;
- (ii) on the instructions or the request of his employer;
- (iii) on sick leave in terms of subclause (1);
- (iv) with the consent or condonation of his employer;

gestig was nie, moet die Raad voortgaan om die Fonds te administreer en om uit die geld in die krediet van die Fonds op sodanige datum bystand te verskaf tot tyd en wyl die geld uitgeput is, en daarna moet die Fonds gelikwider word.

(b) Gedurende die gemelde tydperk van twee jaar of tot tyd en wyl dit na enige ander fonds, hierbo gemeld, oorgeplaas word of by 'n latere ooreenkoms verleng word, moet die Fonds deur die Raad geadministreer word.

(24) (a) In die geval van die ontbinding van die Raad of indien dit ingevolge artikel 34 (2) van die Wet ophou om te fungeer gedurende enige tydperk waarin hierdie Ooreenkoms bindend is, kan die Registrateur 'n komitee van werkgewers en werknemers in die Bedryf aanstel op die grondslag van gelyke verteenwoordiging aan albei kante, en sodanige komitee moet die Fonds administreer en moet voortgaan om uit die geld in die krediet van die Fonds op die datum van die komitee se aanstelling bystand te verskaf tot tyd en wyl die geld uitgeput is. Enige vakature in die komitee kan deur die Registrateur gevul word uit werkgewers en werknemers in die Bedryf, na gelang van die geval, om gelyke verteenwoordiging van werkgewers en werknemers in die komitee te verseker. Indien sodanige komitee nie in staat is nie of onwillig is om sy pligte uit te voer of daar 'n dooie punt ontstaan waardeur die administrasie van die Fonds na die mening van die Registrateur onprakties of onwenslik gemaak word, kan hy 'n trustee of trustees aanstel om die pligte van die komitee uit te voer, en sodanige trustee(s) besit al die bevoegdhede van die komitee vir sodanige doeleindes.

(b) Indien daar geen Raad bestaan nie, moet die Fonds by verstryking van hierdie Ooreenkoms gelikwider word deur die komitee wat kragtens hierdie subklousule fungeer, of deur die trustee of trustees, na gelang van die geval, en moet daar oor enige onbestede bedrag beskik word ooreenkomstig subklousule (25).

(25) By likwidasië van die Fonds kragtens subklousule (23) of (24) moet die geld wat in die krediet van die Fonds oorbly nadat alle eise teen die Fonds, met inbegrip van administrasie-, likwidasië- en ontbindingskoste, wat die eerste eis teen die Fonds is, betaal is, in die algemene fondse van die Raad gestort word, en indien die Raad se sake by sodanige likwidasië reeds beredder en sy bates verdeel is, moet die saldo van hierdie Fonds verdeel word, soos bepaal in artikel 34 (4) van die Wet asof dit deel van die algemene fondse van die raad was.

(26) Hierdie klousule is nie op los werknemers van toepassing nie.

10. SIEKTEVERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer sy voltydse werknemers wat nie lede van die Siektebystandfonds vir die Kleinhandelvleisbedryf is nie, wat as gevolg van ongeskiktheid van die werk afwesig is, altesaam minstens 12 werkdag siekteverlof gedurende elke siklus van 12 agtereenvolgende maande diens by hom toestaan, en sodanige werknemer ten opsigte van 'n tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat 'n werknemer in die eerste 12 agtereenvolgende maande diens op hoogstens één werkdag siekteverlof met volle besoldiging ten opsigte van elke voltooide maand diens geregtig is.

(2) 'n Werkgewer kan, as 'n opskortende voorwaarde vir die betaling van enige bedrag wat 'n werknemer op grond van hierdie klousule, ten opsigte van afwesigheid van sy werk van meer as twee agtereenvolgende dae eis, vereis dat die werknemer 'n sertifikaat indien wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en duur van die werknemer se ongeskiktheid bevestig: Met dien verstande dat indien 'n werknemer gedurende enige tydperk van tot agt weke besoldiging kragtens hierdie klousule by meer as twee geleenthede ontvang het sonder om sodanige sertifikaat in te dien, sy werkgewer gedurende die tydperk van agt weke wat onmiddellik op die tweede geleentheid volg, van hom kan vereis om sodanige sertifikaat ten opsigte van enige afwesigheid van werk in te dien.

(3) By die toepassing van hierdie klousule—

(a) word die uitdrukking "diens" geag enige tydperk of tydperke in te sluit waarin 'n werknemer afwesig is—

- (i) met jaarlikse verlof ingevolge klousule 8;
- (ii) op las of op versoek van sy werkgewer;
- (iii) met siekteverlof ingevolge subklousule (1);
- (iv) met die goedkeuring of kondonering van sy werkgewer;

(v) for any reason not being in breach of the contract of employment;

(vi) undergoing military service in pursuance of the Defence Act, 1957;

amounting in the aggregate in any year to not more than 10 weeks in respect of items (i), (ii), (iii), (iv) and (v), plus up to four months of any military service undergone in that year, and any period of employment which an employee has had with the same employer immediately before the date of the coming into operation of this Agreement shall for the purposes of this clause be deemed to be employment under this Agreement, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Agreement;

(b) "incapacity" means inability to work owing to any sickness or injury other than that caused by an employee's own misconduct: Provided that any inability to work caused by an accident for which compensation is payable under the Workmen's Compensation Act, 1941, shall be deemed to be incapacity only in respect of any period of inability to work for which no disablement payment is payable in terms of that Act.

(4) Every employer shall notify the Council in the form of Annexure B, within 14 days of payment of sick leave in terms of this clause.

(5) This clause shall not apply in respect of casual employees.

11. PENSION FUND

(1) There is hereby established a Pension Fund which shall apply in respect of all employees for whom wages are prescribed in clause 4, who have not reached the age of 65 years in the case of male employees and 60 years in the case of female employees: Provided that any such employee reaching the said age before the completion of five years' membership of the Fund may continue as a member until five years' membership of the Fund has been completed: Provided further that this clause shall apply only to employees who are eligible for membership of the Transvaal Retail Meat Trade Employees' Union in terms of the said Union's constitution.

(2) For the purpose of providing employees referred to in subclause (1) with pension benefits, every employer shall in respect of each month deduct from the wages payable to the said employees in his employ 3% of the wage prescribed in clause 4, together with 5% of the prescribed wage which shall be paid by the employer on behalf of the said employees in his employ.

The contributions shall be payable in respect of—

(a) each completed calendar month of employment; or

(b) part of a month of employment with the employer being not less than 15 days in a 31 or 30 day month and 14 days in February.

Provided that whenever it is established that an employee has been employed by more than one employer in any calendar month and each of his periods of employment has been less than the period prescribed in paragraph (a) hereof, the contribution payable shall be on a pro rata basis in respect of and in relation to each such period of employment.

(3) The amounts as prescribed in terms of subclause (2) above shall be transmitted to the Secretary of the Industrial Council, P.O. Box 10589, Johannesburg, 2000, not later than the 10th day of each succeeding month together with a detailed statement in terms of Annexure D of this Agreement.

(4) From the moneys received in terms of subclause (3) above, the premiums payable shall be transmitted by the Secretary of the Council to the Liberty Life Assurance of Africa Ltd, Johannesburg, in respect of and on behalf of each employee to cover him for Pension Fund Benefits as provided for in a Group Policy, and subject to the terms and conditions specified therein. A copy of the policy shall be transmitted to the Director-General of Manpower Utilisation.

(5) The Council shall be the body responsible for dealing with all matters arising from or in connection with the payments of premiums and benefits in terms of this clause.

(6) This clause shall not apply in respect of casual employees.

(v) om enige rede wat nie met die dienskontrak in stryd is nie;

(vi) om militêre diens ingevolge die Verdedigingswet, 1957, te ondergaan;

wat altesaam in 'n jaar hoogstens 10 weke ten opsigte van items (i), (ii), (iii), (iv) en (v) beloop, plus tot vier maande militêre diens wat in daardie jaar ondergaan is, en enige dienstydperk wat 'n werknemer by dieselfde werkgever gehad het onmiddellik vóór die datum waarop hierdie Ooreenkoms in werking getree het, moet by die toepassing van hierdie klousule geag word diens kragtens hierdie Ooreenkoms te wees, en alle siekteverlof met volle besoldiging wat aan 'n werknemer gedurende sodanige tydperk toegeestaan is, moet geag word kragtens hierdie Ooreenkoms toegeestaan te gewees het;

(b) beteken "ongeskiktheid" onvermoë om te werk weens 'n siekte of besering, uitgesonderd dié wat veroorsaak is deur 'n werknemer se eie wangedrag: Met dien verstande dat onvermoë om te werk, wat veroorsaak is deur 'n ongeluk ten opsigte waarvan vergoeding ingevolge die Ongevalwet, 1941, betaalbaar is, geag word ongeskiktheid te wees slegs ten opsigte van 'n tydperk van onvermoë om te werk waarvoor geen vergoeding weens ongeskiktheid ingevolge daardie Wet betaalbaar is nie.

(4) Elke werkgever moet binne 14 dae nadat siektebesoldiging ingevolge hierdie klousule betaal is, die Raad in die vorm van Aanhangsel B daarvan in kennis stel.

(5) Hierdie klousule is nie op los werknemers van toepassing nie.

11. PENSIOENFONDS

(1) Hierby word 'n Pensioenfonds ingestel wat van toepassing is op alle werknemers vir wie lone in klousule 4 voorgeskryf word wat nog nie die ouderdom van 65 jaar, in die geval van manlike werknemers, en 60 jaar, in die geval van vroulike werknemers bereik het nie: Met dien verstande dat alle sodanige werknemers wat genoemde ouderdom bereik voor voltooiing van vyf jaar lidmaatskap van die Fonds as lid kan aanbly tot dat vyf jaar lidmaatskap van die Fonds voltooi is: Voorts met dien verstande dat hierdie klousule slegs van toepassing is op werknemers wat in aanmerking kom vir lidmaatskap van die Transvaal Retail Meat Trade Employees' Union ingevolge genoemde Union se konstitusie.

(2) Ten einde pensioenbystand te verskaf aan werknemers in subklousule (1) bedoel, moet elke werkgever elke maand van die loon betaalbaar aan genoemde werknemers in sy diens 3 persent aftrek van die loon in klousule 4 voorgeskryf, tesame met 5 persent van die voorgeskrewe loon wat deur die werkgever ten behoeve van genoemde werknemers in sy diens betaal moet word.

Die bydraes is betaalbaar ten opsigte van—

(a) elke voltooië kalendermaand diens; of

(b) 'n gedeelte van 'n maand diens by die werkgever, synde minstens 15 dae in 'n maand van 31 of 30 dae en 14 dae in Februarie;

Met dien verstande dat wanneer daar vasgestel word dat 'n werknemer by meer as een werkgever in 'n kalendermaand werksaam was, en elkeen van sy dienstydperke korter was as die tydperk in paragraaf (a) hiervan voorgeskryf, die bydrae wat betaalbaar is op 'n pro rata-grondslag moet wees ten opsigte van en met betrekking tot elke sodanige dienstydperk.

(3) Die bedrae voorgeskryf ingevolge subklousule (2) hierbo, moet voor of op die 10de dag van elke daaropvolgende maand aan die Sekretaris van die Nywerheidsraad, Posbus 10589, Johannesburg, 2000 gestuur word, tesame met 'n gedetailleerde staat ingevolge Aanhangsel D van hierdie Ooreenkoms.

(4) Uit die geld wat ingevolge subklousule (3) hierbo ontvang word, moet die premies betaalbaar deur die Sekretaris van die Raad aan die Liberty Life Assurance of Africa Ltd, Johannesburg, gestuur word ten opsigte van en namens elke werknemer om hom vir Pensioenfondsvoordele te dek, soos daar in 'n groepspolis bepaal word, behoudens die bepalings en voorwaardes daarin vervat. 'n Eksemplaar van hierdie polis moet aan die Direkteur-generaal van Mannekragbenutting gestuur word.

(5) Die Raad is die liggaam wat verantwoordelik is vir die afhandeling van alle sake wat voortvloei uit of wat in verband staan met die betaling van premies en voordele kragtens hierdie klousule.

(6) Hierdie klousule is nie op los werknemers van toepassing nie.

(7) Notwithstanding anything to the contrary contained herein, this Fund shall be available to employers or directors of employers in the Retail Meat Trade in terms of the rules of the Fund and at the Council's discretion.

12. COUNCIL FUNDS

The funds of the Council which shall be vested in and administered by the Council shall be provided in the following manner:

(a) Every employer shall in respect of each establishment he owns or conducts pay to the Council a monthly levy of R1,50 in the case of establishments in which no meat cutting technicians are employed or R1,15 in the case of establishments in which one or more meat cutting technicians are employed. This levy shall be forwarded monthly to the Secretary of the Council not later than the 10th day of each month following the month to which payment refers, together with a statement in the form of Annexure D.

(b) Every employer shall deduct the amount set out hereunder from the wages of each of the following classes of employees in his employ:

<i>Employee</i>	<i>Weekly deductions</i>
All employees.....	20 cents

(c) The total amount so deducted in terms of (b) above, together with an equal amount which shall be contributed by the employer shall be forwarded monthly by the latter to the Secretary of the Council, not later than the 10th day of each month following the month to which payment refers, together with a statement in the form of Annexure D.

13. REGISTRATION OF EMPLOYERS AND EMPLOYEES

Every employer in respect of each establishment he owns or conducts in the Retail Meat Trade shall within one month of the date on which this Agreement comes into operation, and every employer entering or acquiring any additional establishment in the Retail Meat Trade shall after one month of the date of commencing operations in regard thereto, forward to the Secretary of the Council—

- the full name and title of the establishment;
- the full name and address of the proprietor, partners or directors, as the case may be;
- the business address;
- the full names of each of the employees, the capacity in which he is employed and the wages he is paid;

Provided that it shall not be necessary for an employer to effect registration in terms of this clause in respect of any establishment which he has already registered or is deemed to be registered with the Council in terms of the Council's previous agreement, and if he still owns or conducts such establishment at the date of coming into operation of this Agreement.

In the event of a dissolution or change of partnership, or change in the directorate of a company, the fact must be notified, in writing, within one month of the date thereof to the Secretary, together with full details in regard to any new directors or partners, as the case may be.

14. ORGANISATION

(1) No employer who is a member of the employers' organisation in accordance with the constitution of such employers' organisation shall employ or continue to employ an employee who is eligible for membership of the trade union and who is not a member in terms of the constitution of such trade union or whose membership of such trade union has been suspended by the trade union in accordance with the provisions of the constitution of the trade union.

(2) No person who is a member of the trade union in accordance with the constitution of such trade union shall accept employment with, or continue in the employment of any person who is eligible for membership of the employers' organisation and who is not a member of such employers' organisation, or whose membership of such employers' organisation has been suspended by the employers' organisation in accordance with the constitution of the employers' organisation.

(3) On the first pay-day of each month every employer shall deduct from the wages of each trade union member in his employ the subscription and death levy payable to the union; and the employer shall forward the total amount so deducted to the Secretary of the Council, P.O. Box 10589, Johannesburg.

(7) Ondanks andersluidende bepalinge hierin vervat, is hierdie Fonds beskikbaar vir werkgewers en direkteure van werkgewers in die Kleinhandelvleisbedryf ingevolge die reëls van die Fonds en na goeddunke van die Raad.

12. RAADSFONDSE

Die fondse van die Raad wat by die Raad berus en deur hom bestuur word, moet op die volgende wyse verkry word:

(a) Elke werkgewer moet ten opsigte van elke bedryfsinrigting wat hy besit of bestuur aan die Raad 'n maandelikse heffing van R1,50 betaal in die geval van bedryfsinrigtings waarin geen vleissnytegnici werksaam is nie of R1,15 in die geval van bedryfsinrigtings waarin een of meer vleissnytegnici werksaam is. Hierdie heffing moet maandeliks, voor of op die 10de dag van elke maand wat volg op die maand waarop die betaling betrekking het, saam met 'n staat in die vorm van Aanhangsel D, aan die Sekretaris van die Raad gestuur word.

(b) Elke werkgewer moet die bedrae wat hieronder genoem word, van die loon van elk van die volgende klasse werknemers in sy diens aftrek:

<i>Werknemer</i>	<i>Bedrag weekliks afgetrek</i>
Alle werknemers.....	20 sent

(c) Die totale bedrag wat aldus ingevolge (b) hierbo afgetrek word, moet saam met 'n gelyke bedrag wat deur die werkgewer bygedra moet word, maandeliks voor of op die 10de dag van elke maand wat volg op die maand waarop die bedrae betrekking het, saam met 'n staat in die vorm van Aanhangsel E, deur die werkgewer aan die Sekretaris van die Raad gestuur word.

13. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS

Elke werkgewer moet ten opsigte van elke bedryfsinrigting wat hy in die Kleinhandelvleisbedryf besit of bestuur, binne een maand na die datum waarop hierdie Ooreenkoms in werking tree, en elke werkgewer wat tot die Kleinhandelvleisbedryf toetree of 'n bykomende bedryfsinrigting daarin aangeskaf het, moet een maand nadat hy werksaamhede in verband daarmee begin, aan die Sekretaris van die Raad die volgende besonderhede stuur:

- Die handelsnaam van die bedryfsinrigting voluit;
- die volle naam en adres van die eienaar, vennote of direkteure, na gelang van die geval;
- die besigheidsadres;
- die naam van elke werknemer voluit, die hoedanigheid waarin hy werksaam is en die loon wat hy ontvang;

Met dien verstande dat dit nie vir 'n werkgewer nodig is om kragtens hierdie klousule registrasie te verkry nie ten opsigte van enige bedryfsinrigting wat hy alreeds by die Raad geregistreer het of wat geag word geregistreer te wees ingevolge die Raad se vorige ooreenkoms en indien hy nog sodanige bedryfsinrigting op die datum waarop hierdie Ooreenkoms in werking tree, besit of bestuur.

Ingeval van ontbinding of verandering van vennootskap, of verandering van die direkteur van 'n maatskappy, moet die Sekretaris skriftelik binne een maand na die datum daarvan verwittig word, en moet volle besonderhede aangaande enige nuwe direkteure of vennote, na gelang van die geval, verstrek word.

14. ORGANISASIE

(1) Geen werkgewer wat ooreenkomstig die konstitusie van 'n werkgewersorganisasie lid van sodanige werkgewersorganisasie is, mag 'n werknemer wat in aanmerking kom vir lidmaatskap van die vakvereniging en nie lid is ingevolge die konstitusie van sodanige vakvereniging nie of wie se lidmaatskap van die vakvereniging deur die vakvereniging ooreenkomstig die konstitusie van die vakvereniging opgeskort is, in diens neem of voortgaan om hom in diens te hou nie.

(2) Niemand wat ooreenkomstig die konstitusie van die vakvereniging lid van die vakvereniging is, mag werk aanneem van of voortgaan om in die diens van iemand te bly wat in aanmerking kom vir lidmaatskap van die werkgewersorganisasie en wat nie lid van die werkgewersorganisasie is nie, of wie se lidmaatskap van die werkgewersorganisasie deur die werkgewersorganisasie ooreenkomstig die konstitusie van die werkgewersorganisasie opgeskort is.

(3) Op die eerste betaaldag van elke maand moet elke werkgewer van die loon van elke vakvereniging in sy diens die ledegeld en sterfteheffing wat aan die vereniging betaalbaar is, aftrek, en die werkgewer moet die totale bedrag wat aldus afgetrek is, voor of op die 10de dag van die maand wat volg

2000, not later than the 10th day of the month following that to which the deductions refer, together with a statement in the form of Annexure D. The subscription scale shall be notified to the employers concerned from time to time by the secretary of the union.

(4) The provisions of this clause shall not apply to—

(a) a person who has been refused membership of the trade union on the grounds that he cannot produce satisfactory evidence of having completed an apprenticeship successfully, if he undergoes and passes a trade test as prescribed by the Council and the trade union still declines to admit such person to membership; or

(b) a person permitted by the Council to do the work of a meat cutting technician during the first two years of such employment, and thereafter if such person undergoes and passes a trade test as prescribed by the Council and the trade union declines to admit such person to membership; or

(c) an immigrant during the first year after the date of his entry into the Republic of South Africa: Provided that if any immigrant has at any time after the first three months of his employment in the Trade refused any invitation from the trade union concerned to become a member thereof, the provisions of this clause shall immediately come into operation.

(5) An employer who is a member of the employers' organisation shall forward to the Secretary of the Council, P.O. Box 10589, Johannesburg, 2000, subscriptions payable to the employers' organisation not later than the 10th day of the month following that to which the subscriptions refer, together with a statement in the form of Annexure D. The subscription scale shall be—

R3,40 for every employer;

R1,70 for every branch owned by the employer referred to above.

(6) Notwithstanding the provisions of subclause (1), on receipt by the Council of a request for a trade test, the applicant shall be entitled to remain in employment pending examination and shall be required to pay an examination fee as specified by the Council from time to time to defray any expenses incurred in conducting the test which shall be carried out as soon as possible, in an establishment selected and approved by the Council, in accordance with rules and conditions which the Council may prescribe from time to time in connection with the conduct of tests.

15. PROPORTIONS OR RATIO OF EMPLOYEES

(1) Subject to the provisions of subclause (2), no employer shall employ in any establishment—

(a) more than two meat cutting technicians unless he has in his employ a shop controller;

(b) a labourer, Grade I, unless he has in his employ a meat cutting technician, and for each two additional meat cutting technicians employed one additional labourer, Grade I, may be employed;

(c) a trainee meat cutting technician, unless he has in his employ a meat cutting technician.

(2) (a) For the purposes of this clause, an employer may be reckoned as a meat cutting technician or shop controller in not more than one establishment if—

(i) he is actually engaged in performing the work of a meat cutting technician;

(ii) he satisfies the Council that by reason of his practical knowledge of the Trade, he is competent to perform the work of a meat cutting technician;

(iii) he obtains from the Council a certificate signed by the Secretary authorising him to reckon himself as a meat cutting technician for the purpose of this clause in respect of a specified establishment: Provided that no certificate in terms of subclause (2) (a) (iii) be granted until the requirements of subclause (2) (a) (ii) have been complied with.

(b) For the purposes of subclause (1) (b), the expression "meat cutting technician" shall be deemed to include a shop controller or an employer who is reckoned as a shop controller.

16. EXEMPTIONS

(1) Subject to the proviso to section 51 (3) of the Act, the Council may grant exemption from any of the provisions of this Agreement to or in respect of any person for any good and sufficient reason.

op dié waarop die bedrae betrekking het, aan die Sekretaris van die Raad, Posbus 10589, Johannesburg, 2000, stuur, tesame met 'n staat in die vorm van Aanhangsel D. Die sekretaris van die vereniging moet die betrokke werkgewers van tyd tot tyd van die ledegeldskale in kennis stel.

(4) Hierdie klousule is nie van toepassing nie op—

(a) iemand wat lidmaatskap van die vakvereniging geweier is omdat hy nie bewys kan lewer dat hy 'n vakleerlingskap met welslae voltooi het nie, as hy 'n ambagstoets soos deur die Raad voorgeskryf, ondergaan en daarin slaag, en die vakvereniging steeds lidmaatskap aan sodanige persoon weier; of

(b) iemand wat gedurende die eerste twee jaar van sodanige diens deur die Raad toegelaat word om die werk van 'n vleissnytegnikus te verrig, en daarna as sodanig 'n ambagstoets, soos deur die Raad voorgeskryf, ondergaan en daarin slaag, en die vakvereniging lidmaatskap aan hom weier; of

(c) 'n immigrant gedurende die eerste jaar na die datum waarop hy die Republiek van Suid-Afrika binnegekom het: Met dien verstande dat as 'n immigrant te eniger tyd na die eerste drie maande van sy diens in die Bedryf, weier om op uitnodiging van die betrokke vakvereniging lid daarvan te word, hierdie klousule onmiddellik van toepassing word.

(5) 'n Werkgewer wat 'n lid is van die werkgewersorganisasie, moet die ledegeld wat aan die werkgewersorganisasie betaalbaar is voor of op die 10de dag van die maand wat volg op dié waarop die ledegeld van toepassing is, tesame met 'n staat in die vorm van Aanhangsel D, aan die Sekretaris van die Raad, Posbus 10589, Johannesburg, 2000, stuur. Die ledegeldskaal is—

R3,40 vir elke werkgewer;

R1,70 vir elke tak wat behoort aan die werkgewer hierbo bedoel.

(6) Ondanks subklousule (1), is die applikant daarop geregtig, wanneer die Raad 'n aansoek om 'n ambagstoets ontvang het, om in diens te bly, in afwagting van die toets, en moet hy die eksamengeld wat van tyd tot tyd deur die Raad gespesifiseer word, betaal om alle koste te dek wat aangegaan is om die toets af te neem, en sodanige toets moet so spoedig moontlik afgeneem word in 'n bedryfsinrigting wat deur die Raad gekies en goedgekeur is in ooreenstemming met reëls en voorwaardes wat die Raad van tyd tot tyd in verband met die afneem van toetse voorskryf.

15. GETALSVIRHOUDING VAN WERKNEMERS

(1) Behoudens subklousule (2), mag geen werkgewer in enige bedryfsinrigting—

(a) meer as twee vleissnytegnici in diens neem nie, tensy hy 'n winkelkontroleur in sy diens het;

(b) 'n arbeider graad I in diens neem nie, tensy hy 'n vleissnytegnikus in sy diens het, en vir elke twee bykomende vleissnytegnici in sy diens kan een bykomende arbeider graad I in diens geneem word;

(c) 'n leerlingvleissnytegnikus in diens neem nie tensy hy 'n vleissnytegnikus in sy diens het.

(2) (a) By die toepassing van hierdie klousule kan 'n werkgewer as 'n vleissnytegnikus of winkelkontroleur in hoogstens een bedryfsinrigting gereken word—

(i) as hy werklik die werk van 'n vleissnytegnikus verrig;

(ii) as hy die Raad oortuig dat hy, as gevolg van sy praktiese kennis van die Bedryf, geskik is om die werk van 'n vleissnytegnikus te verrig;

(iii) as hy van die Raad 'n sertifikaat, deur die Sekretaris onderteken, ontvang wat hom magtig om homself by die toepassing van hierdie klousule ten opsigte van 'n bepaalde bedryfsinrigting as 'n vleissnytegnikus te reken: Met dien verstande dat geen sertifikaat ingevolge subklousule (2) (a) (iii) toegestaan word voordat die vereistes van subklousule (2) (a) (ii) nagekom is nie.

(2) (a) (ii) nagekom is nie.

(b) By die toepassing van subklousule (1) (b) moet die uitdrukking "vleissnytegnikus" geag word 'n winkelkontroleur of 'n werkgewer wat as 'n winkelkontroleur gereken word, in te sluit.

16. VRYSTELLINGS

(1) Behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, kan die Raad om enige afdoende rede aan of ten opsigte van enigiemand vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleë.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of subclause (1), the conditions subject to which such exemption shall operate: Provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw an exemption.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of this clause a licence of exemption signed by him, setting out—

- (a) full name of the person concerned;
 - (b) the provisions of the Agreement from which exemption is granted;
 - (c) the conditions fixed in accordance with the provisions of subclause (2) subject to which such exemption is granted; and
 - (d) the period during which the exemption shall operate.
- (4) The Secretary of the Council shall—
- (a) number consecutively all licences issued;
 - (b) retain a copy of each licence issued; and
 - (c) where an exemption is granted, forward a copy of the licence to the employer and employee concerned.

17. PREMIUMS

No premiums shall be charged or accepted by an employer for the training of an employee: Provided that this clause shall not apply in respect of training schemes to which the employer is legally required to contribute.

18. EXISTING CONTRACTS

Any contract of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement.

19. EXHIBITION OF AGREEMENT

Every employer shall affix and keep affixed in his establishment in a conspicuous place readily accessible to his employees a legible copy of this Agreement in both official languages.

20. EMPLOYMENT OF CERTAIN PERSONS

No employer shall employ any person under the age of 16 years.

21. AGENTS

(1) The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement.

(2) It shall be the duty of every employer and employee to permit such agent to institute such enquiries and to examine books and/or documents as may be necessary for this purpose.

22. CERTIFICATE OF SERVICE

Every employer shall issue free of charge a certificate of service showing the name and address, nature of occupation, period of service, and wages paid to each of his employees, other than a labourer Grade II or III at the time he leaves such employer's service.

23. MEAT CUTTING TECHNICIAN'S WORK

(1) No employer shall employ any person other than a shop controller, meat cutting technician Grade I or II trainee meat cutting technician or trainee shop controller on the work of a meat cutting technician without the prior permission of the Council.

24. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment, shall give—

- (a) in the case of labourers Grade III, mass-measurers and/or pricers, motor vehicle drivers and wrappers and/or packers, not less than 24 hours notice;
- (b) in the case of all other classes of employees, not less than six working days' notice;

(2) Die Raad moet ten opsigte van enigiemand aan wie vrystelling kragtens subklousule (1) verleen word, die voorwaardes waarkragtens sodanige vrystelling verleen word, vaststel: Met dien verstande dat die Raad na goeëdunke en nadat een week skriftelike kennis aan die betrokke persoon gegee is, enige vrystelling kan herroep.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling ooreenkomstig hierdie klousule verleen word, 'n vrystellingsertifikaat, deur hom onderteken, uitreik, waarin vermeld word—

- (a) die naam van die betrokke persoon voluit;
- (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes ooreenkomstig subklousule (2) vasgestel, waarkragtens die vrystelling verleen word; en
- (d) die tydperk waarvoor die vrystelling geldig is.

(4) Die Sekretaris van die Raad moet—

- (a) alle sertifikate wat uitgereik word, in volgorde nummer;
- (b) 'n afskrif van alle uitgereikte sertifikate bewaar; en
- (c) ingeval vrystelling verleen word, 'n eksemplaar van die sertifikaat aan die betrokke werkgewer en werknemer stuur.

17. PREMIES

Geen premie mag deur 'n werkgewer vir die opleiding van 'n werknemer gevorder of aangeneem word nie: Met dien verstande dat hierdie klousule nie van toepassing is op opleidingskemas waartoe die werkgewer regtens verplig is om by te dra nie.

18. BESTAANDE KONTRAKTE

Enige dienskontrak wat van krag is op die aanvangsdatum van hierdie Ooreenkoms, of wat na dié datum aangegaan word, is onderworpe aan die bepalings van hierdie Ooreenkoms.

19. VERTONING VAN OOREENKOMS

Elke werkgewer moet op 'n opvallende plek in sy bedryfsinrigting, wat maklik vir sy werknemers toeganklik is, 'n leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale opplak en opgeplak hou.

20. INDIENSNEMING VAN SEKERE PERSONE

Geen werkgewer mag 'n persoon onder die leeftyd van 16 jaar in diens neem nie.

21. AGENTE

(1) Die Raad kan een of meer aangewese persone as agente aanstel om behulpsaam te wees by die toepassing van hierdie Ooreenkoms.

(2) Elke werkgewer en werknemer is verplig om die agente toe te laat om dié ondersoek in te stel en dié boeke en/of stukke te ondersoek wat vir hierdie doel nodig is.

2. DIENSSERTIFIKAAT

Elke werkgewer moet aan elkeen van sy werknemers wat uit sy diens tree, kosteloos 'n dienssertifikaat uitreik wat die werknemer se naam en adres aantoon sowel as die aard van sy werk en dienstyd en loon wat aan elkeen van sy werknemers, uitgesonderd 'n arbeider graad I en graad II betaal is toe hy sy werkgewer se diens verlaat het.

23. VLEISSNYTEGNIKUS SE WERK

(1) Geen werkgewer mag 'n ander persoon as 'n winkelkontroleur, vleissnytegnikus graad I en II, leerlingvleissnytegnikus of leerlingwinkelkontroleur in diens neem om die werk van 'n vleissnytegnikus te verrig nie, tensy verlof daartoe vooraf van die Raad verkry is.

24. BEEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werkgewer of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

- (a) in die geval van arbeiders graad III massameter en/of prysbepalers, motorvoertuigdrywers en toedraaiers en/of verpakkers, minstens 24 uur kennis;
- (b) in die geval van alle ander klasse werknemers, minstens ses werkdag kennis;

of termination of contract, or an employer or employee may terminate the contract without notice by paying the employee or the employer, as the case may be, in lieu of such notice not less than—

(i) in the case of 24 hours' notice, the daily wage which the employee is receiving at the time of such termination;

(ii) in the case of a week's notice, the weekly wage which the employee is receiving at the time of such termination:

Provided that this shall not affect—

(i) the right of an employer or an employee to terminate the contract 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 that prescribed in this clause;

(iii) the right of the employer to withhold from paying any moneys which he owes to an employee by virtue of any provisions of this Agreement, an amount of not more than that which such employee would have had to pay him in lieu of notice, where such employee terminates his employment without notice or without paying his employer in lieu of notice, and such forfeiture shall be deemed to exonerate the employee concerned in respect of his failure to have given the required notice of termination of his employment.

(2) Where there is an agreement in terms of the second proviso to subclause (1), the payment in lieu of notice shall correspond to the period of notice agreed upon.

(3) The notice prescribed in subclause (1) may be given on any work-day: Provided that—

(i) the period of notice shall not run concurrently with, nor shall notice be given during, an employee's absence on leave granted in terms of clause 8 or any period of military service which an employee is undergoing in pursuance of the Defence Act, 1957;

(ii) notice shall not be given during an employee's absence on paid sick leave granted in terms of clause 10, or in the case of periods of absence under clause 9, before the expiry of 14 calendar days from the commencement of any such periods of absence where supported by a certificate signed by a registered medical practitioner confirming the nature and duration of the employee's incapacity; and such medical certificate is lodged with the employer within three days of the commencement of such absence.

(4) A copy of the notice referred to in this clause shall be forwarded to the Council by the employer, in the form of Annexure C.

(5) The provisions of this clause shall not apply in the case of an employee engaged on trial for a period not exceeding one week, nor shall it apply to a casual employee.

25. OPERATION OF BANDSAW BY LABOURERS GRADE III

An employer may submit a written application to the Council for a named labourer, Grade III, in his employ to be permitted to cut stripped or shin bones, and normally known as dog's or soup meat, by means of a bandsaw in a specified establishment.

The Council shall grant such permission: Provided that not more than one employee shall be permitted to perform the duties stated herein in any one establishment: Provided further that the Council may cancel such permission and the future right thereto for such period as it deems warranted, if a labourer, Grade III, is permitted to use a bandsaw without the prior permission of the Council in terms of this clause and in contravention of the requirements of this Agreement, and no employer or meat cutting technician shall allow any labourer, Grade III, to operate a bandsaw except with the permission of the Council in terms of this clause.

26. ADVERTISING

Whenever an employer advertises or displays prices for his meat, other than prices for offal pieces, minced or processed meats or similarly ungraded meats, and if the actual meat bearing the grade mark thereof is not displayed with the price so stated he shall in respect of each and every price so stated

van die beëindiging van die kontrak gee, of 'n werkgewer of werknemer kan die kontrak sonder kennisgewing beëindig deur die werknemer of werkgewer, na gelang van die geval, in plaas van sodanige kennisgewing, minstens die volgende te betaal:

(i) In die geval van kennisgewing van 24 uur, die dagloon wat die werknemer ontvang ten tyde van sodanige beëindiging;

(ii) in die geval van kennisgewing van een week, die weekloon wat die werknemer ontvang ten tyde van sodanige beëindiging;

Met dien verstande dat dit nie die volgende raak nie:

(i) Die reg van 'n werkgewer of werknemer om die kontrak om 'n regsgeldige rede te beëindig;

(ii) enige skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer wat voorsiening maak vir 'n tydperk van kennisgewing van gelyke duur aan albei kante en vir langer as wat in hierdie klousule voorgeskryf word;

(iii) die reg van 'n werkgewer om van geld wat hy die werknemer kragtens enige bepaling van hierdie Ooreenkoms skuld, 'n bedrag van hoogstens dié wat sodanige werknemer hom sou moes betaal in plaas van kennis te gee, terug te hou, waar sodanige werknemer sy diens beëindig sonder kennisgewing of sonder om sy werknemer in plaas van kennis te betaal, en sodanige verbeuring word geag die betrokke werknemer daarvan te onthef dat hy nie die vereiste kennis van sy diensbeëindiging gegee het nie.

(2) Waar daar ingevolge die tweede voorbehoudsbepaling van subklousule (1) 'n ooreenkoms bestaan, moet die betaling in plaas van kennisgewing ooreenstem met die opseggingstyd waarvoor ooreengekom is.

(3) Die kennisgewing wat by subklousule (1) voorgeskryf word, kan op enige werkdag gegee word: Met dien verstande dat—

(i) die opseggingstyd nie mag saamval nie met, of kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid met verlof toegestaan ingevolge klousule 8, of 'n tydperk van militêre diens wat 'n werknemer ingevolge die Verdedigingswet, 1957, ondergaan;

(ii) kennis nie gegee mag word nie gedurende 'n werknemer se siekteverlof met besoldiging wat ingevolge klousule 10 toegestaan word, of in die geval van afwesigheidstydperke ingevolge klousule 9, vóór die afloop van 14 kalenderdae vanaf die aanvang van sodanige afwesigheidstydperke waar dit gestaaf word deur 'n sertifikaat, geteken deur 'n geregistreerde mediese praktisyn, wat die aard en duur van die werknemer se ongeskiktheid bevestig; en sodanige dokter-sertifikaat binne drie dae na die begin van sodanige afwesigheid by die werkgewer ingegee word.

(4) 'n Afskrif van die kennisgewing in hierdie klousule bedoel, moet in die vorm van Aanhangsel C deur die werkgewer aan die Raad gestuur word.

(5) Hierdie klousule is nie op 'n werknemer wat vir 'n proeftydperk van hoogstens een week in diens is, of op 'n los werknemer van toepassing nie.

25. BEDIENING VAN BANDSAAG DEUR ARBEIDERS GRAAD III

'n Werkgewer kan 'n skriftelike aansoek aan die Raad voorlê dat 'n genoemde arbeider graad III in sy diens toegelaat moet word om in 'n bepaalde bedryfsinrigting afgestroopte of skeenbene, gewoonweg bekend as honde- of sopvleis, met 'n bandsaag op te saag.

Die Raad moet sodanige toestemming verleen: Met dien verstande dat hoogstens een werknemer, toegelaat mag word om die pligte hierin vermeld in 'n bedryfsinrigting te verrig: Voorts met dien verstande dat die Raad sodanige toestemming en die toekomstige reg daarop vir sodanige tydperk as wat nodig geag word, kan intrek indien 'n arbeider graad III toegelaat word om 'n bandsaag te gebruik sonder die voorgaande toestemming van die Raad ingevolge hierdie klousule en in stryd met die vereistes van hierdie Ooreenkoms en geen werkgewer of vleissnytegnikus mag 'n arbeider graad III toelaat om 'n bandsaag te bedien nie, uitgesonderd met die verlof van die Raad ingevolge hierdie klousule.

26. ADVERTEER

Wanneer 'n werkgewer pryse vir sy vleis adverteer of vertoon, uitgesonderd pryse vir afvalstukke, gemaalde of prosessebewerkte vleis of soortgelyke ongegradeerde vleis, en indien die werklike vleis met die graadmerk daarop nie vertoon word saam met die prys wat genoem word nie, moet hy ten opsigte van elke en iedere prys wat aldus genoem word, in dieselfde

also state in equal dimensions the specific grade or each of the specific grades of meats procurable at such price in accordance with the grading classification applied thereto by the Division of Inspection Services of the Department of Agriculture and Fisheries in terms of Government Notice R. 2387 of 22 December 1972.

27. UNCLAIMED OR UNPAID MONEYS IN THE POSSESSION OF THE COUNCIL

Benefits or refundable moneys in terms of clause 11 of the Agreement, which remain unclaimed for a period of two years from the date on which they became payable or refundable shall accrue to the funds of the Council: Provided that the Council shall be liable for payment from Council funds of any such moneys claimed during a further period of three years after such accrual to the Council's Funds. Should the Council be dissolved within any or either of the periods mentioned herein and notwithstanding anything to the contrary contained in this clause, such moneys shall accrue to the Council's general funds three months after such dissolution.

28. GROUP FUNERAL SCHEME

(1) This clause shall apply only in respect of employees who are eligible for membership of the Transvaal Retail Meat Trade Employees' Union, in terms of the said Union's constitution, and who have not reached the age of 65 years.

(2) For the purpose of providing employees referred to in subclause (1) with funeral benefits, an employer shall on the first pay-day of each month deduct from the wages of each of the said employees in his employ a contribution of R2.

(3) The total amount as prescribed in subclause (2) shall be transmitted to the Secretary of the Industrial Council, P.O. Box 10589, Johannesburg, 2000, not later than the 10th day of each succeeding month, together with a statement in the form prescribed by the Council.

(4) The moneys received in terms of subclause (3) shall be transmitted by the Secretary of the Council to the Homes Trust Life, Johannesburg, in respect of and on behalf of each employee to cover him for funeral benefits as provided for in a group policy, and subject to the terms and conditions specified therein. A copy of the policy shall be transmitted to the Director-General of Manpower Utilisation.

Signed at Johannesburg on behalf of the parties to the Industrial Council for the Retail Meat Trade (Witwatersrand) this 8th day of December 1980.

E. N. DEFTEREOS, Chairman of the Council.

F. J. BENADIE, Vice-Chairman of the Council.

R. W. WARD, Secretary of the Council.

grootte letters ook die bepaalde graad of elk van die bepaalde grade vleis noem wat verkrygbaar is teen sodanige prys in ooreenstemming met die graderingsklassifikasie wat deur die Afdeling Inspeksiedienste van die Departement van Landbou en Visserye daarop toegepas word kragtens Goewermentskennisgewing R. 2387 van 22 Desember 1972.

27. ONOPGEEÏSTE OF ONUITBETAALDE GELD IN BESIT VAN DIE RAAD

Voordele of terugbetaalbare geld kragtens klousule 11 van die Ooreenkoms verkry wat onopgeëis bly vir 'n tydperk van twee jaar vanaf die datum waarop dit betaalbaar of terugbetaalbaar geword het, kom die fondse van die Raad toe: Met dien verstande dat die Raad aanspreeklik is vir die betaling uit Raadsfondse van enige sodanige geld wat opgeëis word gedurende 'n verdere tydperk van drie jaar nadat dit die Raadsfondse toegekom het. Indien die Raad ontbind word binne enigeen van die tydperke hierin genoem, kom dié geld, ondanks andersluidende bepalings in hierdie klousule, die Raadsfondse toe binne drie maande na sodanige ontbinding.

28. GROEPSBEGRAFNISSEKEMA

(1) Hierdie klousule is slegs van toepassing ten opsigte van werknemers wat in aanmerking kom vir lidmaatskap van die Transvaal Retail Meat Trade Employees' Union ooreenkoms-tig genoemde Union se konstitusie en wat nog nie die ouderdom van 65 jaar bereik het nie.

(2) Ten einde begrafnisbystand te verskaf aan werknemers in subklousule (1) bedoel, moet 'n werkgewer op die eerste betaaldag in elke maand 'n bydrae van R2 aftrek van die loon van elkeen van genoemde werknemers in sy diens.

(3) Die totale bedrag soos in subklousule (2) voorgeskryf, moet voor of op die 10de dag van elke daaropvolgende maand, tesame met 'n staat in die vorm deur die Raad voorgeskryf, aan die Sekretaris van die Nywerheidsraad, Posbus 10589, Johannesburg, 2000, gestuur word.

(4) Die geld wat ontvang word ooreenkomstig subklousule (3) moet deur die Sekretaris van die Raad gestuur word aan Homes Trust Life, Johannesburg, ten opsigte van en namens elke werknemer om aan hom dekking vir begrafnisbystand te verskaf soos in 'n groeppolis bepaal en behoudens die voorwaardes daarin gespesifiseer. 'n Kopie van die polis moet aan die Direkteur-generaal van Mannekragbenutting gestuur word.

Namens die partye by die Nywerheidsraad vir die Klein-handelvliesbedryf (Witwatersrand) op hede die 8ste dag van Desember 1980 in Johannesburg onderteken.

E. N. DEFTEREOS, Voorsitter van die Raad.

F. J. BENADIE, Ondervoorsitter van die Raad.

R. W. WARD, Sekretaris van die Raad.

ANNEXURE A

NOTIFICATION OF COMMENCEMENT OF ANNUAL LEAVE IN TERMS OF CLAUSE 8 (4) OF THE AGREEMENT

Name of firm.....
Address.....

Date.....

The Secretary
Industrial Council for the Retail Meat Trade (Witwatersrand)
P.O. Box 10589
Johannesburg, 2000

COMMENCEMENT OF ANNUAL LEAVE

Dear Sir,

Mr/Mrs/Miss.....
who is employed by me as a.....
(state occupation)

has proceeded on annual leave from.....19.....
to.....19.....and received R.....leave pay
on.....19.....

Yours faithfully,

Employer

Signature of employee

Note.—To be completed in duplicate immediately an employee is due to proceed on annual leave. The original to be forwarded to the Secretary, Industrial Council for the Retail Meat Trade (Witwatersrand), P.O. Box 10589, Johannesburg, 2000, and the copy to be retained by the employer for record purposes.

ANNEXURE B

NOTIFICATION OF PAYMENT OF SICK LEAVE IN TERMS OF CLAUSE 10 (4) OF THE AGREEMENT

Name of firm.....
Address.....

Date.....

The Secretary
Industrial Council for the Retail Meat Trade (Witwatersrand)
P.O. Box 10589
Johannesburg, 2000

PAYMENT OF SICK LEAVE

Dear Sir,

Mr/Mrs/Miss.....
who is employed by me as.....
(state occupation)

has had.....days' sick leave and was paid for.....days'
sick leave on.....19.....

Yours faithfully,

Employer

Signature of employee
(if available)

Note.—To be completed in duplicate immediately an employee is paid sick leave. Original to be forwarded to the Secretary, Industrial Council for the Retail Meat Trade (Witwatersrand), P.O. Box 10589, Johannesburg, 2000, and the copy to be retained by the employer for records purposes.

ANNEXURE C

NOTICE OF TERMINATION OF EMPLOYMENT IN TERMS OF CLAUSE 25 OF THE AGREEMENT

INDUSTRIAL COUNCIL FOR THE RETAIL MEAT TRADE
(WITWATERSRAND)

NOTICE OF TERMINATION OF EMPLOYMENT

To.....

I hereby tender one week's notice [commencing on.....
(day of week) the.....of.....19.....] to terminate your/
my employment.

Date.....Signature

Signature of recipient

Note.—To be completed in triplicate when notice of termination of employment is given. One copy to be forwarded to the Secretary, Industrial Council for the Retail Meat Trade (Witwatersrand), P.O. Box 10589, Johannesburg, 2000, one copy to be retained by the recipient and one copy to be retained by the notifier.

AANHANGSEL A

KENNISGEWING AANGAANDE DIE AANVANG VAN JAARLIKSE VERLOF KRAGTENS KLOUSULE 8 (4) VAN DIE OOREENKOMS

Naam van firma.....
Adres.....

Datum.....

Die Sekretaris
Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand)
Posbus 10589
Johannesburg, 2000

AANVANG VAN JAARLIKSE VERLOF

Meneer,

Mnr./Mev./Mej.....
wat by my in diens is as.....
(meld beroep)

is met jaarlikse verlof afwesig vanaf.....19.....
tot.....19.....en het op.....19.....R.....
aan verlofbesoldiging ontvang.

Die uwe,

Werkgewer

Handtekening van werknemer

Opmerking.—Moet in tweevoud ingevul word sodra 'n werknemer op sy jaarlikse verlof geregtig is. Die oorspronklike moet aan die Sekretaris, Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), Posbus 10589, Johannesburg, 2000, gestuur en die kopie deur die werkgever vir registrasiedoeleindes bewaar word.

AANHANGSEL B

KENNISGEWING VAN SIEKTEVERLOFBESOLDIGING KRAGTENS KLOUSULE 10 (4) VAN DIE OOREENKOMS

Naam van firma.....
Adres.....

Datum.....

Die Sekretaris
Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand)
Posbus 10589
Johannesburg, 2000

BESOLDIGING VIR SIEKTEVERLOF

Meneer,

Mnr./Mev./Mej.....
wat by my in diens is as.....
(meld beroep)

het.....dae siekteverlof gehad en is op.....19.....
vir.....dae siekteverlof besoldig.

Die uwe,

Werkgewer

Handtekening van werknemer
(indien beskikbaar)

Opmerking.—Moet in tweevoud ingevul word sodra 'n werknemer sy siekteverlofgeld betaal word. Die oorspronklike moet aan die Sekretaris, Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), Posbus 10589, Johannesburg, 2000, gestuur en die kopie deur die werkgever vir registrasiedoeleindes bewaar word.

AANHANGSEL C

KENNISGEWING VAN DIENSBEÏNDIGING KRAGTENS KLOUSULE 25 VAN DIE OOREENKOMS

NYWERHEIDSRaad VIR DIE KLEINHANDELSVLEIS-
BEDRYF (WITWATERSRAND)

KENNISGEWING VAN DIENSBEÏNDIGING

Aan.....

Hierby gee ek een week kennis [beginnende op.....
(dag van week) die.....dag van.....19.....]
om u/my diens te beëindig.

Handtekening

Datum.....

Handtekening van ontvanger

Opmerking.—Moet in drievoud ingevul word wanneer kennis van diensbeëindiging gegee word. Een kopie moet aan die Sekretaris, Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), Posbus 10589, Johannesburg, 2000, gestuur, een kopie deur die ontvanger bewaar, en een kopie deur die persoon wat kennis gegee het, bewaar word.

INDUSTRIAL COUNCIL FOR THE RETAIL MEAT TRADE (WITWATERSRAND)
NYWERHEIDSRAAD VIR DIE KLEINHANDEL VLEISBEDRYF (WITWATERSRAND)

ANNEXURE D/AANHANGSEL D

P.O. Box/Posbus 10589,
Johannesburg, 2000
Telephone/Telefoon 29-6441

106 Diamond Exchange Buildings/Diamond Exchange-gebou 106
85 De Villiers Street/De Villiersstraat 85,
Johannesburg, 2001

Name of firm
Naam van firma.

Address
Adres.....

Month
Maand.....

19.....

[illegible]

ANNEXURE E

SICK BENEFIT FUND FOR THE RETAIL MEAT TRADE
APPLICATION FOR MEMBERSHIP

This form must be completed IN INK.

Membership No. M/S.....

1. Applicant:

- (a) Surname.....
 (b) First names.....
 (c) Date of birth.....
 (d) Race..... Sex.....
 (e) Marital status.....
 (f) Date of marriage.....
 (g) Residential address.....
 (h) Language desired in correspondence (English or Afrikaans)
 (i) Occupation.....
 (j) Full name and address of employer.....

2. Dependants:

	Full first names	Sex	Date of birth
Wife.....			
Husband.....			
First child.....			
Second child.....			
Third child.....			
Fourth child.....			
Fifth child.....			
Sixth child.....			

Signature

Date

DEPARTMENT OF NATIONAL EDUCATION

No. R. 979

8 May 1981

UNIVERSITIES ACT, 1955

RAND AFRIKAANS UNIVERSITY.—AMEND-
MENT OF STATUTE

The Council of the Rand Afrikaans University has, with the approval of the Minister of National Education, under section 17 (1) of the Universities Act, 1955 (Act 61 of 1955), framed the statutes set out in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the Statute" means the Statute published under Government Notice R. 552 of 3 April 1969, as amended by Government Notices R. 648 of 4 April 1975 and R. 472 of 16 March 1979.

2. Paragraph 6 of the Statute is hereby amended by the substitution for the number "65" of the number "60".

3. Paragraph 7 of the Statute is hereby amended—

(a) by the substitution for subparagraph (2) of the following subparagraph:

"(2) In the absence of the principal or during the existence of a vacancy in the office of principal, the council shall appoint a vice-principal as acting principal.";

AANHANGSEL E

SIEKTEBYSTANDSFONDS VIR DIE KLEINHANDELVLEIS-
BEDRYF

AANSOEK OM LIDMAATSKAP

Hierdie vorm moet MET INK ingevul word.

Lidmaatskapno, M/S.....

1. Aansoeker:

- (a) Familiennaam.....
 (b) Voorname.....
 (c) Geboortedatum.....
 (d) Ras..... Geslag.....
 (e) Huwelikstaat.....
 (f) Datum van huwelik.....
 (g) Woonadres.....
 (h) Taal waarin korrespondensie verlang word (Afrikaans of Engels).....
 (i) Beroep.....
 (j) Naam en adres van werkgever voluit.....

2. Afhanklikes:

	Voorname voluit	Geslag	Geboortedatum
Vrou.....			
Man.....			
Eerste kind.....			
Tweede kind.....			
Derde kind.....			
Vierde kind.....			
Vyfde kind.....			
Sesde kind.....			

Handtekening

Datum

DEPARTEMENT VAN NASIONALE
OPVOEDING

No. R. 979

8 Mei 1981

WET OP UNIVERSITEITE, 1955

RANDSE AFRIKAANSE UNIVERSITEIT.—
WYSIGING VAN STATUUT

Die Raad van die Randse Afrikaanse Universiteit het kragtens artikel 17 (1) van die Wet op Universiteite, 1955 (Wet 61 van 1955), met die goedkeuring van die Minister van Nasionale Opvoeding, die statute in die Bylae hiervan opgestel.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Statuut" die Statuut wat gepubliseer is by Goewermentskennisgewing R. 552 van 3 April 1969, soos gewysig by Goewermentskennisgewings R. 648 van 4 April 1975 en R. 472 van 16 Maart 1979.

2. Paragraaf 6 van die Statuut word hierby gewysig deur die getal "65" deur "60" te vervang.

3. Paragraaf 7 van die Statuut word hierby gewysig—

(a) deur subparagraaf (2) deur die volgende subparagraaf te vervang:

"(2) Gedurende die afwesigheid van die rektor of tydens die bestaan van 'n vakature in die rektorsamp wys die raad 'n vise-rektor aan as waarnemende rektor.";

(b) by the addition of the following subparagraph:

"(3) In the absence of both the principal and vice-principal(s), or if their offices are vacant, the council shall appoint another member of the academic staff as acting chairman of the senate and acting principal."

4. The following paragraphs are hereby inserted in the Statute after paragraph 7:

"VICE-PRINCIPAL

Appointment

7A. (1) A vice-principal shall be appointed by the council, after consultation with the senate, at a meeting of the council by a majority of the members holding office on the date of the meeting.

(2) A member of the senate may be appointed a vice-principal only if he agrees thereto.

Period of office

7B. (1) A vice-principal shall be appointed—

- (a) for a period of three years; or
- (b) subject to the provisions of the pension scheme which applies to him, until the end of the year in which he attains the age of 60 years.

Powers and duties

7C. (1) The powers and duties of a vice-principal shall be stipulated from time to time by resolution of the council.

(2) The council shall, after consultation with the senate, appoint a vice-principal as vice-chairman of the senate.

(3) A vice-principal shall be an *ex officio* member of the executive committee of the senate and of such committees of the senate to which he may be appointed from time to time by the senate.

(4) A vice-principal shall be an *ex officio* member of such committees of the council to which he may be appointed by the council."

5. Paragraph 8 of the Statute is hereby amended—

(a) by the substitution for subparagraph (1) of the following subparagraph:

"(1) The chief officers of the University are the registrar (academic), the registrar (finance), the dean of students, the chief librarian and the public relations manager;"

(b) by the substitution for the words "te ageer" of the words "waar te neem" in paragraph 2 of the Afrikaans version;

(c) by the addition of the following subparagraph:

"8. (3) The chief librarian shall be appointed by the council after consultation with the executive committee of the senate and the other chief officers shall be appointed by the council."

6. Paragraph 9 of the Statute is hereby amended—

(a) by the substitution in subparagraph 1 (a) and (b) for the word "(administration)" of the word "(academic)";

(b) by the deletion in subparagraph (2) of the words "and the physical planning of the University";

(c) by the addition of the following subparagraph:

"(5) The dean of students shall represent the principal in matters concerning organised student affairs, control of students in hostels and general student welfare."

(b) deur die volgende subparagraaf by te voeg:

"(3) Indien die rektor sowel as die vise-rektor(e) afwesig is of hulle ampte vakant is, wys die raad 'n ander persoon uit die akademiese personeel aan as waarnemende voorsitter van die senaat en as waarnemende rektor."

4. Die volgende paragraawe word hierby na paragraaf 7 in die Statuut ingevoeg:

"VISE-REKTOR

Aanstelling

7A. (1) 'n Vise-rektor word, na oorleg met die senaat, deur die raad aangestel op 'n vergadering van die raad deur 'n meerderheid van die lede wat hulle amp op die datum van die vergadering beklee.

(2) 'n Senaatslid mag slegs as vise-rektor aangestel word indien hy daartoe instem.

Ampstermyn

7B. 'n Vise-rektor word aangestel—

- (a) vir 'n termyn van drie jaar; of,
- (b) behoudens die bepalinge van die pensioenskema wat op hom van toepassing is, tot die einde van die jaar waarin hy die ouderdom van 60 jaar bereik.

Bevoegdhede en pligte

7C. (1) Die bevoegdhede en pligte van 'n vise-rektor word van tyd tot tyd by besluit van die raad bepaal.

(2) Die raad wys, na oorleg met die senaat, 'n vise-rektor aan as ondervoorsitter van die senaat.

(3) 'n Vise-rektor is amptshalwe lid van die uitvoerende komitee van die senaat en van die senaatskomitees waartoe hy van tyd tot tyd deur die senaat benoem word.

(4) 'n Vise-rektor is amptshalwe lid van die komitees van die raad waartoe hy deur die raad benoem word."

5. Paragraaf 8 van die Statuut word hierby gewysig—

(a) deur subparagraaf (1) deur die volgende subparagraaf te vervang:

"(1) Die hoofamptenare van die Universiteit is die registrateur (akademies), die registrateur (finansies), die studentedekaan, die hoofbibliotekaris en die skakelbestuurder;"

(b) deur in subparagraaf (2) die woorde "te ageer" deur "waar te neem" te vervang;

(c) deur die volgende subparagraaf by te voeg:

"(3) Die hoofbibliotekaris word deur die raad aangestel na oorleg met die uitvoerende komitee van die senaat, en die ander hoofamptenare word deur die raad aangestel."

6. Paragraaf 9 van die Statuut word hierby gewysig—

(a) deur in subparagraaf (1) (a) en (b) die woord "(administrasie)" deur "(akademies)" te vervang;

(b) deur in subparagraaf (2) die woorde "en die fisiese beplanning van die Universiteit" te skrap;

(c) deur die volgende subparagraaf by te voeg:

"(5) Die studentedekaan verteenwoordig die rektor in sake betreffende die georganiseerde studentelewe, die beheer oor studente in koshuise en die algemene studentewelsyn."

7. The following paragraph is hereby substituted for paragraph 10 of the Statute:

"10. (1) The period of office of a chief officer, with the exception of the dean of students, shall continue subject to the provisions of the pension scheme applicable to him, until the end of the year in which he attains the age of 60 years.

(2) The dean of students shall be appointed for a period of three years."

8. The following paragraph is hereby substituted for paragraph 12 of the Statute:

"Election of Persons by Local Authorities"

12. (1) Whenever it is necessary for the local authorities defined in section 9 (1) (e) of the Act to elect a member or members of the council, the secretary of the council shall notify the secretary of the Council of Reef Municipalities accordingly, in writing, mentioning the number of persons to be elected.

(2) At a properly constituted meeting of the Council of Reef Municipalities, of which notice has been given in writing to every member of the Council according to the Council's procedure, mentioning the election of a member or members of the University council as an item on the agenda, such member or members of the council shall be elected by the Council of Reef Municipalities.

(3) Nominations for the election of a person or persons, according to the number of vacancies, shall be lodged in writing at the meeting. If more persons are nominated than the number to be elected, the members present shall by majority vote elect by ballot such member or members. Each member of the Council shall be entitled to as many votes as the number of members to be elected, but may cast only one vote in respect of any particular person."

9. The following paragraph is hereby substituted for paragraph 14 of the Statute:

"Election of persons to represent high schools, the Afrikaanse Sakekamers, and Women's Organisations High schools"

14. (1) (a) Whenever a member of the council has to be elected to represent the high schools defined in section 9 (1) (g) of the Act, the secretary of the council shall invite the secretary of the board of control of each such school to nominate, in writing, one person as a member of the council.

(b) Such nominations shall be lodged with the secretary of the council not later than a date determined by him.

(c) If not more than one person is nominated, the secretary of the council shall forthwith declare such person duly elected.

(d) If more than one person is nominated, the secretary of the council shall send a ballot-paper containing a list of all the nominations to each board of control with an invitation to vote for one of the nominees and such votes shall be returned to him not later than a date determined by him.

(e) The secretary of the council shall declare the person obtaining the highest number of votes to have been duly elected, and in the event of an equality of votes the result shall be determined by lot by the principal in the presence of two scrutineers appointed by him.

7. Paragraaf 10 van die Statuut word deur die volgende paragraaf vervang:

"10. (1) Die ampstermyn van 'n hoofamptenaar, uitgesonderd die studentedekaan, duur, behoudens die bepalinge van die pensioenskema wat op hom van toepassing is, tot die einde van die jaar waarin hy die ouderdom van 60 jaar bereik.

(2) Die studentedekaan word vir 'n tydperk van drie jaar benoem."

8. Paragraaf 12 van die Statuut word hierby deur die volgende paragraaf vervang:

"Verkiezing van Persone deur Plaaslike Besture"

12. (1) Wanneer die plaaslike besture omskryf in artikel 9 (1) (e) van die Wet een of meer van die raadslede moet kies, stel die sekretaris van die raad die sekretaris van die Raad van Randse Munisipaliteite skriftelik daarvan in kennis met vermelding van die getal persone wat gekies moet word.

(2) Op 'n behoorlike gekonstitueerde vergadering van die Raad van Randse Munisipaliteite, waarvan ooreenkomstig die Raad se prosedure skriftelike kennis aan elke lid van die Raad gegee is met vermelding van die verkiesing van een of meer van die raadslede van die Universiteit op die agenda, kies die Raad van Randse Munisipaliteite sodanige lid of lede van die Raad.

(3) Nominasies vir die verkiesing van 'n persoon of persone, na gelang van die aantal vakatures, word skriftelik by die vergadering ingedien. Indien meer as die getal persone wat gekies moet word, voorgestel word, kies die aanwesige lede by wyse van geslote stembrief by meerderheid van stemme sodanige lid of lede. Elke lid van die raad het soveel stemme as wat daar lede is wat gekies moet word, maar kan net een stem ten gunste van 'n bepaalde persoon uitbring."

9. Paragraaf 14 van die Statuut word hierby deur die volgende paragraaf vervang:

"Verkiezing van Persone om Hoërskole, die Afrikaanse Sakekamers en Vroue-organisasies te Verteenwoordig Hoërskole"

14. (1) (a) Wanneer 'n lid van die raad gekies moet word om die hoërskole, omskryf in artikel 9 (1) (g) van die Wet, te verteenwoordig, nooi die sekretaris van die raad die beheerraad van elke sodanige skool uit om een persoon skriftelik vir verkiesing tot lid van die raad te nomineer.

(b) Sodanige nominasies word by die sekretaris van die raad ingedien nie later nie as op 'n datum wat hy bepaal.

(c) Indien nie meer as een persoon genomineer word nie, verklaar die sekretaris van die raad onverwyld dat daardie persoon behoorlik verkies is.

(d) Indien meer as een persoon genomineer word, stuur die sekretaris van die raad 'n stembrief met 'n lys van alle nominasies aan elke beheerraad, tesame met 'n uitnodiging om vir een van die genomineerdes te stem en word die stemme aan hom terugbesorg nie later nie as op die datum wat hy bepaal.

(e) Die sekretaris van die raad verklaar die persoon wat die grootste aantal stemme verkry, as behoorlik verkose en in geval van 'n staking van stemme word die uitslag by wyse van loting deur die rektor beslis in die teenwoordigheid van twee stemopnemers wat hy aanstel.

Afrikaanse Sakekamers

(2) Whenever a member of the council has to be elected to represent the Afrikaanse Sakekamers defined in section 9 (1) (j) of the Act, the secretary of the council shall invite the executive of the Central Transvaal Region of the Afrikaanse Handelsinstituut to nominate in writing a person as a member of the council.

Women's organisations

(3) (a) Whenever a member of the council has to be elected to represent the women's organisations defined in section 9 (1) (k) of the Act, the secretary of the council shall invite the executive or branch, as the case may be, of each such women's organisation to nominate in writing one person as a member of the council.

(b) In case of the women's organisations of the three Afrikaans churches, the Synod of the 'Nederduits Gereformeerde Kerk' of the Southern Transvaal, the Commission of the General Church Assembly of the 'Nederduitsch Hervormde Kerk van Afrika' and an electoral college constituted by the classes of the 'Gereformeerde Kerk' shall each be requested to nominate a person on behalf of the women's organisations of the church concerned.

(c) Such nominations shall be lodged with the secretary of the council not later than a date determined by him.

(d) If not more than one person is nominated the secretary of the council shall forthwith declare such person duly elected.

(e) If more than one person is nominated, the council of the University shall elect one of the nominees by way of ballot to represent the above-mentioned women's organisations."

10. Paragraph 15 of the Statute is hereby amended by the substitution for the words "Synodical Commission", wherever they appear, of the word "Synod".

11. Paragraph 16 of the Statute is hereby amended by the substitution for the words "Executive Committee", wherever they appear, of the word "Executive".

12. Paragraph 18 of the Statute is hereby amended by the substitution for the word "six" in the first line of the word "three".

13. Paragraph 22 (1) of the Statute is hereby amended by the substitution for the word "two" in the third line of the word "four".

14. The following paragraph is hereby inserted in the Statute after paragraph 23:

"List of Members

23A. The secretary of the convocation shall keep a list of names and addresses of all members of the convocation and a member shall be required to register his address with the secretary and to notify him of any changes of name or address."

15. Paragraph 24 of the Statute is hereby amended by the substitution for subparagraph (2) of the following subparagraph:

"(2) Notice of any business by members of the convocation for discussion at a meeting shall be given to the secretary of the convocation, in writing, at least three weeks before the date appointed for such meeting."

Afrikaanse Sakekamers

(2) Wanneer 'n lid van die raad gekies moet word om die Afrikaanse Sakekamers, omskryf in artikel 9 (1) (j) van die Wet, te verteenwoordig, nooi die sekretaris van die raad die bestuur van die Sentraal-Transvaalstreek van die Afrikaanse Handelsinstituut uit om skriftelik 'n persoon tot lid van die raad te benoem.

Vroue-organisasies

(3) (a) Wanneer 'n lid van die raad gekies moet word om die vroue-organisasies, omskryf in artikel 9 (1) (k) van die Wet, te verteenwoordig, nooi die sekretaris van die Raad die bestuur van elke sodanige vroue-organisasie of tak daarvan, na gelang van die geval, uit om een persoon skriftelik vir verkiesing tot lid van die raad te nomineer.

(b) In die geval van die vroue-organisasies van die drie Afrikaanse kerke word die Sinode van die Nederduits Gereformeerde Kerk van Suid-Transvaal, die Kommissie van die Algemene Kerkvergadering van die Nederduitsch Hervormde Kerk van Afrika en 'n kieskollege saamgestel deur die klassisse van die Gereformeerde Kerk versoek om elkeen namens die vroue-organisasies van die betrokke kerk 'n nominasie te doen.

(c) Sodanige nominasies word by die sekretaris van die raad ingedien nie later nie as op 'n datum wat hy bepaal.

(d) Indien nie meer as een persoon genomineer word nie, verklaar die sekretaris van die raad onverwyld dat daardie persoon behoorlik verkies is.

(e) Indien meer as een persoon genomineer word, kies die raad van die Universiteit by wyse van geslote stembrief een persoon uit die genomineerde persone om bogenoemde vroue-organisasies te verteenwoordig."

10. Paragraaf 15 van die Statuut word hierby gewysig deur die woorde "Sinodale Kommissie" oral waar dit voorkom deur "Sinode" te vervang.

11. Paragraaf 16 van die Statuut word hierby gewysig deur die woorde "Uitvoerende Komitee" oral waar dit voorkom deur "Hoofbestuur" te vervang.

12. Paragraaf 18 van die Statuut word hierby gewysig deur die woord "ses" in die eerste reël deur "drie" te vervang.

13. Paragraaf 22 (1) van die Statuut word hierby gewysig deur die woord "twee" in die derde reël deur "vier" te vervang.

14. Die volgende paragraaf word hierby in die Statuut na paragraaf 23 ingevoeg:

"Naamlys

23A. Die sekretaris van die konvokasie hou 'n naamen adreslys van die lede van die konvokasie en daar word van 'n lid vereis dat hy sy adres by die sekretaris laat registreer en hom van alle adres- of naamsveranderinge in kennis stel."

15. Paragraaf 24 van die Statuut word hierby gewysig deur subparagraaf (2) deur die volgende subparagraaf te vervang:

"(2) Kennis van sake deur lede van die konvokasie vir bespreking op 'n vergadering word minstens drie weke voor die datum wat vir die vergadering bepaal is, skriftelik aan die sekretaris van die konvokasie gegee."

16. Paragraph 26 of the Statute is hereby amended by the addition of the following subparagraph (2), the existing paragraph becoming subparagraph (1):

"(2) The secretary of the convocation shall publish in two Afrikaans-language newspapers on two occasions at least two weeks before the date appointed for a meeting, the time, date and place of the meeting."

17. Paragraph 29 of the Statute is hereby amended by the substitution in the Afrikaans version for the words "in die filosofie", wherever they appear, of the word "Philosophiae".

18. Paragraph 29A of the Statute is hereby amended by the substitution in the Afrikaans version for the words "in die filosofie", wherever they appear, of the word "Philosophiae".

19. Paragraph 29B of the Statute is hereby amended—

(a) by the insertion before the degree "Baccalaureus Educationis . . . B.Ed." of the degree "Baccalaureus in Primary and Pre-primary Education . . . B.Prim.Ed.";

(b) by the substitution in the Afrikaans version for the words "in die filosofie", wherever they appear, of the word "Philosophiae".

20. Paragraph 30 (1) of the Statute is hereby amended by the substitution for the words "registrar (administration)" of the words "registrar (academic)".

No. R. 1000

8 May 1981

NATIONAL EDUCATION POLICY ACT, 1967 EDUCATION IN SCHOOLS.—AMENDMENT

Notice is hereby given in terms of section 2 (3) of the National Education Policy Act, 1967 (Act 39 of 1967), that the Minister of National Education has, in terms of the powers vested in him by section 2 (1) (h) of the said Act, determined the general policy which is to be pursued in schools in respect of the place of the parent community in the education system, as set out in the Schedule hereto.

SCHEDULE

1. In this Schedule the expression "the Notice" means Government Notice R. 2029 of 12 November 1971, as amended by Government Notices R. 1644 of 15 September 1972, R. 1884 of 20 October 1972, R. 1444 of 1 August 1975, R. 913 of 28 May 1976, R. 1963 of 29 October 1976, R. 270 of 17 February 1978, R. 1881 of 22 September 1978, R. 788 of 20 April 1979, R. 1671 of 3 August 1979 and R. 2040 of 14 September 1979, in which the general policy which is to be pursued in schools, as determined by the Minister, was published.

2. The following paragraph is substituted for paragraph 21 of the Notice:

"21. (a) Every school shall have a school committee, board of control, advisory board or advisory school committee or council, which shall be elected by parents of pupils of the school concerned and of which not less than half the members shall be parents of pupils of the school concerned on the date of election: Provided that the Administrator may, after consultation with the school committee, board of control, advisory board or advisory school committee or council of the schools concerned, grant approval that a joint school committee, board of control, advisory board or advisory school committee or council may be elected for two or more schools.

16. Paragraaf 26 van die Statuut word hierby gewysig deur die volgende subparagraaf (2) daarby te voeg, terwyl die bestaande paragraaf subparagraaf (1) word:

"(2) Die sekretaris van die konvokasie maak minstens twee weke voor die vasgestelde datum van 'n vergadering twee maal in twee nuusblaie wat in Afrikaans uitgegee word, die tyd, datum en plek van die vergadering bekend."

17. Paragraaf 29 van die Statuut word hierby gewysig deur die woorde "in die filosofie", waar dit ook al voorkom, te vervang deur "Philosophiae".

18. Paragraaf 29A van die Statuut word hierby gewysig deur die woorde "in die filosofie", waar dit ook al voorkom, te vervang deur "Philosophiae".

19. Paragraaf 29B van die Statuut word hierby gewysig—

(a) deur voor die graad "Baccalaureus in die opvoedkunde . . . B.Ed." die graad "Baccalaureus in die primêre en pre-primêre onderwys . . . B.Prim.Ed." in te voeg;

(b) deur die woorde "in die filosofie", waar dit ook al voorkom, te vervang deur "Philosophiae".

20. Paragraaf 30 (1) van die Statuut word hierby gewysig deur die woorde "registrateur (administrasie)" deur "registrateur (akademies)" te vervang.

No. R. 1000

8 Mei 1981

WET OP DIE NASIONALE ONDERWYS- BELEID, 1967

ONDERWYS IN SKOLE.—WYSIGING

Kennis geskied hierby ingevolge artikel 2 (3) van die Wet op die Nasionale Onderwysbeleid, 1967 (Wet 39 van 1967), dat die Minister van Nasionale Opvoeding kragtens die bevoegdheid hom verleen by artikel 2 (1) (h) van gemelde Wet die algemene beleid bepaal het wat in verband met die plek van die ouergemeenskap in die onderwysstelsel in skole gevolg moet word soos in die Bylae hiervan uiteengesit.

BYLAE

1. In hierdie Bylae beteken "die Kennisgewing" Goewermenskennisgewing R. 2029 van 12 November 1971 soos gewysig by Goewermenskennisgewings R. 1644 van 15 September 1972, R. 1884 van 20 Oktober 1972, R. 1444 van 1 Augustus 1975, R. 913 van 28 Mei 1976, R. 1963 van 29 Oktober 1976, R. 270 van 17 Februarie 1978, R. 1881 van 22 September 1978, R. 788 van 20 April 1979, R. 1671 van 3 Augustus 1979 en R. 2040 van 14 September 1979 waarby die algemene beleid wat in skole gevolg moet word, soos deur die Minister bepaal, gepubliseer is.

2. Paragraaf 21 van die Kennisgewing word hierby deur die volgende paragraaf vervang:

"21. (a) Elke skool moet 'n skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad hê wat deur die ouers van leerlinge van die betrokke skool verkies word en waarvan minstens die helfte van die lede op die datum van verkiesing ouers van leerlinge van die betrokke skool moet wees: Met dien verstande dat die Administrateur, na oorleg met die skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad van die betrokke skole, goedkeuring kan verleen dat 'n gesamentlike skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad vir twee of meer skole verkies word.

(b) If the parents of pupils of a particular school have twice been afforded the opportunity to elect a school committee, board of control, advisory board or advisory school committee or council and have not availed themselves of such opportunities, the school committee, board of control, advisory board or advisory school committee or council concerned shall be appointed by the Administrator, or, if after two opportunities, the parents of pupils of the school concerned elect an insufficient number of members to a school committee, board of control, advisory board or advisory school committee or council, persons shall be appointed by the Administrator to fill the vacancies in the school committee, board of control, advisory board or advisory school committee or council concerned: Provided that the Administrator may grant approval that a vacancy in a school committee, board of control, advisory board or advisory school committee or council may be filled by means of co-optation by the school committee, board of control, advisory board or advisory school committee or council concerned.

(c) The provisions of subparagraphs (a) and (b) shall not apply to schools maintained, managed and controlled or subsidised by the Department in terms of the Children's Act, 1960 (Act 33 of 1960), and the Educational Services Act, 1967 (Act 41 of 1967), and, with the approval of the Administrator, to schools where the boundaries of the parent community extend so far beyond the areas of such schools that it is impracticable to have a school committee, board of control, advisory board or advisory school committee or council elected by the parents."

(b) Indien die ouers van leerlinge van 'n betrokke skool twee maal in die geleentheid gestel was om 'n skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad te verkies en nie van sodanige geleentheid gebruik gemaak het nie, stel die Administrateur die betrokke skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad aan of, indien die ouers van leerlinge van die betrokke skool na twee geleenthede 'n onvoldoende getal lede tot 'n skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad verkies, stel die Administrateur persone aan om die vakatures in die betrokke skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad te vul: Met dien verstande dat die Administrateur goedkeuring kan verleen dat 'n vakature in 'n skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad by wyse van koöptering deur die betrokke skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad gevul word.

(c) Die bepalings van subparagrafe (a) en (b) is nie van toepassing nie op skole wat ingevolge die Kinderwet, 1960 (Wet 33 van 1960), en die Wet op Onderwysdienste, 1967 (Wet 41 van 1967), deur die Departement in stand gehou, bestuur en beheer of gesubsidieer word en, met die Administrateur se goedkeuring, op skole waar die grense van die ouergemeenskap so ver buite die gebiede van sodanige skole strek dat dit nie prakties moontlik is om 'n skoolkomitee, beheerraad, adviesraad of adviserende skoolkomitee of -raad deur die ouers te laat verkies nie."

AGROCHEMOPHYSICA

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