



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 3382

REGULATION GAZETTE No. 3382

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PROKLAMASIES

van die Staatspresident van die Republiek van Suid-Afrika
No. R. 31, 1982

REGULASIES VIR DIE ADMINISTRASIE VAN LEBOWA

Kragtens die bevoegdheid my verleen by artikel 25 van die Swart Administrasie Wet, 1927 (Wet 38 van 1927), gelees met artikel 21 (1) van die Ontwikkelingstrust en Grond Wet, 1936 (Wet 18 van 1936), maak ek hierby die regulasies vervat in die Bylae hiervan.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Twaalfde dag van Februarie Eenduisend Negehoenderd Twee-en-tagtig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

P. G. J. KOORNHOF.

BYLAE

REGULASIES VIR DIE ADMINISTRASIE VAN LEBOWA

Woordomskrywing

1. In hierdie regulasies, tensy uit die samehang anders blyk, beteken—

“hoofman” enigeen aangestel as hoofman of om tydelik as hoofman op te tree kragtens artikel 2 (8) van die Swart Administrasie Wet, 1927 (Wet 38 van 1927);

“Kabinet” die Kabinet van Lebowa;

“kgosi” enigeen aangestel of erken as 'n kaptein kragtens artikel 2 (7) van die Swart Administrasie Wet, 1927 (Wet 38 van 1927), en sluit enigeen aangestel om tydelik as 'n kaptein op te tree kragtens artikel 2 (8) van genoemde Swart Administrasie Wet, 1927, in;

“Lebowa” die gebied tot die selfregerende gebied van Lebowa verklaar by artikel 2 van die Lebowa-grondwet-proklamasie, 1972 (Proklamasie R. 225 van 1972);

“Minister” die Minister van Justisie van Lebowa;

“persoon” 'n Swarte soos bedoel in artikel 35 van die Swart Administrasie Wet, 1927 (Wet 38 van 1927);

“Polisie” enige polisiemag ingestel kragtens enige wet of enige lid van genoemde polisiemag;

“Regering” die Regering van Lebowa.

PROCLAMATIONS

by the State President of the Republic of South Africa
No. R. 31, 1982

REGULATIONS FOR THE ADMINISTRATION OF LEBOWA

Under and by virtue of the powers vested in me by section 25 of the Black Administration Act, 1927 (Act 38 of 1927), read with section 21 (1) of the Development Trust and Land Act, 1936 (Act 18 of 1936), I hereby make the regulations contained in the Schedule hereto.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Twelfth day of February, One thousand Nine hundred and Eighty-two.

M. VILJOEN, State President.

By Order of the State President-in-Council:

P. G. J. KOORNHOF.

SCHEDULE

REGULATIONS FOR THE ADMINISTRATION OF LEBOWA

Definitions

1. In these regulations, unless the context otherwise indicates—

“Cabinet” means the Cabinet of Lebowa;

“Government” means the Government of Lebowa;

“headman” means any person appointed as headman or to act temporarily as headman under section 2 (8) of the Black Administration Act, 1927 (Act 38 of 1927);

“kgosi” means a person appointed or recognised as a chief under section 2 (7) of the Black Administration Act, 1927 (Act 38 of 1927), and includes any person appointed to act temporarily as a chief under section 2 (8) of the said Black Administration Act, 1927;

“Lebowa” means the area declared to be the self-governing territory of Lebowa by section 2 of the Lebowa Constitution Proclamation, 1972 (Proclamation R. 225 of 1972);

“Minister” means the Minister of Justice of Lebowa;

“person” means a Black as defined in section 35 of the Black Administration Act, 1927 (Act 38 of 1927);

“Police” means any police force established in terms of any law or any member of such police force.

Toepassing van regulasies

2. Waar ook al enigiets in enige ander wet vervat, strydig is met enige bepaling van hierdie regulasies, geld die bepalings van hierdie regulasies bo die bepalings van enige sodanige ander wet.

Minagende optrede teenoor kgosi of hoofman

3. 'n Persoon wat 'n kgosi of hoofman, aan wie se gesag hy onderworpe is, met oneerbiedigheid, minagting of bespotting bejeën of nalaat of versuim om daardie eerbied of gehoorsaamheid aan sodanige kgosi of hoofman te betoon as wat ooreenkomstig stamreg en gewoonte betoon moet word, begaan 'n misdryf.

Verbodsbevele

4. (1) Die Minister kan, met die goedkeuring van die Kabinet, sonder voorafgaande kennisgewing aan die betrokke persoon, 'n bevel uitreik teen 'n persoon wat hom verbied om sodanige deel van Lebowa soos in die bevel bepaal word, binne te gaan, daarin te wees of daarin te vertoef vir sodanige tydperk as wat die Minister bepaal.

(2) Die bevel in subregulasie (1) bedoel moet verder bepaal waar sodanige persoon gedurende die tydperk in sodanige bevel vermeld, in Lebowa mag woon.

(3) 'n Persoon wat nalaat of weier om aan enige bevel gemaak kragtens subregulasie (1) te voldoen, begaan 'n misdryf.

Uitvoering van bevele

5. Die Polisie word hierby gemagtig om hulp te verleen, insluitend die toepassing van die nodige geweld, aan 'n persoon deur die Minister daartoe gelas om 'n bevel uitgereik kragtens regulasie 4, op die persoon teen wie sodanige bevel uitgereik is, te beteken, terwyl hy sodanige lasgewing uitvoer of poog om dit uit te voer.

Vrywaring

6. Geen siviele geding hoegenaamd ten opsigte van 'n eisoorzaak wat ontstaan uit of in verband met die werking van hierdie regulasies, kan teen die Regering, Kabinet of 'n Minister van Lebowa of 'n persoon wat optree kragtens die gesag of lasgewing van die Minister of die Polisie ingestel word nie.

Verbod op interdikte

7. Geen interdik of ander geregtelike prosesstukke word uitgevaardig vir die opskorting van 'n bevel uitgereik, besluit geneem of lasgewing uitgereik kragtens hierdie regulasies nie.

Regsbevoegdheid van magistratshof ten opsigte van strawwe

8. Ondanks andersluidende bepalings in enige ander wet bevat is 'n magistratshof regsbevoeg tot die oplegging van strawwe soos voorgeskryf in regulasie 9.

Strawwe

9. Enigeen wat aan 'n misdryf kragtens hierdie regulasies skuldig bevind word, is by skuldigbevinding strafbaar met 'n boete van hoogstens R1 000 of by wanbetaling met gevangenisstraf vir 'n tydperk van hoogstens twee jaar, of met sodanige gevangenisstraf sonder die keuse van 'n boete, of met sowel sodanige boete as sodanige gevangenisstraf.

No. R. 34, 1982

WYSIGING VAN DIE REËLS BETREFFENDE DIE SUID-AFRIKAANSE SPORTMERIETETOEKENNING INGESTEL BY BEVELSKRIF 55 VAN 1971 SOOS GEWYSIG BY PROKLAMASIES R. 234 VAN 1973 EN R. 85 VAN 1981

Nademaal dit wenslik geag word dat die Reëls betreffende die Suid-Afrikaanse Sportmerietoekenning gewysig moet word;

Application of regulations

2. Wherever anything contained in any other law is inconsistent with any provision of these regulations, the provisions of these regulations shall prevail over the provisions of any such other law.

Disrespectful actions against kgosi or headman

3. Any person who treats the kgosi or headman to whose authority he is subject, with disrespect, contempt or ridicule, or fails or neglects to show that respect and obedience to such kgosi or headman as shall be shown in accordance with tribal law and custom, shall be guilty of an offence.

Prohibition orders

4. (1) The Minister, on the authority of the Cabinet, may, without prior notice to the person concerned, issue an order against any person prohibiting him from entering into, being in or remaining in such part of Lebowa as shall be specified in such order for such period as the Minister may determine.

(2) The order referred to in subregulation (1) shall further provide where in Lebowa such person may, during the period mentioned in the order, reside.

(3) Any person who neglects or refuses to comply with any order made under subregulation (1), shall be guilty of an offence.

Execution of orders

5. The Police are hereby authorised to render assistance, including the application of the necessary force, to any person directed thereto by the Minister to serve an order issued under regulation 4 on the person against whom such order is made, while he carries out or attempts to carry out such direction.

Indemnity

6. No civil action whatsoever in respect of any cause of action arising out of or in connection with the operation of these regulations shall be capable of being instituted against the Government, the Cabinet or any Minister of Lebowa or any person acting under the authority or by direction of the Minister or the Police.

Prohibition of interdicts

7. No interdict or other legal process shall be issued for the stay of any order issued, decision made or direction given under these regulations.

Jurisdiction of magistrate's court in respect of punishments

8. Notwithstanding anything to the contrary in any other law contained, any magistrate's court shall have jurisdiction to impose the penalties prescribed in regulation 9.

Punishments

9. Any person convicted of any offence under these regulations shall be liable on conviction to a fine not exceeding R1 000 or in default of payment, to imprisonment for a period not exceeding two years or to such imprisonment without the option of a fine, or to both such fine and such imprisonment.

No. R. 34, 1982

AMENDMENT OF THE RULES GOVERNING THE SOUTH AFRICAN SPORTS MERIT AWARD, INSTITUTED BY WARRANT 55 OF 1971 AS AMENDED BY PROCLAMATIONS R. 234 OF 1973 AND R. 85 OF 1981

Whereas it is deemed desirable that the Rules governing the South African Sports Merit Award should be amended;

En nademaal dit wenslik geag word dat erkenning verleen word aan persone wat deur hulle openbare optrede en internasionale aansien sport in Suid-Afrika bevorder en/of bekend gestel het sonder dat hulle direk in sport gestaan het;

En nademaal dit wenslik geag word om persone wat sodanige uitmuntende diens gelewer het, op paslike wyse te vereer;

So is dit dat ek hierby reëls 2 en 5 van die bedoelde Reëls soos volg wysig:

REËL 2

Voeg die volgende item by na reël 2 (d):

“(e) aan persone wat deur hulle openbare optrede en internasionale aansien sport in Suid-Afrika bevorder en/of bekend gestel het sonder dat hulle direk in sport gestaan het en wat Suid-Afrikaanse burgers is”.

REËL 5

Voeg die volgende item by na reël 5 (a) (iv):

“(v) persone wat van tyd tot tyd deur die Departement van Nasionale Opvoeding benoem word vir uitmuntende diens aan Suid-Afrikaanse sport”.

Voeg die volgende item by na reël 5 (d):

“(e) Die toekennings aan persone vir uitmuntende diens aan Suid-Afrikaanse sport is van silwer en is eenmalig”.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Nege-en-twintigste dag van Januarie Eenduisend Negehonderd Twee-en-tagtig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

G. VAN N. VILJOEN.

And whereas it is deemed desirable to grant recognition to persons who have through their public actions and international esteem promoted and/or popularised sport in South Africa without being directly involved in sport;

And whereas it is deemed desirable to honour, in a fitting manner, persons who have rendered such outstanding service;

Now, therefore, I hereby amend rules 2 and 5 of the said Rules as follows:

RULE 2

Add the following item after rule 2 (d):

“(e) to persons who have through their public actions and international esteem promoted and/or popularised sport in South Africa without being directly involved in sport and who are South African citizens”.

RULE 5

Add the following item after rule 5 (a) (iv):

“(v) persons who are from time to time nominated by the Department of National Education for outstanding service to sport in South Africa”.

Add the following item after rule 5 (d):

“(e) The awards to persons for outstanding service to sport in South Africa shall be of silver and shall be made once only”.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Twenty-ninth day of January, One thousand Nine hundred and Eighty-two.

M. VILJOEN, State President.

By Order of the State President-in-Council:

G. VAN N. VILJOEN.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN FINANSIES

No. R. 424

5 Maart 1982

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REËLS (No. DAR/39)

Kragtens artikel 6 (1) (h) van die Doeane- en Aksynswet, 1964, word die Bylae by die reëls gepubliseer by Goewermenskennisgewing R. 1771 van 5 Oktober 1973 gewysig deur—

in paragraaf 7 onder die opmerking by die opskrif “Walvisbaai” die volgende te skrap:

“Saterdag van 06h30 tot 13h00”.

D. ODENDAL, Kommissaris van Doeane en Aksyns.

Opmerking.—Die uitwerking van die kennisgewing is dat die Suidhek, Vyfde Weg, as 'n ingang na en 'n uitgang van die hawegebied, op Saterdag gesluit word.

GOVERNMENT NOTICES

DEPARTMENT OF FINANCE

No. R. 424

5 March 1982

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF RULES (No. DAR/39)

Under section 6 (1) (h) of the Customs and Excise Act, 1964, the Schedule to the rules published in Government Notice R. 1771 of 5 October 1973 is amended by—

the deletion in paragraph 7 under the note to the heading “Walvis Bay” of the following:

“Saturday, from 06h30 to 13h00”.

D. ODENDAL, Commissioner for Customs and Excise.

Note.—The effect of the notice is that the South Gate, Fifth Road, is being closed as an entrance to and an exit from the harbour area, on Saturdays.

DEPARTEMENT VAN MANNEKRAG

No. R. 376

5 Maart 1982

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE BUITEBAND- EN RUBBERNYWERHEID, PORT ELIZABETH, UITENHAGE EN BRITS.—VOORSKRYWING VAN LEERVOORWAARDES EN AANWYSING VAN AMBAGTE

Ek, Stephanus Petrus Botha, Minister van Mannekrag, handelende kragtens artikel 13 van bogenoemde Wet—

(a) wys hierby, met ingang van die derde Maandag na die publikasie van hierdie kennisgewing vir die Buiteband- en Rubbernywerheid in die landdrostrikte Port Elizabeth, Uitenhage en Brits die volgende ambagte aan as ambagte ten opsigte waarvan die Wet van toepassing is:

AMBAGTE

1. Elektriësiën (ingenieurswese); (1)
2. Instrumentmeganikus (industriële instrumentasie en prosesbeheer); (3)
3. Masjiënpasser (insluitende hidroulika en druklugkunde); (4)
4. Passer en draaier; (2)
5. Sweiser; (6)
6. Pyppasser; (5)

(b) skryf hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, die leervoordes hieronder uiteengesit, voor ten opsigte van die ambagte in paragraaf (a) aangewys in die Nywerheid en die gebiede daarin vermeld.

Vir die doeleindes van hierdie kennisgewing beteken die "Buiteband- en Rubbernywerheid" of "Nywerheid" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer is of moet word, met die doel om een of meer van die volgende werksaamhede te verrig:

- (1) Die vervaardiging en/of regenerering van rubber;
- (2) die vervaardiging van enige artikel wat uitsluitlik of hoofsaaklik uit rubber bestaan, die vervaardiging van rubberlym, buitebande, binnebande, bande (hetsy vervoer- of kragtransmissiebande), tuinslange, loopvlakrubber of ander versoolmateriaal, batterijkaste, klappe, vormbinnebande, slytwerende en korrosiewerende voerings vir pompe en dergelike artikels, dokstootkussings, buigsame monterings vir enjins of masjinerie, en dit sluit ook alle werksaamhede in wat gepaard gaan met of voortspruit uit enige van bogenoemde werksaamhede, maar nie die vervaardiging van skoeisel en onderdele van skoeisel as dit vervaardig word in 'n bedryfsinrigting wat skoeisel vervaardig nie.

Die uitdrukking "rubber" beteken ook sintetiese rubber, geregenereerde rubber, afvalrubber of saamgestelde rubber, en dit sluit ook eboniet, vulkaniet, of enige dergelike soort harde rubber in.

S. P. BOTHA, Minister van Mannekrag.

LEERVOORWAARDES**1. KWALIFIKASIES OM MET VAKLEERLINGSKAP TE BEGIN**

Die minimum leeftyd en opvoedkundige kwalifikasies om met vakleerlingskap te begin, is 16 jaar en standerd VII of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die voornemende vakleerling besoek is, waarin gemeld word dat hy op die standerd VII-peil geslaag het in die vakke Afrikaans, Engels, Wiskunde of Wetenskap en minstens een ander vak.

DEPARTMENT OF MANPOWER

No. R. 376

5 March 1982

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE TYRE AND RUBBER MANUFACTURING INDUSTRY, PORT ELIZABETH, UITENHAGE AND BRITS.—PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP AND DESIGNATION OF TRADES

I, Stephanus Petrus Botha, Minister of Manpower, acting in terms of section 13 of the above-mentioned Act, hereby—

(a) designate for the Tyre and Rubber Manufacturing Industry in the Magisterial Districts of Port Elizabeth, Uitenhage and Brits the undermentioned trades as trades to which the Act shall apply with effect from the third Monday after the date of publication of this notice:

TRADES

1. Electrician (engineering); (1)
2. Fitter and turner; (4)
3. Instrument mechanic (industrial instrumentation and process control); (2)
4. Machine fitter (including hydraulics and pneumatics); (3)
5. Pipe fitter; (6)
6. Welder; (5)

(b) prescribe, with effect from the third Monday after the date of publication of this notice, the conditions of apprenticeship set out thereunder in respect of the trades designated in paragraph (a) in the Industry and in the areas therein mentioned.

For the purposes of this notice the "Tyre and Rubber Manufacturing Industry" or "Industry" means the industry in which employers and employees are associated in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities:

- (1) The manufacture and/or reclaiming of rubber;
- (2) the manufacture of any article consisting wholly or mainly of rubber, the manufacture of rubber solution, tyres, tubes, belting (whether conveyor or power transmission), hosepipe, camelback or other retreading materials, battery cases, flaps, air bags, abrasion and corrosion resistant liners for pumps and the like, dock fenders, flexible mountings for engines or machinery, and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the manufacture of footwear and the manufacture of components of footwear when manufactured in an establishment producing footwear.

The expression "rubber" includes synthetic rubber, reclaimed rubber, scrap rubber or compounded rubber and includes ebonite, vulcanite or any other similar form of hard rubber.

S. P. BOTHA, Minister of Manpower.

CONDITIONS OF APPRENTICESHIP**1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP**

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

2. LEERTYD

(1) Behoudens subklousule (2) en klousule 6 (3), is die leertyd drie jaar in alle aangewese ambagte.

(2) (a) Die leertyd van 'n vakleerling wat, hetsy voor of gedurende sy leertyd, ononderbroke diens kragtens die Verdedigingswet, 1957 (Wet 44 van 1957), gedoen het, word met hoogstens die volgende tydperke verkort:

(i) Agt maande ten opsigte van 'n eerste tydperk van 24 maande of langer; of

(ii) ses maande ten opsigte van 'n eerste tydperk van 18 maande; of

(iii) vier maande ten opsigte van 'n eerste tydperk van 12 maande; en

(iv) 30 dae ten opsigte van enige daaropvolgende tydperk;

van sodanige diens, onderworpe aan 'n maksimum van 90 dae vir die daaropvolgende tydperke.

(b) Enige verkorting van die leertyd kragtens paragraaf (a) tree in werking met ingang van die datum waarop die vakleerling met sy leerlingskap begin of dit voortsit na sy terugkeer van militêre diens: Met dien verstande dat 93 weke praktiese opleiding voltooi word voordat 'n ambagstoets ingevolge klousule 6 (2) afgelê word.

(c) Die werkgewer van 'n vakleerling in paragraaf (a) bedoel, moet die Sekretaris van die Komitee binne sewe dae na die vakleerling se vertrek vir militêre diens en insgelyks binne sewe dae nadat die vakleerling van diens af terugkeer het, verwittig hoe lank die vakleerling kragtens die Verdedigingswet, 1957, diens gedoen het.

3. LONE

(1) 'n Werkgewer moet 'n vakleerling besoldig teen minstens die volgende persentasies van die loon voorgeskryf in die Ooreenkoms van die Nywerheidsraad vir die Buitebanden Rubbernnywerheid ten opsigte van werk geklassifiseer onder die maksimum vasgestelde loon vir ambagsmanne.

	Persentasie
Eerste jaar	40
Tweede jaar	45
Derde jaar	55:

Met dien verstande dat 'n vakleerling wie se leertyd ingevolge klousule 6 (3) verleng is, met ingang van die dag na die datum waarop die derde jaar van sy leertyd, besoldig moet word teen minstens 90 persent van die loon van 'n ambagsman wat kragtens enige nywerheidsraadooreenkoms op die betrokke ambag en gebied van toepassing is: Voorts met dien verstande dat—

(i) vir die toepassing van hierdie klousule lone weekliks betaalbaar is en dat die weeklikse loon bereken moet word deur die uurlikse loon met 45 te vermenigvuldig, afgesien daarvan of die gewone werkure van die betrokke instansie 45 is, al dan nie;

(ii) indien die ooreenkoms waarvan in hierdie subklousule melding gemaak word, verstryk, moet die persentasie loon betaalbaar aan 'n vakleerling bereken word op die gemelde persentasie van die maksimum loon wat aan 'n ambagsman betaalbaar was ingevolge die verstrekte ooreenkoms totdat 'n ooreenkoms weer van krag word;

(iii) indien 'n vakleerling 'n meerderjarige is wanneer hy 'n leerkontrak aangaan, sy werkgewer die loon wat ooreenkomstig hierdie subklousule bereken word, met die volgende moet verhoog:

10 persent indien die meerderjarige vakleerling 21 jaar oud is;

15 persent indien die meerderjarige vakleerling 22 jaar oud is;

2. PERIOD OF APPRENTICESHIP

(1) Subject to subclause (2) and clause 6 (3), the period of apprenticeship shall be three years in all designated trades.

(2) (a) The period of apprenticeship of an apprentice who, whether prior to or during his apprenticeship has rendered continuous service in terms of the Defence Act, 1957 (Act 44 of 1957), shall be reduced by a period of not more than—

(i) eight months in respect of a first period of 24 months or longer; or

(ii) six months in respect of a first period of 18 months; or

(iii) four months in respect of a first period of 12 months; and

(iv) 30 days in respect of any subsequent period;

of such service, subject to a maximum of 90 days for such subsequent periods.

(b) Any reduction in the period of apprenticeship in terms of paragraph (a) shall operate with effect from the date upon which the apprentice commences or resumes his apprenticeship after returning from military service: Provided that 93 weeks of practical training is completed before a trade test in terms of clause 6 (2) is attempted.

(c) The employer of an apprentice referred to in paragraph (a) shall, within seven days of the departure of the apprentice on military service, notify the Secretary of the Committee of such departure and, likewise, within seven days after the apprentice returns from service, of the period served by the apprentice in terms of the Defence Act, 1957.

3. WAGES

(1) An employer shall remunerate an apprentice at not less than the following percentages of the wage prescribed in the Agreement of the Industrial Council for the Tyre and Rubber Manufacturing Industry in respect of work classified under the maximum scheduled rate for artisans:

	Percentage
First year	40
Second year	45
Third year	55:

Provided that an apprentice whose period of apprenticeship is extended in terms of clause 6 (3) shall, with effect from the day following upon the date of termination of his third year of apprenticeship, be paid not less than 90 per cent of the remuneration payable to an artisan in terms of any industrial council agreement applicable to the relevant trade and area: Provided further that—

(i) for the purposes of this clause, wages shall be paid weekly and the weekly wage rate shall be the hourly rate multiplied by 45, whether the number of ordinary hours worked by the establishment concerned are 45 or not;

(ii) if the agreement, referred to in this subclause lapses, the percentage of the wages payable to an apprentice shall be calculated on the said percentages of the maximum wage which was payable to a journeyman in terms of the lapsed agreement until an agreement again comes into force;

(iii) if an apprentice is a major on entering into a contract of apprenticeship an employer shall increase the wage calculated in accordance with this subclause by—

10 per cent if the major apprentice is 21 years of age;

15 per cent if the major apprentice is 22 years of age;

20 persent indien die meerderjarige vakleerling 23 jaar oud is;

22,5 persent indien die meerderjarige vakleerling 24 jaar oud is;

25 persent indien die meerderjarige vakleerling 25 jaar oud is;

27,5 persent indien die meerderjarige vakleerling 26 jaar oud of ouer is;

Met dien verstande dat die totale besoldiging bereken ooreenkomstig bogenoemde persentasie, tesame met enige aanvullende loon betaalbaar ingevolge subklousule (3) (a) nie meer hoef te wees nie as die loon wat voorgeskryf is in die Ooreenkoms van die Nywerheidsraad vir die Buiteband- en Rubberywerheid, Oostelike Provinsie, ten opsigte van werk geklassifiseer onder die maksimum vasgestelde loon vir ambagsmanne.

(2) Indien 'n werkgewer en 'n voornemende meerderjarige vakleerling, voordat hulle 'n vakleerlingkontrak aangaan ooreenkom dat 'n hoër besoldiging betaal moet word as dié wat in subklousule (1) voorgeskryf word, moet sodanige hoër besoldiging in die kontrak gemeld en aan die vakleerling betaal word.

(3) (a) 'n Werkgewer moet die besoldiging voorgeskryf in hierdie klousule ten opsigte van elke vakleerling, uitgesonderd 'n vakleerling wie se leertydperk ingevolge klousule 6 (3) verleng is, wat enigeen van die opvoedkundige kwalifikasies in die Bylae hieronder gemeld, of gelykwaardige kwalifikasies, besit of verwerf, verhoog met minstens die bedrag in die Bylae gemeld.

BYLAE

Opvoedkundige kwalifikasies verwerf voor of gedurende vakleerlingskap	Per week R
Groep 1	
1. Standaard 7 (gewone kursus), met erkenning vir vier vakke op die peil van standaard 8 (gewone kursus), met Wiskunde en Wetenskap of die betrokke Ambagsteorie en Werkwinkelpraktik as twee van die slaagvakke	2,70
2. Standaard 8 (gewone kursus), met die betrokke Werkwinkelpraktik en Ambagsteorie of Wiskunde as een van die slaagvakke	
3. Standaard 8 (praktiese kursus), met erkenning vir vier vakke op die peil van standaard 9 (praktiese kursus), met Wiskunde en Wetenskap of die betrokke Ambagsteorie en Werkwinkelpraktik as twee van die slaagvakke	
4. Standaard 9 (gewone kursus), sonder Wiskunde	
5. Standaard 9 (praktiese kursus), met Wiskunde	
6. Standaard 10 (praktiese kursus), sonder Wiskunde	
7. Nasionale Tegnieë Sertifikaat, Deel I (N1), met die betrokke Ambagsteorie	
8. Geslaag in die betrokke Ambagsteorie op die peil van die Nasionale Tegnieë Sertifikaat, Deel II (N2)	
Groep 2	
1. Standaard 8 (gewone kursus), met erkenning vir vier vakke op die peil van standaard 9 (gewone kursus), met Wiskunde en Wetenskap of die betrokke ambagsteorie en Werkwinkelpraktik as twee van die slaagvakke	6,75
2. Standaard 9 (gewone kursus), met Wiskunde	
3. Standaard 9 (praktiese kursus), met erkenning vir vier vakke op die peil van standaard 10 (praktiese kursus), of gelykwaardige erkennings, met Wiskunde en Wetenskap of die betrokke Ambagsteorie en Werkwinkelpraktik as twee van die slaagvakke	
4. Standaard 10 (gewone kursus), sonder Wiskunde	
5. Standaard 10 (praktiese kursus), met Wiskunde	
6. Nasionale Tegnieë Sertifikaat, Deel II (N2), met die betrokke Ambagsteorie	

20 per cent if the major apprentice is 23 years of age;

22,5 per cent if the major apprentice is 24 years of age;

25 per cent if the major apprentice is 25 years of age;

27,5 per cent if the major apprentice is 26 years of age or older;

Provided that the total remuneration calculated in accordance with the above percentages, together with any supplementary wage payable in terms of subclause (3) (a), need not exceed the wage prescribed in the Agreement of the Industrial Council for the Tyre and Rubber Manufacturing Industry, Eastern Province, in respect of work classified under the maximum scheduled rate for artisans.

(2) If an employer and a prospective major apprentice agree, before entering into a contract of apprenticeship, that wages shall be paid at rates higher than those prescribed in subclause (1), such higher rates of wages shall be recorded in the contract and shall be paid to the apprentice.

(3) (a) An employer shall increase the wage prescribed in this clause in respect of every apprentice, other than an apprentice whose period of apprenticeship has been extended in terms of clause 6 (3), who is in possession of or obtains any of the educational qualifications scheduled hereunder, or equivalents, by an amount not less than that indicated in the Schedule.

SCHEDULE

Educational qualifications obtained prior to or during apprenticeship	Per week R
Group 1 - Standard 7 (ordinary course), with Standard 8 (ordinary course) credits in four subjects, with Mathematics and Science or relevant Trade Theory and Workshop Practice as two subjects of success - Standard 8 (ordinary course), with relevant Workshop Practice and Trade Theory or Mathematics as one subject of success - Standard 8 (practical course), with Standard 9 (practical course) credits in four subjects, with Mathematics and Science or relevant Trade Theory and Workshop Practice as two subjects of success - Standard 9 (ordinary course), without Mathematics - Standard 9 (practical course), with Mathematics - Standard 10 (practical course), without Mathematics - National Technical Certificate, Part I (N1), with relevant Trade Theory - Pass in relevant Trade Theory at National Technical Certificate, Part II (N2), level	2,70
Group 2 - Standard 8 (ordinary course), with Standard 9 (ordinary course) credits in four subjects, with Mathematics and Science or relevant Trade Theory and Workshop Practice as two subjects of success - Standard 9 (ordinary course), with Mathematics - Standard 9 (practical course), with Standard 10 (practical course) or equivalent credits in four subjects, with Mathematics and Science or relevant Trade Theory and Workshop Practice as two subjects of success - Standard 10 (ordinary course), without Mathematics - Standard 10 (practical course), with Mathematics - National Technical Certificate, Part II (N2), with relevant Trade Theory	6,75

Opvoedkundige kwalifikasies verwerf voor of gedurende vakleerlingskap	Per week R	Educational qualifications obtained prior to or during apprenticeship	Per week R
Groep 3 1. Standard 9 (gewone kursus), met erkenning vir vier vakke op die peil van standard 10 (gewone kursus), of gelykwaardige erkennings, met Wiskunde en Wetenskap of die betrokke Ambagsteorie en Werkwinkelpraktyk as twee van die slaagvakke 2. Standard 10 (gewone kursus), met Wiskunde 3. Nasionale Tegniëse Sertifikaat, Deel III (N3), met die betrokke Ambagsteorie	8,10	Group 3 1. Standard 9 (ordinary course), with Standard 10 (ordinary course) equivalent credits in four subjects, with Mathematics and Science or relevant Trade Theory and Workshop Practice as two subjects of success 2. Standard 10 (ordinary course), with Mathematics 3. National Technical Certificate, Part III (N3), with relevant Trade Theory	8,10
Groep 4 1. Vier vakke van die Nasionale Sertifikaat of die Diploma vir Tegnici, op N4-peil 2. Deel A van die Nasionale Diploma vir Tegnici 3. Gedeeltelike B.Sc. (in twee vakke geslaag) 4. Nasionale Tegniëse Sertifikaat, Deel IV (N4)	9,45	Group 4 1. Four subjects of the National Certificate or Diploma for Technicians at N4 level 2. Part A of the National Diploma for Technicians 3. Part B.Sc. (pass in two subjects) 4. National Technical Certificate, Part IV (N4)	9,45
Groep 5 1. Vier vakke van die Nasionale Sertifikaat of die Diploma vir Tegnici, op N5-peil 2. Deel B van die Nasionale Diploma vir Tegnici 3. Gedeeltelike B.Sc. (in vier vakke geslaag) 4. Nasionale Tegniëse Sertifikaat, Deel V (N5)	11,70	Group 5 1. Four subjects of the National Certificate or Diploma for Technicians at N5 level 2. Part B of the National Diploma for Technicians 3. Part B.Sc. (pass in four subjects) 4. National Technical Certificate, Part V (N5)	11,70
Groep 6 1. Nasionale Tegniëse Diploma of Nasionale Sertifikaat vir Tegnici 2. Vier vakke van die Nasionale Diploma vir Tegnici, op N6-peil 3. Deel C van die Nasionale Diploma vir Tegnici 4. Gedeeltelike B.Sc. (in ses vakke geslaag)	13,95	Group 6 1. National Technical Diploma or National Certificate for Technicians 2. Four subjects of the National Diploma for Technicians, at N6 level 3. Part C of the National Diploma for Technicians 4. Part B.Sc. (pass in six subjects)	13,95
Groep 7 Hoër Nasionale Sertifikaat vir Tegnici	16,65	Group 7 National Higher Certificate for Technicians	16,65
Groep 8 Nasionale Tegniëse Diploma	20,25	Group 8 National Technical Diploma	20,25

(b) Die bedrae in paragraaf (a) van hierdie subklousule voorgeskryf, is nie kumulatief nie maar is betaalbaar ten opsigte van slegs een, te wete die hoogste sertifikaat of diploma wat verwerf is. Enige bedrag waarop 'n vakleerling ingevolge genoemde paragraaf geregtig is, moet, waar die betrokke sertifikaat of diploma gedurende sy leertyd verwerf word, betaal word vanaf die datum van uitreiking daarvan.

4. TEGNIESE STUDIES

(1) 'n Vakleerling wat nie reeds ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek is, in besit is van een van die sertifikate in subklousule (2) van hierdie klousule voorgeskryf, of een van die alternatiewe kwalifikasies in die voorbehoudsbepaling van die betrokke subklousule voorgeskryf nie, moet tegniëse klasse bywoon wat op sodanige ambag betrekking het en ooreenkom met die leerplanne voorgeskryf vir die Nasionale Tegniëse Sertifikaat, Dele I en II (N1 en N2), of 'n gelykwaardige tegniëse sertifikaat, en sodanige klasse moet bygewoon word by 'n tegniëse inrigting wat deur die Departement van Mannekrag bepaal word: Met dien verstande dat waar daar geen fasiliteite beskikbaar is nie vir die bywoning van klasse in 'n kursus of 'n gedeelte daarvan binne 20 km vanaf die vakleerling se woning of binne 20 km vanaf sy werkplek waar daar van hom vereis word om klasse gedurende sy gewone werkure by te woon, hy in plaas van sodanige bywoning 'n korrespondensiekursus kan volg wat deur die Technikon, RSA, Johannesburg, vir genoemde kursus of gedeelte daarvan aangebied word.

(b) The amounts prescribed in terms of paragraph (a) of this subclause shall not be cumulative but shall be payable in respect of only one, i.e. the highest certificate or diploma obtained. Any amount to which an apprentice is entitled in terms of the said paragraph shall, where the relevant certificate or diploma is obtained during his apprenticeship, be payable as from the date of issue thereof.

4. TECHNICAL STUDIES

(1) An apprentice who is not already in possession of one of the certificates prescribed in subclause (2) of this clause in subjects relevant to the trade in which he is indentured, or of one of the alternative qualifications referred to in the proviso to that subclause, shall attend technical classes relevant to such trade and in accordance with the syllabuses prescribed for the National Technical Certificate, Parts I and II (N1 and N2), or equivalent technical certificate, and shall attend such classes at a technical institution determined by the Department of Manpower: Provided that where facilities for class attendance of any course or part thereof do not exist within 20 km of apprentice's residence or within 20 km of his place of work where attendance is required of him during ordinary working hours, he may, in lieu of class attendance, take a correspondence course conducted by the RSA Technikon, Johannesburg, for the said course or part thereof.

(2) 'n Vakleerling moet tegniese klasse bywoon of 'n korrespondensiekursus volg totdat hy die Nasionale Tegniese Sertifikaat, Deel II (N2), of 'n gelykwaardige tegniese sertifikaat verwerf het: Met dien verstande dat 'n vakleerling wat in die eksamen vir een van genoemde sertifikate druipeer maar wel op N2-peil slaag in die Ambagsteorie wat betrekking het op die ambag waarvoor hy ingeboek is, nie verdere klasse hoef by te woon of verdere korrespondensiekursusse hoef te volg nie, na gelang van die geval.

(3) (a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus bestaan, moet 'n vakleerling sodanige klasse op vyf dae van die week gedurende sy gewone werkure bywoon vir die duur van die eerste volledige kursus wat hy, behalwe in die geval van afwesigheid van die aard in subklousule (6) genoem, in staat is om by te woon.

(b) Waar fasiliteite van die aard in paragraaf (a) genoem, nie bestaan nie, moet 'n vakleerling binne 30 dae na die datum van registrasie van sy kontrak, of, as hy op daardie datum militêre diens doen, binne 30 dae na sy terugkeer van sodanige diens hom vir klasbywoning by die betrokke tegniese inrigting laat inskryf en klasse begin bywoon op 'n datum deur die betrokke inrigting bepaal. Sodanige bywoning moet vir een akademiese jaar geskied gedurende die vakleerling se gewone werkure, so ná doenlik, vir—

(i) of agt uur op een dag per week;

(ii) of vier uur op elk van twee dae per week:

Met dien verstande dat bywoning in geen geval tot later as 19h15 mag duur nie.

(c) Verpligte bywoning van klasse nadat 'n vakleerling aan die vereistes van paragraaf (a) of (b) voldoen het, moet buite die gewone werkure geskied: Met dien verstande dat, as die vakleerling die groepsertifikaat verwerk, d.w.s. 'n slaagsyfer in die betrokke ambagsteorie en in minstens twee ander vakke wat deel uitmaak van die eksamen wat hy afgelê het, hy geregtig is om voort te gaan om klasse gedurende gewone werkure by te woon op die grondslag voorgeskryf in paragraaf (a) of (b), na gelang van die geval.

(d) 'n Werkgewer mag nie van 'n vakleerling wat klasse ingevolge paragraaf (a) bywoon, vereis dat hy hom vir die duur van sodanige kursus vir werk aanmeld nie.

(4) 'n Vakleerling wat 'n korrespondensiekursus ingevolge subklousules (1) en (2) volg, moet, waar die Registrateur van Mannekragopleiding 'n studieplek vir sodanige korrespondensiekursus bepaal het, by sodanige plek studeer, en subklousule (3) is *mutatis mutandis* op sodanige vakleerling van toepassing.

(5) Ondanks subklousule (2) mag daar nie van 'n vakleerling vereis word om verdere klasse by te woon of verder korrespondensiekursusse te volg nie, na gelang van die geval, indien hy, nadat hy 'n aaneenlopende studiekursus bygewoon het, of nadat hy twee jaar lank klasse bygewoon of 'n korrespondensiekursus gevolg het, of na 'n kombinasie van klasbywoning en korrespondensiekursusstudies vir altesaam twee jaar, nie die sertifikaat verwerf het waarvoor hy ten tyde van die aanvang van sy tegniese studies ingeskryf het nie.

(6) Van 'n vakleerling wat, as gevolg van afwesigheid vir militêre diens ingevolge die Verdedigingswet, 1957, nie in staat is om tegniese klasse vir die duur van 'n aaneenlopende studiekursus by te woon of om tegniese klasse of 'n korrespondensiekursus vir minstens die helfte van 'n akademiese jaar by te woon of te volg nie, na gelang van die geval, mag daar nie vereis word om sy studies gedurende sodanige jaar voort te sit nie.

(7) Subklousules (3) en (4) is *mutatis mutandis* van toepassing op 'n vakleerling wat aan subklousule (2) voldoen het of wat reeds in besit is van 'n hoër tegniese kwalifikasie en wat sy studies in verband met die ambag waarvoor hy ingeboek is, vrywillig voortsit.

(2) An apprentice shall attend technical classes or take a correspondence course until he obtains the National Technical Certificate, Part II (N2), or equivalent technical certificate: Provided that an apprentice who fails in the examination for one of the said certificates but obtains a pass in Trade Theory relevant to the trade in which he is indentured at N2 level shall not be required to attend further classes or take further correspondence courses, as the case may be.

(3) (a) Where facilities for technical class attendance by continuous course of study exist, an apprentice shall attend such classes on five days per week during his ordinary hours of work for the duration of the first complete course which, but for absence of the nature referred to in subclause (6), he is able to attend.

(b) Where facilities of the nature referred to in paragraph (a) do not exist, an apprentice shall, within 30 days of the date of registration of his contract, or, if he is at that date undergoing military service, within 30 days of his return from such service, enrol for class attendance at the technical institution concerned and shall commence attendance on a date to be determined by the said institution. Such attendance shall be for one academic year during the apprentice's ordinary hours of work, as nearly as practicable either—

(i) for eight hours on one day per week; or

(ii) for four hours on each of two days per week:

Provided that in neither case shall attendance extend beyond 19h15.

(c) Compulsory attendance of classes after an apprentice has complied with the requirements of paragraph (a) or (b), shall be outside working hours: Provided that if the apprentice obtains the group certificate, i.e. a pass in the relevant trade theory and at least two other subjects which form part of the examination written by him, he shall be entitled to continue to attend classes during ordinary working hours on the basis prescribed in paragraph (a) or (b), as the case may be.

(d) An apprentice who attends classes in terms of paragraph (a) shall, for the duration of such course, not be required by his employer to report for work.

(4) An apprentice taking a correspondence course in terms of subclauses (1) and (2) shall, where the Registrar of Manpower Training has determined a place for the study of such correspondence course, study at such place and the provisions of subclause (3) shall *mutatis mutandis* apply to such apprentice.

(5) Notwithstanding subclause (2), an apprentice who after attending a continuous course of study or after two years' class attendance or after taking a correspondence course for two years or after a combination of class attendance and correspondence studies for two years in the aggregate, has not obtained the certificate for which he was enrolled at the time of commencement of his technical studies, shall not be required to attend any further classes or take a further correspondence course, as the case may be.

(6) An apprentice who because of absence on military service in terms of the Defence Act, 1957, is unable to attend technical classes for the duration of a continuous course of study or to attend technical classes or take a correspondence course for at least an academic year, as the case may be, shall not be required to pursue his studies during such year.

(7) The provisions of subclause (3) and (4) shall *mutatis mutandis* apply to an apprentice who has complied with the provisions of subclause (2) or who is already in possession of a higher technical qualification and voluntarily pursues his studies relevant to the trade in which he is indentured.

5. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE

'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursus- en eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word of wat ooreenkomstig klousule 4 (7) verkies om klasse by te woon of korrespondensiekursusse te volg of om vir 'n eksamen in te skryf, en hy kan die bedrag aldus voorgeskiet van die loon van die vakleerling aftrek in gelyke weeklikse paaimente gedurende 'n tydperk van 12 maande vanaf die datum waarop die eksamenuitslae gepubliseer word: Met dien verstande dat—

(i) indien die vakleerling in 'n eksamen die sertifikaat verwerf waarvoor hy ingeskryf het, die bedrag wat aan die tegniese inrigting voorgeskiet is ten opsigte van klas- of kursus- en eksamengelde vir daardie eksamen nie deur die werkgewer afgetrek mag word nie;

(ii) indien die vakleerling nie daarin slaag om die sertifikaat in (i) gemeld, te verwerf nie, die aftrekking van klas- of kursus- en eksamengelde vir die eksamen slegs gedoen hoef te word ten opsigte van die vakke waarin die vakleerling in daardie eksamen gedruip het, tensy hy minstens 90 persent van die moontlike getal klasse bygewoon het of, in die geval van 'n korrespondensiekursus, minstens 90 persent van die volle getal vraestelle gedurende daardie kalenderjaar voltooi het, in welke geval daar geen aftrekking ten opsigte van klas- of kursuselde, na gelang van die geval, gemaak mag word nie.

6. AMBAGSTOETSE

(1) 'n Vakleerling moet so kort doenlik voor die einde van die derde jaar van sy leertyd 'n kwalifiserende ambagstoets wat deur die Departement van Mannekrag afgeneem word, aflê in die praktyk van die ambag waarvoor hy ingeboek is.

(2) 'n Vakleerling wat op die peil van die Nasionale Tegniese Sertifikaat, Deel II (N2), of op 'n gelykwaardige of hoër peil geslaag het in die teorie van die ambag waarvoor hy ingeboek is, of wat die Nasionale Tegniese Sertifikaat, Deel II (N2), of 'n gelykwaardige of hoër kwalifikasie behaal het in vakke wat op sy ambag betrekking het, kan vrywillig 'n kwalifiserende ambagstoets aflê nadat hy 93 weke praktiese opleiding, uitgesonderd teoretiese studies aan 'n tegniese kollege, voltooi het. 'n Verdere vrywillige kwalifiserende toets of toetse kan afgelê word op 'n datum of datums wat deur die Departement van mannekrag bepaal word.

(3) Die leertyd van 'n vakleerling wat nie voor of aan die einde van die derde jaar van sy leertyd in 'n ambagstoets ingevolge subklousule (1) of (2) geslaag het of slaag nie, moet met 'n tydperk van 12 maande verleng word: Met dien verstande dat die vakleerling, of hy in besit is van die kwalifikasie wat in subklousule (2) vermeld word of nie, gedurende sodanige verlengde tydperk vrywillig 'n kwalifiserende ambagstoets of -toetse kan aflê op 'n datum of datums wat deur die Departement van Mannekrag bepaal word.

(4) 'n Bedrag, soos voorgeskryf, is deur 'n vakleerling betaalbaar ten opsigte van die tweede of enige daaropvolgende ambagstoets wat op 'n vrywillige grondslag ingevolge hierdie klousule afgelê word.

(5) 'n Werkgewer moet aan 'n vakleerling wat 'n ambagstoets ingevolge hierdie klousule aflê, ten opsigte van die tyd wat in verband met een vrywillige toets en die verpligte toets in beslag geneem word, sy gewone loon betaal ten opsigte van sodanige afwesigheid van sy werk.

(6) 'n Tydperk van afwesigheid van werk vir die doel om 'n ambagstoets ingevolge hierdie klousule af te lê, word vir die toepassing van artikel 21 van die Wet nie geag afwesigheid van werk te wees nie.

5. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES

An employer shall advance to the technical institution concerned the class or course fees and the examination fees payable by an apprentice who is required or who in terms of clause 4 (7) elects, to attend any classes or take a correspondence course or to enter for any examination, and may deduct the amount so advanced from the wages of the apprentice in equal weekly instalments during the period of 12 months from the date on which the results of the examination are published: Provided that—

(i) if, at an examination, the apprentice obtains the certificate for which he had entered, the amount advanced to the technical institution in respect of class or course fees and examination fees for that examination shall not be deducted by the employer;

(ii) if the apprentice fails to obtain the certificate mentioned in (i), the deduction of class or course fees and examination fees for the examination may be made only in respect of those subjects in which the apprentice failed at the examination unless he attended at least 90 per cent of the possible number of classes or, in the case of a correspondence course completed at least 90 per cent of the full number of papers during that calendar year, in which case no deduction may be made in respect of class or course fees, as the case may be.

6. TRADE TESTS

(1) An apprentice shall undergo a qualifying trade test, conducted by the Department of Manpower as shortly as practicable before the end of the third year of his period of apprenticeship, in the practice of the trade in which he is indentured.

(2) An apprentice who has obtained a pass at National Technical Certificate, Part II (N2), or equivalent or higher level in the Theory of the Trade in which he is indentured, or who has obtained the National Technical Certificate, Part II (N2), or equivalent or higher qualification in subjects related to his trade, may voluntarily undergo a qualifying trade test after he has completed 93 week of practical training, excluding theoretical studies at a technical college. A further voluntary qualifying test or tests may be undertaken on a date or dates to be determined by the Department of Manpower.

(3) The period of apprenticeship of an apprentice who has not passed or does not pass a trade test in terms of subclause (1) or (2) before or at the end of the third year of his period of apprenticeship, shall be extended by a period of 12 months: Provided that during such extended period the apprentice may, whether or not he is in possession of the qualification referred to in subclause (2), voluntarily undergo a qualifying trade test or tests on a date or dates to be determined by the Department of Manpower.

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

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

(6) A period of absence from work for the purpose of undergoing a trade test in terms of this clause shall not be deemed to be absence from work for the purpose of section 21 of the Act.

7. NAGWERK

(1) Uitgesonderd in gevalle waar vrystelling deur die betrokke nywerheidsraad verleen is, mag geen vakleerling onder die ouderdom van 18 jaar nagwerk doen nie. "Nagwerk" beteken werk wat verrig word tydens 'n gereelde skof waarvan enige gedeelte tussen 18h00 op een dag en 06h30 op die volgende dag val.

(2) Hierdie bepaling raak nie die Ooreenkoms van die Nywerheidsraad vir die Buiteband- en Rubberywerheid betreffende oortydens en nagwerk wat van toepassing mag wees en wat nie onbestaanbaar hiermee is nie, nóg stel dit so 'n voorwaarde tersyde.

8. OPLEIDINGSKURSUSSE

'n Werkgewer moet 'n vakleerling praktiese opleiding gee volgens die Bylae hieronder. 'n Vakleerling moet sover doenlik opgelei word onder die gereelde toesig van 'n vakman wat bevoeg is om hom in die ambag op te lei.

7. NIGHT WORK

(1) Except in cases where exemption has been granted by the Industrial Council concerned, no apprentice who is under the age of 18 years shall be employed on night work. "Night work" means work performed on a regular shift, any portion of which falls between 18h00 on one day and 06h30 on the next.

(2) This provision shall not prevail over, or effect the operation of, any condition in the Industrial Council Agreement for the Tyre and Rubber Manufacturing Industry relating to overtime and night work which may be applicable and which is not inconsistent herewith.

8. COURSES OF TRAINING

An employer shall provide an apprentice with practical training in accordance with the Schedule below. An apprentice shall, as far as practicable, be trained under the regular supervision of a journeyman, qualified to train him in the trade.

BYLAE

Logboek-simbool	Soort werk	Praktiese opleiding	Getal ure aanbeveel vir onderrig in elke soort werk
		1.	
		AMBAG: ELEKTRISIËN (INGENIEURSWESE) (1)	
1	Veiligheid	Basiese veiligheidsmaatreëls van toepassing in die ambag en wat die hele leertyd deur nagekom moet word, met besondere aandag aan die veilige hantering en versorging van handgereedskap, skadelike en vlambare gasse, vloeistowwe en gasse onder druk, warm en gesmelte metaal, elektriese installasies, masjienbeveiliging, masjien- en drukluggereedskap, bewegende en oorhoofse masjinerie, slypwiele en die gebruik van draagbare brandblussers. Behandeling vir elektriese skok	45
2	Basiese hand- en werk-winkelgereedskap	Die versorging en gebruik van gereedskap. Die maak van werkstukke en/of onderdele met gebruikmaking van die tegnieke kap, boor, vyl, ruim, saag, moerdraadsny en skroefdraadsny. Gereedskap skerpmaak. Wiele van draagbare slypmasjiene bywerk, rond, nagaan en monteer	360
3	Afmerkwark	Van tekeninge af afmerk met gebruikmaking van afmerkgereedskap, bv. senterponse, verdeelpassers, liniale, kraspenne en winkelhake	45
4	Tekeninge, sketse en bane	Vryhandtekening en/of sketse maak van eenvoudige elektriese bane en meganiese onderdele. Tekeninge en skematiese en bedradingsdiagramme, met inbegrip van simbole, lees en begryp	180
5	Elektriese meetinstrumente	Die gebruik van elektriese meetinstrumente, bv. ammeters, brûe, ohmmeters, pulstoetsers en voltmeters. Lesings interpreteer en evalueer	90
6	Sweissoldeer-, soldeer- en sweiswerk	Sweissoldeer-, soldeer- en basiese elektriese en gassweiswerk, en die voorbereiding van onderdele daarvoor	225
7	Isolering	Die uitkenning, aanwending en werking van isoleermateriale en vernisse	90
8	Geleiers en kables	Die versorging, hantering, uitkenning en identifisering van verskillende soorte geleiers en kables wat algemeen in gebruik is	180
9	Montering, bedrading en installering	Die montering en bedrading van kontraktors, verdeel- en toevoerskakelborde, isoleerders, motorbeheertoerusting, aansitters en skakeltuig. Metodes om drade af te heg	1 350
10	Batterie en akkumulators	Batterie en akkumulators aansluit, laai en onderhou	45
11	Geleistamwerk	Geleistamme en geleistamstelsels maak, monteer en isoleer	270
12	WS- en GS-masjiene	WS- en GS-masjiene monteer en aansluit	360
13	Transformators	Transformators monteer en toets	360
14	Toetsing	Die toepassing en gebruik van elektriese meetinstrumente	360
15	Praktiese ondervinding en selfstandige werk	Klem op foutspeuring en herstelwerk. Hersiening en selfstandige werk	*
		<i>N.B.—Vakleerlinge wat spesiale aanleg toon, mag op vrywillige basis ondervinding in 'n tekenkantoor ontvang.</i>	

* Oorblywende leertydperk.

		2.	
		AMBAG: INSTRUMENTMEGANIKUS (INDUSTRIËLE INSTRUMENTASIE EN PROSESBEHEER) (3)	
1	Veiligheid	Basiese veiligheidsmaatreëls van toepassing in die ambag en wat in die praktyk gedurende die vakleerlingskap nagekom moet word, met besondere aandag aan die veilige hantering en versorging van handgereedskap, skadelike en vlambare gasse, vloeistowwe en gasse onder druk, warm en gesmelte metaal, elektriese installasies, masjienbeveiliging, masjien- en drukluggereedskap, slypwiele, bewegende en oorhoofse masjinerie en die gebruik van draagbare brandblussers. Mediese behandeling vir elektriese skok	45

Logboek-simbool	Soort werk	Praktiese opleiding	Getal ure aanbeveel vir onderrig in elke soort werk
2	Basiese hand- en werk-winkelgereedskap	Die versorging en gebruik van gereedskap. Die maak van werkstukke en/of komponente, met gebruikmaking van die tegnieke kap, boor, vyl, ruim, saag, moerdraadsny en skroefdraadsny. Skerpmaak van gereedskap. Bywerk, rond en nagaan van wiele op slypmasjiene	180
3	Afdrukwerk	Van tekeninge af afmerk, met gebruikmaking van afmerkgereedskap, bv. senterponse, verdeelpassers, liniale, knuspenne, en winkelhake. (Sketsing van skematiese diagramme, insluitend simbole.)	45
4	Tekeninge, sketse en diagramme	Die maak van tekening en/of sketse van stroombane en meganiese dele. Die lees en begryp van tekeninge en skematiese diagramme, insluitend simbole	180
5	Onderhoud van instrumente	Skoonmaak en kalibreer van temperatuurregisterder/beheerder—Taylor 76J en 251; aanwys-/beheertoestel—Taylor 440R; temperatuur/vogtigheidsregisterder/beheerder—Taylor 251 en Honeywell; temperatuurregisterder/beheerder 90J ontvanger; temperatuurvoortplanter 90J; druksender op 'n traagassstelselverminderingstasie (210 T-211T); drukverminderingstasiebeheerder—Fisher 4160; Taylor-vormgewingsbeheerder; manometertoetspeilbeheer. Foutspeuring, skoonmaak en/of kalibrering van druklugversender-toetspeilbeheerder—Fisher-toetspeil troiliet 2500R-249; Taylor 212T, 213T differensiële druksender. Skoonmaak, herstel, verstel of vervang van Taylor-digitalestelprogrammeerder, Model 420R en 422R. Visuele en handinspeksie van vloeiwysers op 'n hoëtemperatuurwarmwaterpersmasjiene—Wallace en Teiman Model 5120. Inspekteer, onderhou, toets, verwyder en vervang vloeie- en temperatuurregisterders, beheerders en wysers	1 350
6	Pyppassing	Die installering van toevoerpype vanaf die hoofpyp deur gebruikmaking van koperpype met drukpassings	1 080
7	Praktiese ondervinding en selfstandige werk	Hersiening en selfstandige werk N.B.—Vakleerlinge wat spesiale aanleg toon, mag op vrywillige basis ondervinding in 'n tekenkantoor ontvang	*

* Oorblywende leertydperk.

3. AMBAG: MASJENPASSER (INSLUITENDE HIDROULIKA) (4)			
1	Veiligheid	Veiligheidsmaatreëls van toepassing in die ambag	45
2	Versorging en gebruik van benodigdhede	Die versorging en gebruik van handgereedskap	450
3	Tekeninge	Die lees en die toepassing van tekeninge in die ambag. Die versorging en gebruik van afmerk- en meetinstrumente	180
4	Handwerk	Die vervaardiging, met die hand, van akkurate werkstukke vanaf tekening vir meganiese toepassing deur gebruikmaking van die tegniek vyl, kap, saag, skroefdraad- en moerdraadsny, skraap, ruim en boor. Pas van komponente. Die versorging en gebruik van sny- en vorminggereedskap. Die slyp van bore en snygereedskap	450
5	Draaibankwerk	Die bediening van senterdraaibanke, freesmasjiene en sterkarmskaafmasjiene. Die korrekte gebruik van snelhede en toevoersnelhede vir verskillende materiale en werk-saamhede	540
6	Fisiese eienskappe van metale	Die kennis van fisiese eienskappe van verskillende metale	90
7	Praktiese ondervinding van pas	Algemene praktiese ondervinding van pas, insluitende montering	180
8	Herstel- en onderhoudswerk	Die herstel en onderhoud van masjinerie en toerusting	180
9	Hittebehandeling	Grondbeginsels van hittebehandeling	45
10	Sweiswerk	Grondbeginsels van boog- en gassweiswerk, sagsoldering, silwersoldering en sweissoldering	90
11	Hidroulika en druklugkunde	Grondbeginsels van hidroulika, druklugkunde en smering. Die gebruik en versorging van hidrouliese en drukluggereedskap. Die herstel en onderhoud van hidrouliese en drukluggereedskap. Die lees en interpretering van hidrouliese, druklug- en basiese elektriese tekeninge, diagramme en bane. Toetsing, foutspeuring en herstel van alle tipe meganiese en hidrouliese installerings	450
12	Hersiening	Hersiening en selfstandige werk N.B.—Vakleerlinge met 'n besondere aanleg mag op 'n vrywillige basis ondervinding in die tekenkantoor ontvang	*

* Oorblywende leertydperk.

4. AMBAG: PASSER EN DRAAIER (2)			
1	Veiligheid	Basiese veiligheidsmaatreëls van toepassing in die ambag en wat die hele leertyd deur nagekom moet word, met besondere aandag aan die veilige hantering en versorging van handgereedskap, skadelike en vlambare gasse, vloeistowwe en gasse onder druk, warm en gesmelte metaal, elektriese installasies, masjieneveiliging, masjiene- en drukluggereedskap, slypwiele, bewegende en oorhoofse masjinerie en die gebruik van draagbare brandblussers. Behandeling vir elektriese skok	45
2	Basiese hand- en werk-winkelgereedskap	Die versorging en gebruik van gereedskap. Die maak van werkstukke en komponente deur gebruik te maak van die tegnieke kap, boor, vyl, ruim, saag, skraap, moerdraadsny en skroefdraadsny. Snygereedskap skerpmaak. Die keuse en gebruik van smeermiddels en snymengsels. Wiele van draagbare slypmasjiene bywerk, rond, nagaan en monteer. Die gebruik van gassweisuitrusting vir verhitingsdoeleindes	450

Logboek-simbool	Soort werk	Praktiese opleiding	Getal ure aanbeveel vir onderrig in elke soort werk
3	Afmerkwark	Van tekeninge en/of monsters af afmerk, deur gebruik te maak van afmerkgereedskap, bv. hoekplate, flesdomkragte, senterponse, verdeelpassers, afmerktafels, gradeboë, liniale, kraspenne, winkelhake, krasblokke en V-blokke. Die gebruik van meetinstrumente en meters	180
4	Tekeninge en sketse	Die maak van tekeninge en/of sketse. Tekeninge lees en begryp	180
5	Koppelingen	Die montering, rigting, foutdiagnosering en onderhoud van verskillende soorte koppelingen, bv. buigsame, selfriggende en soliede koppelingen	90
6	Pas van spy en sluittoestelle	Die pas van spy en komponente, bv. parallel- en neusspye, sluitplate, sluitmoere, splitpenne, tappenne en ander sluittoestelle. Die pas van busse, penne en asse	180
7	Aandrywings	Die inspeksie, foutdiagnosering, herstel en onderhoud van verskillende soorte aandrywings, bv. bandketting- en rataandrywings	180
8	Laers en busse	Die skraap, installering en pas van laers en busse. Laers en boklaers rig. Oliegroewe uitsny en oliegate uitboor	180
9	Die installering van masjinerie	Die installering, waterpas maak en in lyn bring van masjiene en masjienonderdele, motore en ratkaste, volgens spesifikasies	225
10	Samestelling	Die montering van koeël- en rollaers, koppelingen, ratte, voerings en wiele. Die rig van koppelingen, ratte, ratkaste, motore en asse, met inbegrip van die gebruik van pasboute, seëls en pakstukke. Die installering van as- en dryfassamestelling volgens tekenspesifikasies	180
11	Smering	Foutdiagnosering en onderhoud van smerstelsels, met gebruikmaking van verskillende metodes, bv. spat-, val- of druktoevoersmering	90
12	Remme en koppelaars	Foutdiagnosering en onderhoud van rem- en koppelaarsamestelling en die versiening en stel van remme en koppelaars	135
13	Senterdraaibankwerk en/of die opstel van masjiene en gereedskap	Die keuse en gebruik van korrekte snelhede en toevoersnelhede. Die gebruik van gepunte en snelbeitels. Werkstukke opstel volgens die hartlyne, buitendiameters, boring en vlak van werkstukke. Die stel van draaibankbeitels. Draai-, vlak- en afsteekwerk. Voordraai- en afwerksnye. Binne- en buite-enkel-, V-, regs- en linksdraadsnywerk. Die draai van werkstukke tussen senters, met gebruikmaking van teëhouers. Die opstel van masjiene en gereedskap soos van toepassing in die ambag	540
14	Praktiese ondervinding en selfstandige werk en/of gereedskapopstelwerk	Insluitende die beperkte gebruik van masjiene eie aan hierdie ambag waar die nodige fasiliteite bestaan, bv. vertikale draai- en boorbanke, rewolwerdraaibanke, skaaf-, getalbeheerde sterkarmskaaf- en gleufmasjiene. Masjiene en gereedskap opstel soos van toepassing in die ambag, indien geriewe bestaan. Hersiening en selfstandig werk <i>N.B.—Vakleerlinge met a besondere aanleg mag op 'n vrywillige basis ondervinding in die tekenkantoor ontvang.</i>	*

* Oorblywende leertydperk.

5. AMBAG: SWEISER (6)			
1	Veiligheid	Basiese veiligheidsmaatreëls van toepassing in die ambag en wat die hele leertyd deur nagekom moet word, met besondere aandag aan die veilige hantering en versorging van handgereedskap, skadelike en vlambare gasse, vloeistowwe en gasse onder druk, warm en gesmelte metaal, elektriese installasies, masjienbeveiliging, masjien- en drukluggereedskap, slypwiele, bewegende en oorhoofse masjinerie en die gebruik van draagbare brandblussers. Voorsorgmaatreëls by die hantering en gebruik van suurstof- en oksiasietileenutrusting en werkafskerming. Die verwydering van vlambare materiaal waar snyprosesse uitgevoer word en versigtigheid waar daar in beperkte ruimtes gewerk word. Behandeling vir elektriese skok	90
2	Basiese hand- en werk-winkelgereedskap	Die versorging en gebruik van gereedskap. Die maak van werkstukke en/of onderdele, met gebruikmaking van die tegnieke kap, boor, vyl en saag. Snygereedskap skerpmaak. Wiele van draagbare slypmasjiene bywerk, rond, nagaan en monteer	180
3	Af-/Uitmerkwark	Af-/Uitmerkwark, met gebruikmaking van afmerkgereedskap, bv. senterponse, verdeelpassers, gradeboë, liniale, kraspenne, winkelhake en reihoute. Afmerk vanaf patrone wat vir profielsny gebruik word	90
4	Tekeninge en sketse	Tekeninge en/of sketse maak. Struktuur- en ingenieurstekeninge lees en begryp. Tekeninge begryp waar daar van sweissimbole gebruik gemaak word	90
5	Oksiasietileensweiswerk	Die gebruik, versorging en hantering van uitrusting en silinders. Uitrusting en regstellings aansluit. Die kies, versorging en skoonmaak van nossels. Die kies van sweisstawe en vloeimiddels. Die verskillende soorte sweispype. Korrekte voorbereiding van lasse. Ontspanningstegnieke. Die sweis van yster- en nie-ysterhoudende gietstukke, gefabriseerde stukke en pype. Voor- en naverhitting van werkstukke	630
6	Hegswearing	Die voorbereiding, opstel en hegswearing van verskillende soorte yster- en nie-ysterlasse, bv. stui-, hoek-, kant-, sponning- en oorslagsweisslasse in onderhandse, vertikale, horisontale en bohandse posisies	180
7	Sweissoldeerwerk	Yster- en nie-ysterhoudende metaal sweissoldeer, bv. aluminium, geelkoper, gietyster, koper, smeeyster, staal en weekstaal, insluitende oorslag- en/of sponninglasse	120
8	Snyprosesse	Die sny van reguit lyne, strale en profile met die hand. Verskillende artikels soos bv. hoekysters, U-yster, lasse, plate, klinknaelkoppe en asse met die hand sny. Die vlam en snyspoed vir masjiensnywerk stel. Die keuse van die nossels, suurstofdruk en snyspoed vir materiaal van verskillende diktes. Die sny van materiaal volgens patrone en tekeninge	90

Logboek-simbool	Soort werk	Praktiese opleiding	Getal ure aanbeveel vir onderrig in elke soort werk
9	Elektriese boogswaiswerk	Die voorbereiding, opstel en hegswaising van werkstukke. Sny en afskuinswerk. Yster- en nie-ystersweislasse maak, bv. stuike-, hoek-, kant-, sponning- en oorslagsweislasse in onderhandse, vertikale, horisontale en bohandse posisies. Die versorging, hanteering en stel van boogswaismasjiene en -uitrusting. Boë slaan en onderhou. 'n Reguit kraalsweissel uitsmelt. Boë stel volgens die korrekte lengte en loopspoed. Die kies van die korrekte kleur sweislense. Die kies, klassifisering en gebruik van die korrekte elektrodes. Die interpretering van gekodeerde sweisstelsels. Die uitkenning, beheer en voorkoming van kraakvorming en verwringing, deurdringingsgebrek, smeltversterking, groefseksies, blaasholtes en oksidering. Sweisvolgordes wanneer gekromde, ronde en plat oppervlakke opgebou word. Die sweis van yster- en nie-yster-gietsels, gefabriseerde stukke en pype. Ontspanning	1 875
10	Praktiese ondervinding en selfstandige werk	Insluitende afgeskermd gassweising van verskillende metale en allooie, bv. aluminium- en koperallooie, magnesium en vlek-vry staal, waar die nodige fasiliteite daarvoor bestaan. Hersiening en selfstandig werk <i>N.B.</i> —Vakleerlinge met 'n besondere aanleg mag op 'n vrywillige basis ondervinding in die tekenkantoor ontvang	*

* Oorblywende leertyd

6. AMBAG: PYPPASSER (5)			
1	Veiligheid	Veiligheidsmaatreëls van toepassing in die ambag	45
2	Gebruik en versorging van gereedskap	Die gebruik en versorging van handgereedskap en kraggereedskap	180
3	Bloudruk en diagramme	Die lees van bloudrukke van pypleidingdiagramme en die lees van simbole en skemas	180
4	Sweiswerk	Sweiswerktegnieke van toepassing in die ambag	90
5	Lugdruk	Kennis van lugdrukke. Foutspeuring in lugdruktoestelle	90
6	Voorkomende instandhouding	Voorkomende instandhouding van toepassing in die ambag	180
7	Industriële instrumentering	'n Kennis van die grondbeginsels van industriële instrumentering (uitsluitend elektroniese instrumentasie)	45
8	Kleppe	Uitken en uitsoek van die regte kleppe en uitrusting en hul gebruike vir die verskillende soorte diens benodig (temperatuur- en drukvermoë)	180
9	Praktiese pyppassing	Pypleidingbeginsels—verstaan van pypleidingsisteme. Die sny, skroefdraadsny, buig en ruim van pype deur gebruikmaking van handgereedskap en/of pypskroefdraadmasjiene. Die sny, installering en pas van metrieke pype. Die sny, installering en pas van koperpyp. Flensonderdele verbind. Die sny van pakkingsmateriaal	540
10	Basiese kennis van hidroulika en hidrouliese foutspeuring	Die installering, verwydering en herstel van hidrouliese installasies	270
11	Onderhouding van installasies en toebehore	Die installeer, verwyder, herstel en onderhoud van sperders, kleppe, filtreerders, reëlaars, ens.	450
12	Draaikoppelings	Die herstel van Barco-draaikoppelings. Die herstel van Deublin-draaikoppelings	90
13	Kraghuisonderhouding	Die onderhoud van die volgende kraghuisbenodighede: hittewisselaars, dienslyne, ontlugtingstank, droogmiddeltipe lugdroërs, droogverkoeler, brandstofstelsels, ens.	90
14	Verskillende installasies	Die installering en herstel van akkumulators, veiligheidskleppe, smeertoestelle, aandrywers en kleppe	90
15	Vorbereidings vir druktoetsing	Vorbereidings vir druktoetsing van houers	45
16	Skoonmaak met suur	Die skoonmaak, deur middel van sure, van hittewisselaars, watermantels, ens.	45
17	Vulkaniseringskontrolestelsel	Vertrou maak met die vulkaniseringskontrolestelsel van Bag-O-Matic en stoomkoepel-vulkaniseerders	45
18	Praktiese ondervinding en selfstandige werk	Hersiening en selfstandig werk <i>N.B.</i> —Vakleerlinge met 'n besondere aanleg mag op 'n vrywillige basis ondervinding in die tekenkantoor ontvang	*

* Oorblywende leertydperk

SCHEDULE

Log-book symbol	Class of work	Practical training	Recommended instruction time per class of work in hours
1. TRADE: ELECTRICIAN (ENGINEERING) (1)			
1	Safety	Basic safety precautions applicable in the trade to be practised throughout apprenticeship, with special reference to safe handling and care of hand tools, noxious and flammable gases, liquids and gases under pressure, hot and molten metal, electrical installations, machine protection, machine and pneumatic tools, moving and overhead machinery, grinding wheels and use of portable fire extinguishers. Treatment for electric shock	45
2	Basic hand and workshop tools	Care and use of tools. Making of workpieces and/or parts using techniques of chipping, drilling, filing reaming, sawing, crewing and tapping. Sharpening of tools. Dressing, truing, checking and mounting of wheels on portable grinding machines	360
3	Marking-off	Marking off from drawings, using marking-off tools, e.g. centre punches, dividers, rules, scribes and squares	45

Log-book symbol	Class of work	Practical training	Recommended instruction time per class of work in hours
4	Drawings, sketches and circuits	Making of free-hand drawings and/or sketches of simple electrical circuits and mechanical parts. Reading and understanding of drawings and schematic and wiring diagrams, including symbols	180
5	Electrical measuring instruments	Use of electrical measuring instruments, e.g. ammeters, bridges, ohmmeters, pulse testers and voltmeters. Interpretation and evaluation of readings	90
6	Brazing, soldering and welding	Brazing, soldering and basic electric and gas welding, and the preparation of parts therefor	225
7	Insulation	Recognition, application and working of insulating materials and varnishes	90
8	Conductors and cables	Care, handling, recognition and identification of various types of conductors and cables in common use	180
9	Assembly, wiring and installation	Assembly and wiring of contractors, distribution and supply switchboards, isolators, motor control gear, starters and switchgear. Methods of termination of wires	1 350
10	Batteries and accumulators	Connecting, charging and maintenance of batteries and accumulators	45
11	Busbars	Making, fitting and insulation of busbars and busbar systems	270
12	AC and DC machines	Assembly and connection of AC and DC machines	360
13	Transformers	Assembly and testing of transformers	360
14	Testing	Application and use of electrical measuring instruments	360
15	On the job experience and independent work	Emphasis on fault diagnosis and repairing. Revision and independent work	*

Note.—Apprentices showing special aptitude may receive drawing office experience on a voluntary basis

* Remaining period of apprenticeship.

2. TRADE: FITTER AND TURNER (4)			
1	Safety	Basic safety precautions applicable in the trade to be practiced throughout apprenticeship, with special reference to safe handling and care of hand tools, noxious and flammable gases, liquids and gases under pressure, hot and molten metal, electrical installations, machine protection, machine and pneumatic tools, grinding wheels, moving and overhead machinery and use of portable fire extinguisher. Treatment for electric shock	45
2	Basic hand and workshop tools	Care and use of tools. Making of workpieces and components, using the techniques of chipping, drilling, filing, reaming, sawing, scraping, screwing and tapping. Sharpening of cutting tools. Selection and use of lubricants and cutting compounds. Dressing, trueing, checking and mounting of wheels on grinding machines. Use of gas welding equipment for heating purposes	450
3	Marking-off	Marking off from drawings and/or samples, using marking-off tools, e.g. angle plates, bottle jacks, centre punch, dividers, marking-off tables, protractors, rules, scribes, squares, surface gauges and vee blocks. Use of measuring instruments and gauges	180
4	Drawings and sketches	Making of drawings and/or sketches. Reading and understanding of drawings	180
5	Couplings	Mounting, aligning, fault diagnosing and maintenance of different types of coupling, e.g. flexible, self-aligning and solid couplings	90
6	Fitting of keys and locking devices	Fitting of keys and components, e.g. parallel and gib head keys, locking plates, lock-nuts, split pins, dowels and other locking devices. Fitting of bushes, pins and shafts	180
7	Drives	Inspection, fault diagnosis, repair and maintenance of various types of drives, e.g. belt, chain and gear drives	180
8	Bearings and bushes	Scraping, installation and fitting of bearings and bushes. Aligning bearings and plummer blocks. Cutting of oil grooves and drilling of oil holes	180
9	Installation of machinery	Installation, levelling and lining up of machines and machine parts, motors and gear-boxes to drawing specifications	225
10	Assemblies	Mounting of ball and roller bearings, couplings, gears, sleeves and wheels. Aligning couplings, gears, gearboxes, motors and shafts, including the use of fitted bolts, seals and gaskets. Installation of shaft and axle assemblies according to drawing specifications	180
11	Lubrication	Fault diagnosis and maintenance of lubricating systems, using various methods, e.g. splash, gravity or forced feed	90
12	Brakes and clutches	Fault diagnosis and maintenance of brake and clutch assemblies and servicing and adjusting of brakes and clutches	135
13	Centre lathe turning and/or machine and tool setting	Selection and use of the correct speeds and feeds. Use of tipped and highspeed tools. Setting up of workpieces to centre lines, outside diameter, bore and face of workpieces. Setting of lathe tools. Turning, facing and parting off. Roughing and finishing cuts. Inside and outside screw cutting, single start, V-threads, right and left hand. Turning of workpieces between centres, using steadies. Machine and tool setting applicable to the trade	540
14	On the job experience and independent work and/or machine and tool setting	Including limited application of machines peculiar to this trade where facilities exist, e.g. boring mills, turret and capstan lathes, planing numerically controlled, shaping and slotting machines. Machine and tool setting applicable to the trade, where facilities exist. Revision and independent work	*

Note.—Apprentices showing special aptitude may receive drawing office experience on a voluntary basis.

* Remaining period of apprenticeship.

Log-book symbol	Class of work	Practical training	Recommended instruction time per class of work in hours
		3. TRADE: INSTRUMENT MECHANICIAN (INDUSTRIAL INSTRUMENTATION AND PROCESS CONTROL) (2)	
1	Safety	Basic safety precautions applicable in the trade to be practised throughout apprenticeship, with special reference to safe handling and care of hand tools, noxious and flammable gases, liquids and gas under pressure, hot and molten metal, electrical installations, machine protection, machine and pneumatic tools, grinding wheels, moving and overhead machinery and use of portable fire extinguishers. Treatment for electrical shock	45
2	Basic hand and workshop tools	Care and use of tools. Making of workpieces and/or parts using the techniques of chipping, drilling, filing, reaming, sawing, screwing and tapping. Sharpening of tools. Dressing, truing and checking of wheels on grinding machines	180
3	Marking-off	Marking off from drawings using marking-off tools, e.g. centre punches, dividers, rules, scribes and squares. (Sketching of schematic diagrams, including symbols.)	45
4	Drawings, sketches and diagrams	Making of drawings and/or sketches of circuits and mechanical parts. Reading and understanding of drawings and schematic diagrams, including symbols	180
5	Instrument maintenance	Clean and calibrate temperature recorder/controller—Taylor 76J and 251; indicating/controlling device—Taylor 440R; temperature/humidity recorder/controller—Taylor 251 and Honeywell; temperature recorder/controller—Taylor 90J receiver; temperature transmitter 90J; pressure transmitter on inert gas system reducing station (210T-211T); reducing station pressure controller—Fisher 4160; Taylor shaping controller; manometer type level control. Trouble-shoot, clean and/or calibrate pneumatic transmitter type level control—Fisher level control 2500R-249; Taylor 212T, 213T differential pressure transmitter. Clean, repair, time or replace Taylor digital set programmer Model 420R and 422R. Visually and manually inspect flow indicators on high temperature hot water press—Wallace and Teirman Model 5120. Inspect, maintain, test, remove and replace flow and temperature recorders, controllers and indicators	1 350
6	Piping	Install supply lines from headers using copper tubing with compression fittings	1 080
7	On the job experience and independent work	Revision and independent work	*
		<i>Note.</i> —Apprentices showing special aptitude may receive drawing office experience on a voluntary basis.	

* Remaining period of apprenticeship

		4. TRADE: MACHINE FITTING (INCLUDING HYDRAULICS) (3)	
1	Safety	Safety precautions applicable to the trade	45
2	Care and use of tools and equipment	Use and care of handtools	450
3	Drawings	Reading off drawings and application thereof in the trade. Care and use of marking-off and measuring instruments	180
4	Handwork	Handmaking of accurate workpieces from drawings for mechanical applications employing the techniques of filing, chipping, sawing, screwing and tapping, scraping, reaming and drilling. Fitting of components. Care and use of cutting and forming tools. Grinding of drills and cutting tools	450
5	Lathe work	Operation of centre lathe, milling machine and shaping machine. The correct use of feeds and speeds for different materials and operations	540
6	Physical properties of metals	Knowledge of physical properties of various metals	90
7	Fitting practice	General fitting practice including assembly	180
8	Repair and maintenance work	Repair and maintenance of machinery and equipment	180
9	Heat treatment	Fundamentals of heat treatment	45
10	Welding	Fundamentals of arc and gas welding, soft soldering, silver soldering, brazing	90
11	Hydraulics and pneumatics	Fundamentals of hydraulics, pneumatics and lubrication. Use and care of hydraulic and pneumatic equipment. Repair and maintenance of hydraulic and pneumatic equipment. Reading and interpretation of hydraulic pneumatic and basic electric drawings, diagrams and circuitry. Testing, fault finding and repairs of all types of mechanical and hydraulic installation	450
12	Revision	Revision and independent work	*
		<i>Note.</i> —Apprentices showing special aptitude may receive drawing office experience on a voluntary basis.	

* Remaining period of apprenticeship

		5. TRADE: PIPE FITTER (6)	
1	Safety	Safety precautions applicable to the trade	45
2	Use and care of tools	Use and care of handtools and powertools	180
3	Blueprint and diagrams	Blueprint reading of piping diagrams and reading schematics and symbols	180
4	Welding	Welding techniques applicable to the pipefitting trade	90
5	Pneumatics	Knowledge of pneumatics—pneumatic trouble-shooting	90
6	Preventive maintenance	Preventive maintenance applicable to the trade	180

Log-book symbol	Class of work	Practical training	Recommended instruction time per class of work in hours
7	Industrial instrumentation	Knowledge of fundamentals of industrial instrumentation (excluding electronic instrumentation)	45
8	Valves	Identification and selection of correct valves and equipment and their functions for the service required (temperature and pressure ratings)	180
9	Practical pipe fitting	Pipe fitting principles—understanding piping systems. Cutting, threading, bending and reaming of piping using handtools and/or pipe-threading machines. Cutting, installation and fitting of metric piping. Cutting, installation of fitting of copper pipe. Connect flanged fittings. Cut gasket material	540
10	Basic knowledge of hydraulics and hydraulics troubleshooting	Install, remove and repair hydraulic installations	270
11	Maintenance work of installation and equipment	Installation, removal, repairing and maintenance of traps, valves, strainers, regulators, etc.	450
12	Rotary joints	Repair of Barcc rotary joint. Repair of Deublin rotary joint	90
13	Power house maintenance	Maintain the following power house equipment: heat exchangers, service lines, deaeration tank, dessicant tyre airdryers, dry cooler, fuel systems, etc.	90
14	Various installations	Install and repair accumulators, safety valves, lubricators, actuators and valves	90
15	Prepare for pressure testing	Preparation for pressure testing of vessels	45
16	Acid cleaning	Acid cleaning of heat exchangers, water jackets, etc.	45
17	Curing control systems	Familiarisation with the curing control system of Bag-O-Matic and steamdone vulcanisers	45
18	Revision and experience	Revision and independent work <i>Note.</i> —Apprentices showing special aptitude may receive drawing office experience on a voluntary basis.	*

* Remaining period of apprenticeship.

6. TRADE: WELDER (5)			
1	Safety	Basic safety precautions applicable in the trade to be practised throughout apprenticeship, with special reference to safe handling and care of hand tools, noxious and flammable gases, liquids and gases under pressure, hot and molten metal, electrical installations, machine protection, machine and pneumatic tools, grinding wheels, moving and overhead machinery and use of portable fire extinguishers. Precautions when handling and using oxygen and oxy-acetylene equipment and screening of work. Removal of flammable materials where cutting processes are performed and care when working in confined spaces. Treatment for electrical shock	90
2	Basic hand and workshop tools	Care and use of tools. Making of workpieces and/or parts, using the techniques of chipping, drilling, filing and sawing. Sharpening of cutting tools. dressing, truing checking and mounting of wheels on portable grinding machines	180
3	Marking-off/out	Marking off/out, using marking-off tools, e.g. centre punches, dividers, protractors, rules, scribes, squares and straight edges. Marking off from templates used for profile cutting	90
4	Drawings and sketches	Making of drawings and/or sketches. Reading and interpretation of structural and engineering drawings. Understanding of drawings where welding symbols are used	90
5	Oxy-acetylene welding	Use, care and handling of equipment and cylinders. Connecting up equipment and adjustments. Selection, care and cleaning of nozzles. Selection of rods and fluxes. Various types of blow pipes. Correct joint preparation. Stress relieving. Welding of ferrous and non-ferrous casting, fabrications and pipes. Pre- and post-heating of workpieces	630
6	Tack welding	Preparation, setting up and tack welding of various types of ferrous and non-ferrous joints, e.g. butt, corner, edge, fillet and lap welds in downhand, vertical, horizontal and overhead positions	180
7	Brazing	Brazing of ferrous and non-ferrous metal e.g. aluminium, brass, cast iron, copper, malleable iron, steel and mild steel including lap and/or fillet type joints	120
8	Cutting processes	Hand cutting of straight lines, radii and profiles. Hand cutting of various articles, e.g. angles, channels, joints, plates, rivet heads and shafts. Setting of flames and cutting speed for machine cutting. Selection of nozzle, oxygen pressure and cutting speed for different thicknesses of material. Cutting of material to templates and drawings	90
9	Electric arc welding	Preparation, setting up and tacking of workpieces. Cutting and bevelling. Making of ferrous and non-ferrous welded joints, e.g. butt, corner, edge, fillet and lap welds in downhand, vertical, horizontal and overhead positions. Care, handling and adjustment of arc welding machines and equipment. Striking and maintenance of arc. Running of a straight bead weld. Adjustment of arc to correct length and speed of travel. Selection of the correct shade of welding lens. Selection, classification and use of correct electrodes. Interpretation of coded welding systems. Recognition, control and prevention of cracking and distortion, lack of penetration, fusion reinforcement, undercut sections, blow holds and oxidation. Welding sequences when building up curved, round and flat surfaces. Welding of ferrous and non-ferrous castings, fabrications and pipes. Stress relieving	1 875
10	On the job experience and independent work	Including, where facilities exist, gas shielded welding of various metals and alloys, e.g. aluminium and copper alloys, magnesium and stainless steel. Revision and independent work <i>Note.</i> —Apprentices showing special aptitude may receive drawing office experience on a voluntary basis.	*

* Remaining period of apprenticeship.

No. R. 403

5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL).—WYSIGING VAN HOOFDOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 April 1982 en vir die tydperk wat op 9 Februarie 1984 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van 1 April 1982 en vir die tydperk wat op 9 Februarie 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in kousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL)

OOREENKOMS

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

Natal Laundry, Cleaners' and Dyers' Association

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

Laundry, Dry-cleaning and Dyeing Employees' Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 166 van 31 Januarie 1975, soos gewysig, verleng en hernieu by Goewermentskennisgewing R. 947 van 4 Junie 1976, R. 89 en R. 90 van 13 Januarie 1978, en R. 251 en R. 254 van 13 Februarie 1981, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Wassery, Droogskoonmaak- en Kleurnywerheid (Natal), nagekom word—

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

(b) in die landdrosdistrikte Durban (uitgesonderd daardie gedeelte wat vóór die publikasie van Goewermentskennisgewing 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het), Pinetown en Inanda, uitgesonderd die gebiede buite 'n straal van 24,14 km vanaf die Hoofposkantoor, Durban.

2. KLOUSULE 4.—BESOLDIGING

(1) Vervang subklousule (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgewer aan elke lid van ondergenoemde klasse van sy werknemers moet betaal, is soos volg:

	Met ingang van 1 April 1982
	Per week
	R
A. Arbeiders en werknemers nie elders uitdruklik omskryf nie	31,50
B. Afwerker in die wasseryseksie, masjienbediener, afhaler, werwer, graad II:	
Vir die eerste ses maande ondervinding.....	31,50
Gekwalifiseer.....	32,00

No. R. 403

5 March 1982

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL).—AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 April 1982 and for the period ending 9 February 1984, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 1 April 1982 and for the period ending 9 February 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 Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL)

AGREEMENT

in accordance with the Provisions of the Labour Relations Act, 1956, made and entered into by and between the

Natal Laundry, Cleaners' and Dyers' Association

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

Laundry, Dry-cleaning and Dyeing Employees' Union (Natal)

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

being the parties to the Industrial Council for the Laundry, Cleaning and Dyeing Industry (Natal),

to amend the Agreement published under Government Notice R. 166 dated 31 January 1975, as amended, extended and renewed by Government Notices R. 947 dated 4 June 1976, R. 89 and R. 90 dated 13 January 1978, and R. 251 and R. 254 dated 13 February 1981.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal)—

(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 the Industry;

(b) in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown and Inanda, excluding the areas falling outside a radius of 24,14 km of the General Post Office, Durban.

2. CLAUSE 4.—REMUNERATION

(1) Substitute the following for subclause (1):

"(1) The minimum wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder:

	With effect from 1 April 1982
	Per week
	R
A. Labourers and employees not elsewhere specifically defined	31,50
B. Finishing hand in laundry section, machine operator, collector, canvasser, Grade II:	
For the first six months of experience	31,50
Qualified	32,00

	Met in- gang van 1 April 1982 Per week R
C. Afwerker in die droogskoonmaakseksie, merker, sorteerder, verpakker, vlekuithaler, ondersoeker, gewone naaiwerker, wag, ketelbediener:	
Vir die eerste ses maande ondervinding.....	32,50
Gekwalifiseer.....	34,50
D. Fabrieksklerk, nasiener:	
Vir die eerste ses maande ondervinding.....	33,50
Gekwalifiseer.....	35,50
E. Werwer, graad I.....	35,50
F. Fynstopper, ontvangsdepotassistent:	
Vir die eerste ses maande ondervinding.....	33,50
Gekwalifiseer.....	37,50
G. Klerk:	
Vir die eerste jaar ondervinding.....	33,50
Vir die tweede jaar ondervinding.....	35,50
Vir die derde jaar ondervinding.....	38,50
Vir die vierde jaar ondervinding.....	41,50
Gekwalifiseer.....	47,50
H. Drywer van motorvoertuig met die onbelaste massa soos volg:	
(a) Bromponiedrywer.....	38,50
(b) Hoogstens 3 000 kg.....	43,50
(c) Meer as 3 000 kg.....	47,50
I. Onderhoudsman:	
Vir die eerste jaar ondervinding.....	35,50
Vir die tweede jaar ondervinding.....	40,50
Gekwalifiseer.....	47,50
J. Skoonmaker (ongekwalifiseer), leerlingkleurder:	
Vir die eerste jaar ondervinding.....	36,50
Vir die tweede jaar ondervinding.....	39,50
Vir die derde jaar ondervinding.....	42,50
K. Gekwalifiseerde skoonmaker.....	48,50
L. Voorman.....	55,50
M. Gekwalifiseerde kleurder, gekwalifiseerde werktuigkundige.....	65,50

Los werknemer.—Vir elke dag of gedeelte van 'n dag diens: Een vyfde van die loon wat vir 'n werknemer van sy klas voorgeskryf word."

(2) Vervang subklousule (6) deur die volgende:

"(6) *Automatiese salarisverhogings.*—(a) Alle werknemers wat die lone soos in subklousule (1) voorgeskryf ontvang, moet elke ses maande, met ingang van 10 Augustus 1982, 'n verhoging van R1,25 per week ontvang."

Namens die partye op hede die 26ste dag van November 1981 te Durban onderteken.

L. H. MARSHALL, Voorsitter van die Raad.

D. M. WOOD, Ondervoorsitter van die Raad.

S. P. PILLAY, Sekretaris van die Vakvereniging.

HAROLD LEVIN, Sekretaris van die Raad.

No. R. 404 5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

TEEKAMER-, RESTOURANT- EN SPYSENIERSBEDRYF, WITWATERSRAND.—HERNUWING VAN HOOFDOOREENKOMS

Ek, Michael Helgard van Noordwyk, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermentskennisgewings R. 339 van 2 Maart 1979 en R. 1245 van 20 Junie 1980, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1982 eindig.

M. H. VAN NOORDWYK, Direkteur: Mannekrag.

No. R. 405 5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID (KAAP).—WYSIGING VAN HOOFDOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem)

	With effect from 1 April 1982 Per week R
C. Finishing hand in dry-cleaning section, marker, sorter, packer, spotter, examiner, plain sewer, watchman, boiler attendant:	
For the first six months of experience.....	32,50
Qualified.....	34,50
D. Factory clerk, checker:	
For the first six months of experience.....	33,50
Qualified.....	35,50
E. Canvasser, Grade I.....	35,50
F. Invisible mender, receiving depot assistant:	
For the first six months of experience.....	33,50
Qualified.....	37,50
G. Clerical employee:	
For the first year of experience.....	33,50
For the second year of experience.....	35,50
For the third year of experience.....	38,50
For the fourth year of experience.....	41,50
Qualified.....	47,50
H. Driver of motor vehicle with unladen mass as follows:	
(a) Scooter driver.....	38,50
(b) Not more than 3 000 kg.....	43,50
(c) Over 3 000 kg.....	47,50
I. Maintenance man:	
For the first year of experience.....	35,50
For the second year of experience.....	40,50
Qualified.....	47,50
J. Cleaner (unqualified), learner dyer:	
For the first year of experience.....	36,50
For the second year of experience.....	39,50
For the third year of experience.....	42,50
K. Qualified cleaner.....	48,50
L. Foreman.....	55,50
M. Qualified dyer, qualified mechanic.....	65,50

Casual employee.—For each day or part of a day of employment: One-fifth of the wage prescribed for an employee of his class."

(2) Substitute the following for subclause (6):

"(6) *Automatic increments.*—(a) All employees who are in receipt of the wages prescribed in subclause (1), shall receive an increase amounting to R1,25 per week, every six months, with effect from 10 August 1982."

Signed at Durban, on behalf of the parties, this 26th day of November 1981.

L. H. MARSHALL, Chairman of the Council.

D. M. WOOD, Vice-Chairman of the Council.

S. P. PILLAY, Secretary of the Union.

HAROLD LEVIN, Secretary of the Council.

No. R. 404 5 March 1982

LABOUR RELATIONS ACT, 1956

TEAROOM, RESTAURANT AND CATERING TRADE, WITWATERSRAND.—RENEWAL OF MAIN AGREEMENT

I, Michael Helgard van Noordwyk, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 339 of 2 March 1979 and R. 1245 of 20 June 1980, to be effective from the date of publication of this notice and for the period ending 30 April 1982.

M. H. VAN NOORDWYK, Director: Manpower.

No. R. 405 5 March 1982

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY (CAPE).—AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending

wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1982 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1982 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE CHEMIKALIEËNYWERHEID (KAAP)

OOREENKOMS

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

Cape Manufacturing Chemists' and Druggists' Association

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

Chemical and Allied Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Chemikalieënywerheid (Kaap),

om die Hofooreenkoms gepubliseer by Goewermentskennisgewing R. 328 van 20 Februarie 1981, soos gewysig by Goewermentskennisgewing R. 2273 van 23 Oktober 1981, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Chemikalieënywerheid (Kaap) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en alle werknemers wat lede van die vakvereniging is, wat betrokke is by of werksaam is in die Nywerheid;

(b) in die munisipale gebied van Kaapstad soos dit op 19 Oktober 1966 bestaan het en die landdrosdistrikte Goodwood (uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewing 1882 van 3 Oktober 1975 vanaf die landdrosdistrik Die Kaap oorgeplaas is en uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewing 1611 van 3 September 1976 vanaf die landdrosdistrikte Die Kaap en Wynberg oorgeplaas is) en Bellville (uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewings 2102 en 173 van onderskeidelik 2 November 1945 en 9 Februarie 1973 vanaf die landdrosdistrik Wynberg oorgeplaas is), in daardie gedeeltes van die landdrosdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermentskennisgewings 171 en 283 van 8 Februarie 1957 en 2 Maart 1962 binne die landdrosdistrik Bellville geval het en in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het, maar wat voor 2 Maart 1962 binne die landdrosdistrik Bellville geval het.

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

(3) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet niks hierin vervat so uitgelê word dat dit senior bestuurs- of administratiewe werknemers raak of op hulle van toepassing is nie: Met dien verstande dat hierdie subklousule nie klousule 15 raak nie.

Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1982, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1982, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Manufacturing Chemists' and Druggists' Association

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

Chemical and Allied Workers' Union

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

being parties to the Industrial Council for the Chemical Industry (Cape), to amend the Main Agreement published under Government Notice R. 328 of 20 February 1981, as amended by Government Notice R. 2273 of 23 October 1981.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

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

(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 municipal area of Cape Town as it existed on 19 October 1966, and in the Magisterial Districts of Goodwood (excluding those portions which in terms of Government Notice 1882 of 3 October 1975 were transferred from the Magisterial District of The Cape and excluding those portions which in terms of Government Notice 1611 of 3 September 1976 were transferred from the Magisterial Districts of The Cape and Wynberg) and Bellville (excluding those portions which in terms of Government Notices 2102 and 173 of 2 November 1945 and 9 February 1973, respectively, were transferred from the Magisterial District of Wynberg), in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices 171 and 283 of 8 February 1957 and 2 March 1962 respectively, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville.

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

(3) Notwithstanding anything to the contrary appearing elsewhere in this Agreement, nothing herein contained shall be construed as affecting or having application to senior managerial or administrative employees: Provided that the provisions of this subclause shall not affect the provisions of clause 15.

2. KLOUSULE 4.—LONE

Vervang subklousule (1) (a) deur die volgende:

“(a) Werknemers, uitgesonderd los werknemers:

	Per week
	R
Kategorie I	
Gedurende 1ste 6 maande.....	40,50
Daarna.....	44,50
Kategorie II	
Gedurende 1ste 6 maande.....	44,50
Daarna.....	49,00
Kategorie III	
Gedurende 1ste 6 maande.....	49,00
Daarna.....	52,00
Kategorie IV	
Gedurende 1ste 6 maande.....	52,00
Daarna.....	58,00
Kategorie V	
Gedurende 1ste 6 maande.....	66,00
Daarna.....	71,50
Kategorie VI	
Gedurende 1ste 6 maande.....	105,00
Daarna.....	116,00
Kategorie VII.....	126,00”

Op hede die 21ste dag van Desember 1981 te Kaapstad onderteken.

S. G. PENNEY, Voorsitter.

J. HEEGER, Ondervoorsitter.

J. D. F. COLINESE, Sekretaris.

No. R. 405

5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID (KAAP).—WYSIGING VAN HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1982 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1982 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

2. CLAUSE 4.—WAGES

Substitute the following for subclause (1) (a):

“(a) Employees other than casual employees:

	Per week
	R
Category I	
During 1st 6 months.....	40,50
Thereafter.....	44,50
Category II	
During 1st 6 months.....	44,50
Thereafter.....	49,00
Category III	
During 1st 6 months.....	49,00
Thereafter.....	52,00
Category IV	
During 1st 6 months.....	52,00
Thereafter.....	58,00
Category V	
During 1st 6 months.....	66,00
Thereafter.....	71,50
Category VI	
During 1st 6 months.....	105,00
Thereafter.....	116,00
Category VII.....	126,00”

Signed at Cape Town this 21st day of December 1981.

S. G. PENNEY, Chairman.

J. HEEGER, Vice-Chairman.

J. D. F. COLINESE, Secretary.

No. R. 405

5 March 1982

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY (CAPE).—AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1982, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1982, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

BYLAE

NYWERHEIDSRAAD VIR DIE CHEMIKALIEËNYWERHEID
(KAAP)

OOREENKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aange-
gaan tussen die

Cape Manufacturing Chemists' and Druggists' Association

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

Chemical and Allied Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Chemikalieënywerheid
(Kaap),

om die Hoofooreenkoms gepubliseer by Goewermenskennisgewing R.
328 van 20 Februarie 1981, soos gewysig by Goewermenskennisgewing
R. 2273 van 23 Oktober 1981, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Chemikalieënywerheid (Kaap) na-
gekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is
en alle werknemers wat lede van die vakvereniging is, wat betrokke is
by of werksaam is in die Nywerheid;

(b) in die munisipale gebied van Kaapstad soos dit op 19 Oktober
1966 bestaan het en die landdrostrikte Goodwood (uitgesonderd
daardie gedeeltes wat ingevolge Goewermenskennisgewing 1882 van 3
Oktober 1975 vanaf die landdrostrik Die Kaap oorgeplaas is en uit-
gesonderd daardie gedeeltes wat ingevolge Goewermenskennisgewing
1611 van 3 September 1976 vanaf die landdrostrikte Die Kaap en
Wynberg oorgeplaas is) en Bellville (uitgesonderd daardie gedeeltes
wat ingevolge Goewermenskennisgewings 2102 en 173 van onderskei-
delik 2 November 1945 en 9 Februarie 1973 vanaf die landdrostrik
Wynberg oorgeplaas is), in daardie gedeeltes van die landdrostrikte
Malmesbury en Stellenbosch wat voor die publikasie van onderskei-
delik Goewermenskennisgewings 171 en 283 van 8 Februarie 1957 en 2
Maart 1962 binne die landdrostrik Bellville geval het en in daardie
gedeelte van die landdrostrik Kuilsrivier wat voor die publikasie van
Goewermenskennisgewing 661 van 19 April 1974 binne die landdrost-
drik Stellenbosch geval het, maar wat voor 2 Maart 1962 binne die
landdrostrik Bellville geval het.

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

(3) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet niks
hierin vervat soos uitgelê word dat dit senior bestuurs- of administratiewe
werknemers raak of op hulle van toepassing is nie: Met dien verstande dat
hierdie subklousule nie klousule 15 raak nie.

2. KLOUSULE 4.—LONE

Vervang subklousule (1) (a) deur die volgende:

“(a) Werknemers, uitgesonderd los werknemers:

	Per week R
Kategorie I	
Gedurende 1ste 6 maande.....	40,50
Daarna.....	44,50
Kategorie II	
Gedurende 1ste 6 maande.....	44,50
Daarna.....	49,00
Kategorie III	
Gedurende 1ste 6 maande.....	49,00
Daarna.....	52,00
Kategorie IV	
Gedurende 1ste 6 maande.....	52,00
Daarna.....	58,00
Kategorie V	
Gedurende 1ste 6 maande.....	66,00
Daarna.....	71,50
Kategorie VI	
Gedurende 1ste 6 maande.....	105,00
Daarna.....	116,00
Kategorie VII.....	126,00”

Op hede die 21ste dag van Desember 1981 te Kaapstad onderteken.

S. G. PENNEY, Voorsitter.

J. HEEGER, Ondervoorsitter.

J. D. F. COLINESE, Sekretaris.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY
(CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made
and entered into by and between the

Cape Manufacturing Chemists' and Druggists' Association

(hereinafter referred to as the "employers" or the "employers' organisa-
tion") of the one part and the

Chemical and Allied Workers' Union

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

being parties to the Industrial Council for the Chemical Industry (Cape),
to amend the Main Agreement published under Government Notice R. 328
of 20 February 1981, as amended by Government Notice R. 2273 of 23
October 1981.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

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

(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 municipal area of Cape Town as it existed on 19 October
1966, and in the Magisterial Districts of Goodwood (excluding those
portions which in terms of Government Notice 1882 of 3 October 1975
were transferred from the Magisterial District of The Cape and exclud-
ing those portions which in terms of Government Notice 1611 of 3
September 1976 were transferred from the Magisterial Districts of The
Cape and Wynberg) and Bellville (excluding those portions which in
terms of Government Notices 2102 and 173 of 2 November 1945 and 9
February 1973, respectively, were transferred from the Magisterial Dis-
trict of Wynberg), in those portions of the Magisterial Districts of Mal-
mesbury and Stellenbosch which, prior to the publication of Govern-
ment Notices 171 and 283 of 8 February 1957 and 2 March 1962
respectively, fell within the Magisterial District of Bellville and in that
portion of the Magisterial District of Kuils River which, prior to the
publication of Government Notice 661 of 19 April 1974, fell within the
Magisterial District of Stellenbosch but which, prior to 2 March 1962,
fell within the Magisterial District of Bellville.

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

(3) Notwithstanding anything to the contrary appearing elsewhere in this
Agreement, nothing herein contained shall be construed as affecting or
having application to senior managerial or administrative employees: Pro-
vided that the provisions of this subclause shall not affect the provisions of
clause 15.

2. CLAUSE 4.—WAGES

Substitute the following for subclause (1) (a):

“(a) Employees other than casual employees:

	Per week R
Category I	
During 1st 6 months.....	40,50
Thereafter.....	44,50
Category II	
During 1st 6 months.....	44,50
Thereafter.....	49,00
Category III	
During 1st 6 months.....	49,00
Thereafter.....	52,00
Category IV	
During 1st 6 months.....	52,00
Thereafter.....	58,00
Category V	
During 1st 6 months.....	66,00
Thereafter.....	71,50
Category VI	
During 1st 6 months.....	105,00
Thereafter.....	116,00
Category VII.....	126,00”

Signed at Cape Town this 21st day of December 1981.

S. G. PENNEY, Chairman.

J. HEEGER, Vice-Chairman.

J. D. F. COLINESE, Secretary.

No. R. 429

5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA.—
WYSIGING VAN HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem), wat in die Bylae hiervan verskyn en op die Diamantslypnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Mei 1983 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Mei 1983 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE DIAMANTSLYPNYWERHEID VAN
SUID-AFRIKA

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenig, 1956, gesluit deur en aangeaan tussen die

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Diamantslypnywerheid van Suid-Afrika

om die Hofooreenkoms, gepubliseer by Goewermentskennisgewing R. 1509 van 5 Augustus 1977, soos gewysig by Goewermentskennisgewing R. 1719 van 10 Augustus 1979, soos volg te wysig:

1. KLOUSULE 10.—KORTTYD

Voeg die volgende nuwe subklousule (8) in:

"(8) Wanneer 'n werkgewer ooreenkomstig subklousule (2) of (6) van hierdie klousule kennis van korttyd aan sy werknemers gee, moet hy terselfdertyd skriftelik kennis daarvan aan die Raad gee, die aanvangsdatum daarvan meld, die geraamde duur daarvan en die beroepe waarop dit van toepassing is."

Namens die partye op hede die 25ste dag van September 1981 te Johannesburg onderteken.

T. G. DAVIDSON, namens die Master Diamond Cutters' Association of South Africa daartoe gemagtig.

R. RICH, namens die South African Diamond Workers' Union daartoe gemagtig.

N. A. COSGRAVE, Sekretaris van die Raad.

No. R. 430

5 March 1982

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN VASSTELLING VIR DIE
DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA

Ek, Stephanus Petrus Botha, Minister van Mannekrag, verklaar hierby, kragtens artikel 49 (5) van die Wet op Arbeidsverhoudinge, 1956, soos toegepas deur artikel 46 (9), dat die bepalings van paragrafe (6), (7) en (8) van die

No. R. 429

5 March 1982

LABOUR RELATIONS ACT, 1956

DIAMOND CUTTING INDUSTRY OF SOUTH
AFRICA.—AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Diamond Cutting Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 May 1983, upon the employers' organisation and the trade union which entered into the Amending 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 Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 May 1983, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY
OF SOUTH AFRICA

AGREEMENT

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

being the parties to the Industrial Council for the Diamond Cutting Industry of South Africa,

to amend the Main Agreement published under Government Notice R. 1509 of 5 August 1977, as amended by Government Notice R. 1719 of 10 August 1979, as follows:

1. CLAUSE 10.—SHORT-TIME

Insert the following new subclause (8):

"(8) An employer, when giving notice to employees of short-time as referred to in subclause (2) or (6) of this clause shall at the same time give written notice to the Council and shall state the date of commencement thereof, the approximate duration and the designations to which it shall apply."

Signed at Johannesburg, for and on behalf of the parties, this 25th day of September 1981.

T. G. DAVIDSON, authorised on behalf of the Master Diamond Cutters' Association of South Africa.

R. RICH, authorised on behalf of the South African Diamond Workers' Union.

N. A. COSGRAVE, Secretary of the Council.

No. R. 430

5 March 1982

LABOUR RELATIONS ACT, 1956

CANCELLATION OF DETERMINATION FOR THE
DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA

I, Stephanus Petrus Botha, Minister of Manpower, hereby, in terms of section 49 (5) of the Labour Relations Act, 1956, as applied by section 46 (9), declare that paragraphs (6), (7) and (8) of the Determination for the

Vasstelling vir die Diamantslypnywerheid van Suid-Afrika, wat op 27 Augustus 1981 deur die Nywerheidshof gemaak is, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing ophou om bindend te wees.

S. P. BOTHA, Minister van Mannekrag.

No. R. 431

5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA.—
HERNUWING VAN AFBAKENINGSOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermetskennisgewings R. 1514 van 5 Augustus 1977 en R. 822 van 20 April 1979, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1982 eindig.

S. P. BOTHA, Minister van Mannekrag.

No. R. 432

5 March 1982

WET OP ARBEIDSVERHOUDINGE, 1956

DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA.—
WYSIGING VAN AFBAKENINGSOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Diamantslypnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1982 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1982 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE DIAMANTSLYPNYWERHEID VAN
SUID-AFRIKA

OOREENKOMS

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Diamantslypnywerheid van Suid-Afrika

Diamond Cutting Industry of South Africa, made by the Industrial Court on 27 August 1981 shall cease to be binding with effect from the second Monday after the date of publication of this notice.

S. P. BOTHA, Minister of Manpower.

No. R. 431

5 March 1982

LABOUR RELATIONS ACT, 1956

DIAMOND CUTTING INDUSTRY OF SOUTH
AFRICA.—RENEWAL OF DEMARCATION
AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1514 of 5 August 1977 and R. 822 of 20 April 1979, to be effective from the date of publication of this notice and for the period ending 31 October 1982.

S. P. BOTHA, Minister of Manpower.

No. R. 432

5 March 1982

LABOUR RELATIONS ACT, 1956

DIAMOND CUTTING INDUSTRY OF SOUTH
AFRICA.—AMENDMENT OF DEMARCATION
AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Diamond Cutting Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1982, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1982, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY
OF SOUTH AFRICA

AGREEMENT

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

being the parties to the Industrial Council for the Diamond Cutting Industry of South Africa,

om die afbakeningsooreenkoms gepubliseer by Goewermentskennisgewing R. 1514 van 5 Augustus 1977, soos hernieu en gewysig by Goewermentskennisgewings R. 1739 van 25 Augustus 1978, R. 1935 van 22 September 1978, R. 821 en R. 822 van 20 April 1979, R. 397 van 29 Februarie 1980, R. 862 van 25 April 1980, R. 1824 van 29 Augustus 1980, en R. 2270 van 31 Oktober 1980, soos volg te wysig:

1. KLOUSULE 4.—WERKAFTBAKENING

(1) Vervang die aanhef van hierdie klousule deur die volgende:

“(1) Niemand, uitgesonderd die volgende persone, mag toegelaat word om diamante met 'n massa van meer as 1,19 (een komma een nege) karaat in die ruwe en/of gekloofde staat of 0,6 (nul komma ses) karaat in die gesaagde staat te saag en/of te slyp en/of te poleer nie.”

(2) Voeg die volgende nuwe subklousules (2) en (3) in:

“(2) Elke werkgever van 'n werknemer wat betrokke is by die saag en/of sny en/of poleer van diamante, uitgesonderd die persone in subklousule (1) (a), (b), (c), (d), (e) en (f) hiervan bedoel, moet aan sodanige werknemer 'n dagregister in die voorgeskrewe vorm en op die voorgeskrewe wyse verskaf en hy moet sorg dat dié werknemer in dié dagregister 'n ware en korrekte opgawe hou van besonderhede van elke en alle diamante wat dié werknemer bewerk het. Dié opgawe moet die volgende gegewens bevat: Die werknemer se naam en voorletters, die datum waarop die werknemer die diamante ontvang het, die getal diamante aldus ontvang, die ruwe en/of gekloofde en/of gesaagde massa van dié diamante, 'n aanduiding van die aard van die diamante (d.w.s. heel en/of gekloofde en/of gesaagde stene), die reeks- of pakketnommer van dié diamante, die datum waarop die werknemer die diamante aan die bestuur terugbesorg het en die werknemer se handtekening.

(3) Die dagregister in subklousule (2) bedoel, moet gehou word in die vorm in Aanhangsel G voorgeskryf. Die vorms moet in numerieke en chronologiese volgorde gehou word.”

2. Voeg die volgende nuwe Aanhangsel G in:

“AANHANGSEL G

Werknemer se dagregister van alle diamante vir bewerking van werkgever ontvang en ingevolge klousule 4 (2) en (3) aan werkgever terugbesorg.

Werknemer
Werkgever.....

Heel en/of gekloof en/of gesaag	Datum van ontvangs	Getal diamante ontvang	Massa van diamante ontvang	Pakketnommer	Diamante terugbesorg		Datum terugbesorg	Werknemer se handtekening
					Getal	Massa		

No. 0001

Employee
Employer.....

Whole and/or cleaved and/or sawn	Date of receipt	Number of diamonds received	Mass of diamonds received	Package number	Diamonds returned		Date returned	Employee's signature
					Number	Mass		

No. 0001

Vir en namens die partye op hede die 25ste dag van September 1981 te Johannesburg onderteken.

T. G. DAVIDSON, namens die Master Diamond Cutters' Association of South Africa daartoe gemagtig.

R. RICH, namens die South African Diamond Workers' Union daartoe gemagtig.

N. A. COSGRAVE, Sekretaris van die Raad.

to amend the Demarcation Agreement published under Government Notice R. 1514 of 5 August 1977, as renewed and amended by Government Notices R. 1739 of 25 August 1978, R. 1935 of 22 September 1978, R. 821 and R. 822 of 20 April 1979, R. 397 of 29 February 1980, R. 862 of 25 April 1980, R. 1824 of 29 August 1980, and R. 2270 of 31 October 1980, as follows:

1. CLAUSE 4.—WORK DEMARCATION

(1) Substitute the following for the preamble to this clause:

“(1) No person other than the following shall be permitted to perform the sawing and/or cutting and/or polishing of diamonds in excess of 1,19 (one comma one nine) carats in the rough and/or cleaved state or 0,6 (nought comma six) carats in the sawn state.”

(2) Insert the following new subclauses (2) and (3):

“(2) Every employer of an employee engaged in the sawing and/or cutting and/or polishing of diamonds, other than the persons referred to in subclause (1) (a), (b), (c), (d), (e) and (f) hereof, shall furnish such employee with a daily register in the form and manner prescribed and shall cause such employee to keep a true and correct record in such daily register of details of every and all diamonds processed by such employee which shall include the employee's name and initials, the date upon which the employee received the diamonds, the number of diamonds so received, the rough and/or cleaved/or sawn mass of such diamonds, an indication of the nature of the diamonds (i.e. whole and/or cleaved/or sawn stones), the serial or parcel number of such diamonds, the date upon which such diamonds were returned by the employee to the management and the employee's signature.

(3) The daily register referred to in subclause (2) shall be kept in the form prescribed in Annexure G. The forms shall be kept in numerical and chronological order.”

2. Insert the following new Annexure G:

“ANNEXURE G

Daily record register of employee of all diamonds received from employer for processing and returned to employer in terms of the provision of clause 4 (2) and (3).

Signed at Johannesburg, for and on behalf of the parties, this 25th day of September 1981.

T. G. DAVIDSON, authorised on behalf of the Master Diamond Cutters' Association of South Africa.

R. RICH, authorised on behalf of the South African Diamond Workers' Union.

N. A. COSGRAVE, Secretary of the Council.

No. R. 433

5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA.—
WYSIGING VAN SIEKTEBYSTANDSFONDS-
OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Diamantslypnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Mei 1987 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE DIAMANTSLYPNYWERHEID VAN
SUID-AFRIKA
OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aange-
gaan tussen die

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Diamantslypnywerheid van
Suid-Afrika,

om die Siektebystandfondsooreenkoms gepubliseer by Goewermentsken-
nisgewing R. 1516 van 5 Augustus 1977, soos gewysig by Goewer-
mentskennisgewings R. 1658 van 18 Augustus 1978 en R. 1721 van 10
Augustus 1979, soos volg te wysig:

1. KLOUSULE 4.—BYDRAES TOT DIE FONDS

Vervang subklousules (3) en (6) deur die volgende:

"(3) Die werkgewer moet die bydraes ooreenkomstig subklousules (1)
en (2) hiervan maandeliks van 'n lid se verdienste aftrek, sy bydrae van 'n
derde van dié bedrag daarby voeg en die totale bedrag voor of op die 10de
dag van die maand wat volg op dié waarop die bydraes betrekking het,
saam met 'n staat in die vorm wat van tyd tot tyd deur die Raad voor-
geskryf word, aan die geregistreerde kantoor van die Fonds stuur."

"(6) Tabel van bydraes volgens die skale van maandelikse verdienste:

Tabelle	Skale			
	R 0-200 A	R 201-400 B	R 401-600 C	R 600 D
L.....	R 10,50	R 15,00	R 16,50	R 19,50
L1.....	15,00	18,00	22,50	27,00
L2.....	16,50	22,50	25,50	30,00

L=Lid met geen afhanklikes.

L1=Lid met een afhanklike.

L2=Lid met meer as een afhanklike."

Namens die partye op hede die 25ste dag van September 1981 te Johan-
nesburg onderteken.

T. G. DAVIDSON, namens die Master Diamond Cutters' Association of
South Africa daartoe gemagtig.

R. RICH, namens die South African Diamond Workers' Union daartoe
gemagtig.

N. A. COSGRAVE, Sekretaris van die Raad.

No. R. 433

5 March 1982

LABOUR RELATIONS ACT, 1956

DIAMOND CUTTING INDUSTRY OF SOUTH
AFRICA.—AMENDMENT OF SICK BENEFIT FUND
AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Diamond Cutting Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 May 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY
OF SOUTH AFRICA

AGREEMENT

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

being the parties to the Industrial Council for the Diamond Cutting Industry
of South Africa,

to amend the Sick Benefit Fund Agreement published under Government
Notice R. 1516 dated 5 August 1977, as amended by Government Notices
R. 1658 of 18 August 1978 and R. 1721 of 10 August 1979, as follows:

1. CLAUSE 4.—CONTRIBUTIONS TO THE FUND

Substitute the following for subclauses (3) and (6):

"(3) The contributions in terms of subclauses (1) and (2) hereof shall be
deducted monthly by the employer from a member's earnings to which the
employer shall add his contribution of one-third of such amount, the total
of which shall be forwarded by the employer to the registered office of the
Fund not later than the 10th day of the month following that to which the
contributions relate, together with a statement in the form prescribed by the
Council from time to time."

"(6) Table of contributions according to the scales of monthly earnings:

Tables	Scales			
	R 0-200 A	R 201-400 B	R 401-600 C	R 600 D
M.....	R 10,50	R 15,00	R 16,50	R 19,50
M1.....	15,00	18,00	22,50	27,00
M2.....	16,50	22,50	25,50	30,00

M=Member who has no dependants.

M1=Member with one dependant.

M2=Member with more than one dependant."

Signed at Johannesburg, for and on behalf of the parties, this 25th day of
September 1981.

T. G. DAVIDSON, authorised on behalf of the Master Diamond Cutters'
Association of South Africa.

R. RICH, authorised on behalf of the South African Diamond Workers'
Union.

N. A. COSGRAVE, Secretary of the Council.

No. R. 434

5 Maart 1982

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE.—
WYSIGING VAN OOREENKOMS VIR DIE BOLAND

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

(a) Kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1982 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 4, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1982 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE BOUNYWERHEID
(WESTELIKE PROVINSIE)

OOREENKOMS

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

Boland Master Builders' Association

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

Amalgamated Society of Woodworkers
Amalgamated Union of Building Trade Workers of South Africa
Building Workers' Union
South African Operative Masons' Society
South African Woodworkers' Union

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid (Westelike Provinsie),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2245 van 28 Oktober 1977, soos gewysig en verleng by Goewermentskennisgewings R. 2586 van 23 Desember 1977, R. 684 van 30 Maart 1979, R. 1998 van 7 September 1979, R. 1281 van 27 Junie 1980, R. 2637 van 24 Desember 1980, R. 1364 van 26 Junie 1981 en R. 2281 en R. 2282 van 28 Oktober 1981, te wysig.

1. TOEPASSINGSBESTEK

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

(a) Deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is;

(b) in die landdrostdistrikte Paarl, Wellington, Stellenbosch, Kuilsrivier (uitgesonderd enige gedeeltes van laasgenoemde twee distrikte wat voor die publikasie van Goewermentskennisgewing 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het), Somerset-Wes [uitgesonderd daardie gedeelte wat voor 9 Maart 1973 (Goewermentskennisgewing 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het] en Strand.

(2) Ondanks subklousule (1), is die ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is met die bepalings van die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie.

No. R. 434

5 March 1982

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE.—
AMENDMENT OF AGREEMENT FOR THE BOLAND

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1982, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 4, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1982, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY
(WESTERN PROVINCE)

AGREEMENT

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

Boland Master Builders' Association

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

Amalgamated Society of Woodworkers
Amalgamated Union of Building Trade Workers of South Africa
Building Workers' Union
South African Operative Masons' Society
South African Woodworkers' Union

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

being the parties to the Industrial Council for the Building Industry (Western Province),

to amend the Agreement published under Government Notice R. 2245 of 28 October 1977, as amended and extended by Government Notices, R. 2586 of 23 December 1977, R. 684 of 30 March 1979, R. 1998 of 7 September 1979, R. 1281 of 27 June 1980, R. 2637 of 24 December 1980, R. 1364 of 26 June 1981 and R. 2281 and R. 2282 of 28 October 1981.

1. SCOPE OF APPLICATION

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

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

(b) in the Magisterial Districts of Paarl, Wellington, Stellenbosch, Kuils River (excluding any portions of the last-mentioned two districts which, prior to the publication of Government Notice 283 of 2 March 1962, fell within the Magisterial District of Bellville), Somerset West [excluding that portion which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial District of Wynberg] and Strand.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.

2. KLOUSULE 4.—REGISTRASIE VAN WERKGEWERS

Voeg die volgende nuwe subklousule (8) in:

“(8) (a) 'n Werkgever wat versuim of nalaat om aan die Raad die heffings en bydraes te betaal wat elke week op die vervaldatum soos in hierdie Ooreenkoms voorgeskryf deur die werkgever en sy werknemers betaalbaar is, moet aan die Raad rente teen 18 persent per jaar op die waarde van sodanige heffings en bydraes betaal, bereken vanaf die datum waarop hulle betaal moes gewees het tot op die datum waarop hulle werklik betaal is.

(b) 'n Werkgever wat seëls van die Raad koop, maar wat versuim of nalaat om die seëls op die vervaldatum aan die betrokke werknemers uit te reik, moet aan die Raad rente teen 18 persent per jaar op die waarde van sodanige seëls betaal, bereken vanaf die datum waarop hulle uitgereik moes gewees het tot op die datum waarop hulle werklik uitgereik is.

(c) Alle rente wat 'n werkgever ooreenkomstig hierdie subklousule aan die Raad betaal, val aan die algemene fondse van die Raad toe.”

3. Voeg die volgende nuwe klousule 31A in:

“31A SIEKEFONDS VIR DIE BOUNYWERHEID
(UITGESONDERD AMBAGSMANNE)

(1) Die ‘Siekefonds vir die Bounywerheid (uitgesonderd Ambagsmanne)’ (hierna die ‘Fonds’ genoem), ingestel vir die gebied Kaapse Skiereiland ingevolge Goewermentskennisgewing R. 2279 van 28 Oktober 1981, word hierby voortgesit in die gebied Boland.

(2) *Bydraes.*—(a) Elke werkgever moet ten opsigte van elke werknemer vir wie lone in klousule 16 (1) (a), (b), (c), (d), (e), (f), (g), (h), (i), (m) en (n) van hierdie Ooreenkoms voorgeskryf word 40 sent per week bydra tot die Siekefonds vir die Bounywerheid (uitgesonderd Ambagsmanne).

(b) 'n Werkgever moet geen bydrae ingevolge paragraaf (a) maak ten opsigte van 'n werknemer wat minder as 18 uur in 'n bepaalde week vir hom werk nie.

(c) Waar 'n werknemer in 'n bepaalde week by twee of meer werkgevers in diens was, moet die bydrae vir daardie week gedoen word deur die werkgever by wie sodanige werknemer die eerste gedurende daardie week minstens 18 uur gewone tyd in diens was.

(3) *Doelstelling van die Fonds.*—Die doelstellings van die Fonds is—

(a) om lede van die Fonds te vergoed vir verlies aan verdienste vanweë werkloosheid as gevolg van siekte of 'n ongeluk;

(b) om gratifikasies vir lede te oorweeg in die geval van permanente ongeskiktheid;

(c) om alles te doen wat nodig is vir, gepaard gaan met of bevorderlik is vir die welsyn van die lede en ter bereiking van genoemde doelstellings.

(4) *Uitbetaling uit die Fonds.*—(a) 'n Werknemer wat weens siekte of 'n ongeluk nie in staat is om sy werk voort te sit nie en wat ingevolge hierdie subklousule vir bystand in aanmerking kom, is geregtig op siektebesoldiging ooreenkomstig die volgende bepalings:

(i) 75 persent van die minimum basiese voorgeskrewe loon moet betaal word vir elke werkdag, uitgesonderd openbare vakansiedae, wat die lid vyf dae of langer tot 10 dae aaneen en met inbegrip van die eerste vier dae afwesigheid afwesig is;

(ii) 50 persent van die minimum basiese voorgeskrewe loon moet betaal word vir elke werkdag, uitgesonderd openbare vakansiedae, wat 'n lid tot hoogstens 120 werkdag afwesig is.

(b) Ondanks paragraaf (a)—

(i) word geen siektebesoldiging betaal as die lid hoogstens vier agtereenvolgende dae afwesig is nie;

(ii) is werknemers nie op bystand geregtig voordat hulle 26 agtereenvolgende weke tot die Fonds bygedra het nie: Met dien verstande dat bydraes wat onderbreek word deur 'n tydperk van werkloosheid of 'n wisseling van werkgever binne die Nywerheid as aaneenlopende bydraes moet tel. Geen bystand is betaalbaar ten opsigte van aaneenlopende tydperke van afwesigheid van langer as 26 weke voordat die werknemer 'n verdere 26 weke diens voltooi het nie.

(c) Die Raad kan te eniger tyd as 'n werknemer geskik bevind word om sy diens te hervat of permanent ongeskik bevind word om sy werk voort te sit, die siektebesoldiging aan sodanige werknemer beëindig. Sodanige werknemer is dan vanaf 'n datum wat die Raad bepaal nie langer op siektebesoldiging geregtig nie en hy moet deur die Sekretaris skriftelik van dié datum in kennis gestel word.

(d) 'n Werknemer wat ingevolge hierdie klousule siektebesoldiging ontvang, moet gedurende die jaarlikse vakansie tydperk ingevolge hierdie of 'n vervangende ooreenkoms voorgeskryf die siektebesoldiging teen die voorgeskrewe tarief bly ontvang, mits sy vakansiebesoldiging weens siekte of 'n ongeluk minder is as die helfte van die vakansiebesoldiging wat hy sou ontvang het indien hy die volle jaar gewerk het.

(e) Ondanks andersluidende bepalings in hierdie klousule, is 'n werknemer nie op siektebesoldiging geregtig nie—

(i) as hy van sy werk afwesig is, vanweë 'n ongeluk waarvoor hy ingevolge die Ongevalwet, 1941, vergoed word;

(ii) as hy aan alkoholisme, dwelmverslawing of die gevolge daarvan ly of as hy ongeskik raak weens siekte wat aan sy eie nalatigheid of wangedrag te wyte is;

2. CLAUSE 4.—REGISTRATION OF EMPLOYERS

Insert the following new subclause (8):

“(8) (a) An employer who fails or omits to pay to the Council the levies and contributions payable by the employer and his employees each week on due date as prescribed in this Agreement, shall pay interest to the Council at the rate of 18 per cent per annum on the value of such levies and contributions, calculated from the date on which they should have been paid to the date on which they were actually paid.

(b) An employer who purchases stamps from the Council, but fails or omits to issue such stamps to the employees concerned on the due date, shall pay interest to the Council at the rate of 18 per cent per annum on the value of such stamps, calculated from the date on which they should have been issued to the date on which they were actually issued.

(c) Any interest paid by an employer to the Council in accordance with the provisions of this subclause, shall accrue to the general funds of the Council.”

3. Insert the following new clause 31A:

“31A. SICK PAY FUND FOR THE BUILDING INDUSTRY
(EXCLUDING ARTISANS)

(1) The ‘Sick Pay Fund for the Building Industry (excluding Artisans)’ (hereinafter referred to as the ‘Fund’), established in terms of Government Notice R. 2279 of 28 October 1981 in respect of the Cape Peninsula area, is hereby continued in the Bolland area.

(2) *Contributions.*—(a) Every employer shall, in respect of every employee for whom wages are prescribed in clause 16 (1) (a), (b), (c), (d), (e), (f), (g), (h), (i), (m) and (n) of this Agreement, contribute 40c per week to the Sick Pay Fund for the Building Industry (excluding Artisans).

(b) No payment in terms of paragraph (a) shall be made by an employer in respect of an employee who works less than 18 hours for him in any week.

(c) Where an employee has been employed by two or more employers during any one week, the contribution for that week shall be made by the employer by whom such employee was first employed during that week for not less than 18 hours ordinary time.

(3) *Objects of the Fund.*—The objects of the Fund shall be—

(a) to recompense members of the Fund for loss of earnings arising out of unemployment caused by sickness or accident;

(b) to consider gratuities for members in case of permanent disability;

(c) to do all such things that are necessary, incidental or conducive to the welfare of members and to the attainment of the aforesaid objects.

(4) *Payments from the Fund.*—(a) An employee who by reason of sickness or accident is unable to follow his employment and who qualifies for benefits in terms of this subclause, shall be entitled to sick pay in accordance with the following provisions:

(i) 75 per cent of the minimum basic wage prescribed shall be paid for every work-day, but excluding public holidays, on which the member is absent for five or more days and up to 10 days continuously, inclusive of the first four days of absence;

(ii) 50 per cent of the minimum basic wage prescribed shall be paid for every work-day, but excluding public holidays, a member is absent up to a maximum of 120 work-days.

(b) Notwithstanding the provisions of paragraph (a)—

(i) no sick pay shall be paid if the member is absent from work for four consecutive days or less;

(ii) employees shall not be entitled to benefits until 26 consecutive weeks' contributions have been made to the Fund: Provided that contributions interrupted by a period of unemployment or a change of employer within the Industry shall count as consecutive contributions. No benefit shall be payable in respect of continuous periods of absence exceeding 26 weeks until such time as the employee shall have completed a further 26 weeks of employment.

(c) The Council may at any time when an employee is found to be fit to resume his employment or permanently disabled from following his employment, terminate the sick pay to such employee. Such employee shall cease to be entitled to sick pay from a date to be fixed by the Council and shall be advised of such date in writing by the Secretary.

(d) An employee who is receiving sick pay in terms of this clause, shall during the annual holiday period prescribed in terms of this Agreement or any superseding agreement, continue to receive sick pay at the prescribed rate, provided his holiday pay due to illness or accident is less than half the holiday pay he would have received had he worked the full year.

(e) Notwithstanding anything to the contrary contained in the clause, an employee shall not be entitled to sick pay—

(i) if he is absent from work due to an accident which is compensable under the Workmen's Compensation Act, 1941;

(ii) if he is suffering from alcoholism, drug addiction or its sequelae or is incapacitated through sickness due to his own negligence or misconduct;

(iii) as hy nalaat of weier om die opdragte van 'n dokter uit te voer of as hy na die dokter se mening deur sy eie optrede sy toestand vererger of sy herstel vertraag het;

(iv) as hy opsetlik of toevallig 'n besering opdoen waarvoor 'n derde party vergoeding moet betaal of dit wel betaal;

(v) terwyl hy spesiale behandeling ondergaan wat deur iemand anders as 'n geregistreerde mediese praktisyn aanbeveel word;

(vi) vir beserings wat deur 'n militêre of geïnsureerde mag toegedien is, of daar 'n oorlogsverklaring was of nie, of as gevolg van oproer of burgerlike onluste, of as hy in 'n geveg betrokke was;

(vii) weens swangerskap of 'n bevalling.

(f) Die Fonds moet die bydraes vir die Vakansie- en die Pensioenfonds in hierdie Ooreenkoms voorgeskryf, ten behoeve van so 'n werknemer uit sy algemene fondse bly uitbetaal.

(g) Geen uitbetaling mag ingevolge hierdie klousule geskied nie as die aansoeker versuim om tersaaklike inligting wat die Raad nodig ag aan die Raad te verskaf.

(h) Indien die bedrag in die Fonds se krediet te eniger tyd tot onder R100 000 daal, moet uitbetaling gestaak word en nie hervat word voordat die bedrag in die fonds se krediet meer as R150 000 is nie.

(i) Die bystand wat ingevolge hierdie klousule aan werknemers toegestaan word, moet berus op die inligting wat deur die aansoeker verskaf word. Die aansoeker moet aanspreeklik gehou word vir die volle bedrag van die bystand wat as gevolg van valse inligting uitbetaal is, en die Fonds is daarop geregtig om alle bedrae wat aldus uitbetaal is, te verhaal.

(j) Bystand wat ingevolge hierdie klousule toegeken of toegestaan word, geskied op voorwaarde dat die lid die Fonds onverwyld in kennis stel van alle veranderinge in die omstandighede wat in die oorspronklike aansoek uiteengesit was ten einde te verseker dat die bedrag van die bystand behoorlik hersien of betyds ingetrek kan word, na gelang van die geval. Die Fonds word gemagtig om bystand te herwin wat onbewus van veranderinge in die aansoeker se geldelike omstandighede of werkvermoë uitbetaal is.

(5) *Administrasie van die Fonds.*—(a) Die Fonds word deur die Raad geadminestreer.

(b) (i) Die Fonds word geadminestreer ooreenkomstig die reëls wat die dié doel deur die Raad voorgeskryf word.

(ii) Die Raad kan te eniger tyd nuwe reëls opstel of bestaande reëls wysig of herroep. Kopieë van die bestaande reëls en besonderhede omtrent alle wysigings daarvan moet aan die Direkteur-generaal van Mannekrag voorgelê word.

(c) Die Raad kan sekere of alle bystand weier aan en/of weerhou van 'n lid wat na sy mening opgetree het op 'n wyse wat daarop bereken is om die belange van die Fonds of sy lede te benadeel of dit na alle waarskynlikheid kan benadeel: Met dien verstande dat aan so 'n lid die geleentheid gegee moet word om te appelleer teen die besluit van die Raad, wie se beslissing altyd finaal is.

(d) Die lede en Sekretaris van die Raad, die beamptes en werknemers van die Fonds is nie vir die skulde en laste van die Fonds aanspreeklik nie en hulle word hierby deur die Fonds gevrywaar teen alle verliese en onkoste deur hulle aangegaan by of in verband met die *bona fide*-uitvoering van hul pligte.

(e) Al die geld wat aan die Fonds toeval, moet binne drie dae ná ontvangs daarvan op rekening van die Fonds in 'n bank inbetaal word.

(f) Die geld van die Fonds moet aangewend word vir die uitbetaling van bystand soor in hierdie klousule en die reëls voorgeskryf en vir die betaling van alle uitgawes wat in verband met die administrasie van die Fonds aangegaan word.

(g) Die Fonds se geld kan van tyd tot tyd belê word in Staatseffekte, Nasionale Spaarsertifikate, Poskantoor spaarrekeninge of -sertifikate of op vaste deposito of as onmiddellik opeisbaar by banke of by geregistreerde bougenootskappe, of op 'n ander wyse deur die Registrateur goedgekeur, en die rente op sulke beleggings moet aan die Fonds toeval en kan gebruik word vir die bestryding van die Fonds se uitgawes.

(h) Alle uitbetalings uit die Fonds moet geskied per tjek wat onderteken moet word deur dié Raadslede wat die Raad van tyd tot tyd benoem of deur die Sekretaris of personeel van die Raad wat ondertekeningsbevoegdheid vir die Raad se bankrekening besit.

(6) *Ouditering van die Fonds.*—(a) Die Raad moet 'n openbare rekenmeester of rekenmeesters aanstel wat die Fonds se rekeninge minstens een maal per jaar moet ouditeer en voor of op 15 Maart van elke jaar 'n staat moet voorlê wat die volgende toon:

(i) Al die geld wat ooreenkomstig hierdie klousule ontvang is;

(ii) uitgawes onder alle hoofde aangegaan gedurende die voorafgaande 12 maande wat op 31 Desember geëindig het tesame met 'n balansstaat wat die bate en laste van die fonds op dié datum toon.

(b) Die geouditeerde staat en die balansstaat van die Fonds moet daarna vir insae op die Raad se kantoor lê en afskrifte daarvan, behoorlik deur die ouditeur getuig en deur die Voorsitter van die Raad medeonderteken, tesame met die verslag van die ouditeur daaroor, moet binne drie maande ná die afsluiting van die tydperk wat deur dié staat en balansstaat gedek word aan die Direkteur-generaal van Mannekrag voorgelê word.

(iii) if he fails or declines to observe the instructions of a doctor or if, in the opinion of a doctor, he has by his own actions aggravated his condition or retarded his recovery;

(iv) if he suffers injury, whether wilful or accidental, for which a third party is liable to pay or does pay compensation;

(v) whilst undergoing special treatments, recommended by persons other than registered medical practitioners;

(vi) for injury inflicted by any military or usurped power whether or not there has been a declaration of war, or due to riots or civil commotion or engaging in fighting;

(vii) due to pregnancy or confinement.

(f) The Fund shall from its general funds continue to pay, on behalf of such employee, the contributions to the Holiday Fund and Pension Fund prescribed in this Agreement.

(g) No payment shall be made under this clause if the applicant fails to supply the Council with any relevant information which the Council may require.

(h) If at any time the amount to the credit of the Fund drops below R100 000, payment shall cease and shall not be resumed until the amount to the credit of the Fund exceeds R150 000.

(i) Benefits granted to employees in terms of this clause shall be based on the information supplied by the applicant. The applicant shall be held responsible for the total amount of any benefits paid in consequence of false information having been furnished, and the Fund shall be entitled to recover any amount so paid.

(j) Benefits awarded or granted in terms of this clause, shall be conditional upon the member advising the Fund forthwith of any changes in the circumstances detailed in the original application form in order to ensure that the amount of the benefits can be properly reviewed or timeously withdrawn, as the case may be. The Fund shall be empowered to recover benefits paid in ignorance of any change in the financial circumstances or working ability of the applicant.

(5) *Administration of the Fund.*—(a) The fund shall be administered by the Council.

(b) (i) The Fund shall be administered in accordance with the rules prescribed for the purpose by the Council.

(ii) The Council may at any time make new rules or alter or repeal any existing rules.

Copies of the rules in force and particulars of all amendments thereto shall be lodged with the Director-General of Manpower.

(c) The Council may refuse and/or withhold any or all benefits from any member who in its opinion has acted in a manner calculated or reasonably likely to injure the interests of the Fund or its members: Provided that such member shall be given the opportunity to submit an appeal against the decision of the council whose decision shall always be final.

(d) The members and the Secretary of the Council and the officers and the employees of the Fund 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.

(e) All moneys accruing to the Fund shall be deposited in a bank to the credit of the Fund within three days after receipt thereof.

(f) The moneys of the fund shall be applied to the payment of benefits as prescribed in this clause and the rules and to payment of any expenditure incurred in connection with the administration of the Fund.

(g) Any moneys belonging to the Fund may be invested from time to time in Government Securities, National Savings Certificates, Post Office Savings Accounts or Certificates, or on fixed deposit or on call with banks, or registered building societies or in any other manner approved by the Registrar, and any interest accruing from such investments shall accrue to the Fund and may be used for the purpose of meeting the expenses of the Fund.

(h) All payments from the Fund shall be made by cheque, signed by such members of the Council as the Council may from time to time decide or by the Secretary or staff of the Council who have signing powers on the banking accounts of the Council.

(6) *Audit of the Fund.*—(a) A public accountant or public accountants shall be appointed by the Council and shall audit the accounts of the Fund at least once annually and not later than 15 March in each year present a statement showing—

(i) all moneys received in terms of the provisions of this clause;

(ii) expenditure incurred under all headings, during the 12 months ended 31 December preceding, together with a balance sheet showing the assets and liabilities of the Fund as at that date.

(b) The audited statement and balance sheet of the Fund shall thereafter lie for inspection at the office of the Council and copies thereof, duly certified by the auditor, and countersigned by the Chairman of the Council, together with any report made by the auditor thereon, shall be lodged with the Director-General of Manpower within three months of the close of the period covered by such statement and balance sheet.

(7) Klousule 31A (7) en (8) van die Ooreenkoms vir die Kaapse Skiereiland is *mutatis mutandis* van toepassing op die werkgewers en die werknemers."

4. KLOUSULE 33.—SPEZIALE LIDMAATSKAPHEFFING—WERKGEWERS

In subklousule (1), vervang die bedrag "10c" deur die bedrag "20c".

Namens al die partye by die Raad op hede die 14de dag van Desember 1981 te Kaapstad onderteken.

D. F. D. ALLAN, Voorsitter.

G. DAVIDS, Ondervoorsitter.

J. J. KITSHOFF, Sekretaris.

(7) The provisions of clause 31A (7) and (8) of the Agreement for the Cape Peninsula shall *mutatis mutandis* apply to the employers and the employees."

4. CLAUSE 33.—SPECIAL MEMBERSHIP LEVY—EMPLOYERS

In subclause (1), substitute the amount "20c" for the amount "10c".

Signed at Cape Town, on behalf of all the parties to the Council, this 14th day of December 1981.

D. F. D. ALLAN, Chairman.

G. DAVIDS, Vice-Chairman.

J. J. KITSHOFF, Secretary.

No. R. 435

5 Maart 1982

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941

BOUNYWERHEID, WESTELIKE PROVINSIE.—VRYSTELLING VAN SIEKTEVERLOFBEPALINGS

Ek, Stephanus Petrus Botha, Minister van Mannekrag, stel hierby, kragtens artikel 54 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, 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 Goewermenskennisgewing R. 434 van 5 Maart 1982, kragtens die Wet op Arbeidsverhoudinge, 1956, bindend mag wees, alle werkgewers wat onderworpe is aan die bepalings van genoemde Ooreenkoms, vry van die vereistes van artikel 21A van die eersgenoemde Wet, ten opsigte van werknemers wat ingevolge genoemde Ooreenkoms op siektebystand geregtig is.

S. P. BOTHA, Minister van Mannekrag.

No. R. 435

5 March 1982

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941

BUILDING INDUSTRY, WESTERN PROVINCE.—EXEMPTION FROM SICK LEAVE PROVISIONS

I, Stephanus Petrus Botha, Minister of Manpower, hereby, in terms of section 54 (1) of the Factories, Machinery and Building Work Act, 1941, 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. 434 of 5 March 1982, may be binding in terms of the Labour Relations Act, 1956, exempt all employers who are subject to the provisions of the said Agreement from the requirements of section 21A of the first-mentioned Act, in respect of employees who are entitled to sick pay in terms of the said Agreement.

S. P. BOTHA, Minister of Manpower.

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 377

5 Maart 1982

SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES

REGULASIES BETREFFENDE REGISTER EN GELDE.—WYSIGING

Die Suid-Afrikaanse Onderwysersraad vir Blankes het kragtens artikel 27 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), en met die goedkeuring van die Minister van Nasionale Opvoeding, die regulasies vervat in die Bylae hiervan uitgevaardig.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing R. 2560 van 23 Desember 1977, soos gewysig by Goewermenskennisgewing R. 39 van 12 Januarie 1979 en R. 991 van 11 Mei 1979.

2. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasies (5) en (6) onderskeidelik deur die volgende subregulasies te vervang:

"(5) Vir die uitreiking van 'n gewysigde sertifikaat van registrasie: R1.

(6) *Jaargeld*.—Die jaargeld wat ingevolge artikel 15 (3) van die Wet betaalbaar is, beloop R24: Met dien verstande dat iemand wat gedurende die loop van 'n boekjaar geregistreer of voorwaardelik geregistreer word, vanaf die datum van sodanige registrasie of voorwaardelike registrasie vir

DEPARTMENT OF NATIONAL EDUCATION

No. R. 377

5 March 1982

SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES

REGULATIONS REGARDING REGISTER AND MONEYS.—AMENDMENT

The South African Teachers' Council for Whites has, in terms of section 27 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), and with the approval of the Minister of National Education, made the regulations set out in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the Regulations" means the regulations promulgated under Government Notice R. 2560 of 23 December 1977, as amended by Government Notices R. 39 of 12 January 1979 and R. 991 of 11 May 1979.

2. Regulation 5 of the Regulations is amended by the substitution for subregulations (5) and (6), respectively, of the following subregulations:

"(5) For the issue of an amended certificate of registration: R1.

(6) *Annual fee*.—The annual fee payable in terms of section 15 (3) of the Act shall be R24: Provided that a person who is registered or provisionally registered during the course of a financial year shall pay with effect from the date of such registration or provisional registration a pro rata

die onverstreke gedeelte van daardie boekjaar 'n pro rata-gedeelte van die jaargeld betaal, en vir dié doel word 'n gedeelte van 'n maand as 'n volle maand beskou.''

3. Aanhangsel A van die Regulasies word hierby deur die volgende Aanhangsel vervang:

"AANHANGSEL A

SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES

AANSOEK OM REGISTRASIE OF VOORWAARDELIKE REGISTRASIE

Die Registrateur
SA Onderwysersraad
Privaatsak X26251
ARCADIA 0007

Vir kantoorgebruik

R

Ek, die ondergetekende, doen hierby aansoek om:

Registrasie ☐ Voorwaardelike registrasie ☐ met ingang van 19..... (merk toepaslike blokkie met 'n X).

Voorwaardelike registrasie het betrekking op persone wat nie oor professionele onderwyserskwalifikasies beskik nie. Kyk ook paragraaf 10. (Drukskrif asseblief.)

Ek verklaar hiermee dat die inligting in hierdie aansoekvorm vervat, waar en juis is.

Datum Handtekening

1. Titel (bv. mnr./mej./dr.)
2. Van
3. Voornamen
4. Persoons-/identiteitsnommer
5. Posadres

Poskode

6. Geslag (merk toepaslike blokkie met 'n X):

Manlik ☐ Vroulik ☐

7. Onderwysersvereniging: Dui met 'n X in die toepaslike blokkie aan van watter onderwysersvereniging(s) u lid is.

Natalse Onderwysersunie ☐ Saamwerksskolevereniging ☐

Natal Teacher's Society ☐ Transvaalse Onderwysersvereniging ☐

South African Teachers' Association ☐ Transvaal Teachers' Association ☐

Suid-Afrikaanse Onderwysersunie ☐ Suidwes-Afrikaanse Onderwysersunie ☐

S.A. Vereniging vir Tegniese en Beroepsonderwys/S.A. Association for Technical and Vocational Education ☐ Vereniging van Blanke Onderwysers in Onderwys en Opleiding/Association of White Teachers' in Education and Training ☐

Oranje-Vrystaatse Onderwysersvereniging / Orange Free State Teachers' Association ☐ Nie lid van 'n onderwysersvereniging nie. ☐

8. Professionele onderwyserskwalifikasie(s). [Onderwysdiplomas soos die Hoër Onderwysdiploma (HOD), Onderwysdiploma (OD), ensovoorts, sowel as grade soos BA(ED), BSC(ED), B COMM(ED), B MUS(ED), B PRIM ED wat as professionele onderwyserskwalifikasies erken word—gee erkende afkorting in hoofletters sonder punte.]

N.B.—Gewaarmerkte afskrifte van sertifikate moet aangeheg word.

Naam van kwalifikasie

Jaar voltooi

9. Akademiese onderwyserskwalifikasies [Kwalifikasies soos BA, BSC, B COMM, B ED, BA (HONS), MA, D ED asook tegniese en ander kwalifikasies van persone wat nie in spesialiste poste aangestel is nie, soos die Hoër Nasionale Diploma vir Tegnici (HNDDT), Nasionale Tegniese Diploma (N Teg D), Nasionale Diploma vir Tegnici (NDT), ens.]

N.B.—Gewaarmerkte afskrifte van sertifikate moet aangeheg word.

Naam van kwalifikasie

Jaar voltooi

portion of the annual fee for the unexpired part of that financial year, and for this purpose part of a month shall be regarded a full month.''

3. The following Annexure is substituted for Annexure A to the Regulations:

"ANNEXURE A

SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES

APPLICATION FOR REGISTRATION OR PROVISIONAL REGISTRATION

The Registrar
SA Teachers' Council
Private Bag X26251
ARCADIA 0007

For official use

R

I, the undersigned, hereby apply for:

Registration ☐ Provisional registration ☐ with effect from 19.....

(mark appropriate square with an X).

Provisional registration applies to persons who are not in possession of professional teachers' qualifications. See also paragraph 10. (Block letters please.)

I declare that the information in this application form is true and correct.

Date Signature

1. Title (eg. Mr/Miss/Dr)

2. Surname

3. First name(s)

4. Identity number

5. Postal address

Postal code

6. Sex (mark appropriate square with an X):

Male ☐ Female ☐

7. Teachers' association: Indicate your membership of a teachers' association(s) by marking the appropriate square with an X.

Natalse Onderwysersunie ☐ Saamwerksskolevereniging ☐

Natal Teachers' Society ☐ Transvaalse Onderwysersvereniging ☐

South African Teachers' Association ☐ Transvaal Teachers' Association ☐

Suid-Afrikaanse Onderwysersunie ☐ Suidwes-Afrikaanse Onderwysersunie ☐

S.A. Association for Technical and Vocational Education/S.A. Vereniging vir Tegniese en Beroepsonderwys ☐ Association of White Teachers in Education and Training/Vereniging van Blanke Onderwysers in Onderwys en Opleiding ☐

Orange Free State Teachers' Association / Oranje-Vrystaatse Onderwysersvereniging ☐ Not a member of a teachers' association ☐

8. Professional teaching qualification(s). [Teachers' diplomas, e.g. the Higher Diploma in Education (HDE), Diploma in Education (DE), etc., as well as degrees, e.g. the BA (ED), BSC(ED), B COMM(ED), B MUS(ED), B PRIM ED, which are recognised as professional teachers' qualifications—use acknowledged abbreviations in capital letters without full stops.]

N.B.—Certified copies of certificates must be attached.

Name of qualification

Year completed

9. Academic teaching qualification(s). [Qualifications, e.g. BA, BSC, B COMM, B ED, BA (HONS), MA, D ED, as well as technical and other qualifications of persons not appointed in specialist posts, e.g. the Higher National Diploma for Technicians (HNDDT), National Technical Diploma (N Tech D), National Diploma for Technicians (NDT), etc.]

N.B.—Certified copies of certificates must be attached.

Name of qualification

Year completed

10. Ander onderwyskwalifikasie(s) (moet net ingevul word deur persone wat nie oor 'n erkende professionele onderwyserskwalifikasie beskik nie).

N.B.—'n Bewys van aanstelling moet aangeheg word.

Naam van kwalifikasie	Jaar voltooi
.....	
.....	
.....	
.....	

AANVULLENDE INLIGTING WAT DIE RAAD VERLANG

11. Geboortedatum
 12. Nooiensvan (indien van toepassing)
 13. Taal waaraan voorkeur gegee word (merk toepaslike blokkie met 'n X):
 Afrikaans ☐ Engels ☐

14. Onderwys- of ander departement waar in diens (merk toepaslike blokkie met 'n X):

Nasionale Opvoeding..... ☐	Suidwes-Afrika..... ☐
Kaap die Goeie Hoop..... ☐	Onderwys en Opleiding..... ☐
Natal..... ☐	Binnelandse Aangeleenthede..... ☐
Oranje-Vrystaat..... ☐	Ander werkgever..... ☐
Transvaal..... ☐	Student..... ☐

15. Verwysingsnommer by departement/werkgever (salarisnommer).....

16. Kategorie-indeling volgens kwalifikasies (A=M+1, B=M+2, C=M+3, D=M+4, ens.): Dui A, B, C, D, E, F, of G aan in blokkie ☐

17. Werksadres
 Naam van skool/inrigting/instansie.....

Adres.....

Poskode..... Telefoon (werk).....

18. Huisadres.....

Poskode..... Telefoon (huis).....

Beantwoord asseblief vrae 19 en 20 deur 'n X in die toepaslike blokkie te maak.

19. Is u al ooit aan 'n misdryf of aan 'n oortreding van die professionele gedragskode skuldig bevind?

Ja ☐ Nee ☐

Indien JA, verstrek besonderhede.....

20. Was u naam voorheen in die Raad se register ingeskryf?

Ja ☐ Nee ☐

Indien JA, verstrek vorige SAOR-registrasienommer.....

21. Dui met 'n X in die toepaslike blokkie aan waar u tans werksaam is.

Staats- of provinsiaalbeheerde skool..... ☐

Gesubsidieerde privaatskool..... ☐

Nie-gesubsidieerde privaatskool..... ☐

Ander inrigting/instansie..... ☐

Nie in diens nie..... ☐

Student (finale jaar)..... ☐

Naam van opleidingsinrigting.....

Militêre diensplig..... ☐

Datum waarop diensplig voltooi sal word.....

Departement/instansie waar u daarna onderwys wil gee.....

22. Aard van aanstelling [bv. heeltydse permanente, permanente aflos, permanente proef, termynaanstelling (bv. 3 of 5 jaar), kontrak, tydelik]:

Aanstelling geld vanaf.....
 tot (in geval van 'n nie-permanente aanstelling).....

23. Die volgende gelde word hierby ingesluit (indien van toepassing). Tjeks en posorders moet gekruis en aan die SAOR betaalbaar gemaak word:

Registrasiegeld.....	R.....
Jaargeld.....	R.....
Totaal.....	R.....

10. Other Teaching qualification(s) (only to be completed by persons who do not hold a recognised professional teacher's qualification).

N.B.—Proof of appointment must be attached.

Name of qualification	Year completed
.....	
.....	
.....	
.....	

ADDITIONAL INFORMATION REQUIRED BY THE COUNCIL

11. Date of birth.....

12. Maiden name (if applicable).....

13. Language preferred (mark appropriate square with an X):

Afrikaans ☐ English ☐

14. Education or other department where employed (mark appropriate square with an X):

National Education..... ☐ South-West Africa..... ☐

Cape of Good Hope..... ☐ Education and Training..... ☐

Natal..... ☐ Internal Affairs..... ☐

Orange Free State..... ☐ Other employer..... ☐

Transvaal..... ☐ Student..... ☐

15. Reference number at department/employer (salary number).....

16. Category classification according to qualifications (A=M+1, B=M+2, C=M+3, D=M+4, etc): Indicate in square A, B, C, D, E, F, or G ☐

17. Business address.....

Name of school/institution/body.....

Address.....

Postal code..... Telephone (business).....

18. Residential address.....

Postal code..... Telephone (residence).....

Kindly answer questions 19 and 20 by marking the appropriate square with an X.

19. Have you ever been found guilty of an offence or of contravening the professional code of conduct?

Yes ☐ No ☐

If YES, furnish particulars.....

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VIR KANTOORGEBRUIK

Ontvangsdatum.....
 Ontvangsnommer.....
 Skedulenommer.....
 Gekontroleer.....
 Opmerkings.....
 Geld ontvang:
 Registrasiegeld..... R.....
 Jaargeld..... R.....
 Totaal..... R.....
 Geld gekontroleer en hanteer.....

FOR OFFICE USE

Date received.....
 Receipt number.....
 Schedule number.....
 Checked.....
 Remarks.....
 Money received:
 Registration fee..... R.....
 Annual fee..... R.....
 Total..... R.....
 Moneys checked and handled.....

DEPARTEMENT VAN OMGEWINGSKE

No. R. 389

5 Maart 1982

ALGEMENE REGULASIES KRAGTENS DIE BOSWET, 1968

Die Minister van Omgewingsake het kragtens die bevoegdheid hom verleen by artikel 29 van die Boswet, 1968 (Wet 72 van 1968), die regulasies gepubliseer by Goewermenskennisgewing R. 1591 van 8 September 1972, soos gewysig by Goewermenskennisgewings R. 2149 van 21 Oktober 1977 en R. 33 van 8 Januarie 1982, gewysig soos in die Bylae hiervan uiteengesit.

BYLAE

Regulasie 5.20 word hierby soos volg gewysig:

1. Vervang " 'n verlenging" in die sewende reël deur "een of meer verlengings".
2. Vervang "die" in die agtste reël deur " 'n".

No. R. 420

5 Maart 1982

VERBETERINGSKENNISGEWING

Vervang die woord "regulasie" deur "Goewermenskennisgewing" waar dit in die Afrikaanse teks van Goewermenskennisgewing R. 26 van 8 Januarie 1982 voorkom.

SUID-AFRIKAANSE VERVOERDIENSTE

No. R. 408

5 Maart 1982

SUID-AFRIKAANSE VERVOERDIENSTE WYSIGING IN DIE TENDERRAAD- REGULASIES

Die Minister van Vervoerwese het ingevolge artikel 4 (8), saamgelees met artikel 77, van Wet 65 van 1981 goedkeuring verleen dat Tenderraadregulasie No. 24 van die Suid-Afrikaanse Vervoerdienste gewysig word deur "R20 000" waar dit in paragrawe (1) (a) en (b) voorkom, deur "R100 000", en "R50 000" waar dit in paragrawe 1 (b) en (c) voorkom, deur "R250 000" te vervang.

No. R. 409

5 Maart 1982

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Siekefondse regulasies van die Suid-Afrikaanse Vervoerdienste,

DEPARTMENT OF ENVIRONMENT AFFAIRS

No. R. 389

5 March 1982

GENERAL REGULATIONS UNDER THE FOREST ACT, 1968

The Minister of Environment Affairs has, under the powers vested in him by section 29 of the Forest Act, 1968 (Act 72 of 1968), amended the regulations published by Government Notice R. 1591 of 8 September 1972, as amended by Government Notices R. 2149 of 21 October 1977 and R. 33 of 8 January 1982, as set out in the Schedule hereto.

SCHEDULE

Regulation 5.20 is hereby amended as follows:

1. Substitute "one or more extensions" for "an extension" in the seventh line.
2. Substitute "an" for "the" after "within" in the ninth line.

No. R. 420

5 March 1982

CORRECTION NOTICE

Substitute the word "Goewermenskennisgewing" for "regulasie" where it appears in the Afrikaans version of Government Notice R. 26, dated 8 January 1982.

SOUTH AFRICAN TRANSPORT SERVICES

No. R. 408

5 March 1982

SOUTH AFRICAN TRANSPORT SERVICES AMENDMENT OF THE TENDER BOARD REGULATIONS

The Minister of Transport Affairs has in terms of section 4 (8), read with section 77, of Act 65 of 1981 approved of Tender Board Regulation No. 24 of the South African Transport Services being amended by the substitution of "R100 000" for "R20 000" where it appears in paragraphs (1) (a) and (b), and "R250 000" for "R50 000" where it appears in paragraphs (1) (b) and (c).

No. R. 409

5 March 1982

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the Sick Fund Regulations of the

gepubliseer in Goewermentskennisgewing R. 635 van 8 September 1961, soos gewysig, soos volg verder gewysig word:

**SUID-AFRIKAANSE VERVOERDIENSTE
SIEKEFONDSREGULASIES
WYSIGINGSLYS**

(Van krag van 1 April 1981)

Vervang die woord "dienaar" deur "werknemer" waar dit ook al in hierdie regulasies voorkom.

REGULASIE 81

Voeg die volgende nuwe subparagraaf (1) (r) in:

- (r) vir die behandeling van besoekers, d.i. enige voordeeltrekker wat tydelik weg van sy geneeskundige distrik is terwyl hy op reis of met verlof is of wat tydelik weg is van sy tuis-sentrum en in 'n noodgeval van 'n spoorwegdokter se dienste gebruik maak ...

... twee derdes van die bedrag bepaal in die geldetarief van toepassing op mediese hulpskemas.

No. R. 410

5 Maart 1982

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese, na raadpleging met die Raad van Suid-Afrikaanse Vervoerdienste, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R. 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met ingang van 1 Januarie 1981:

REGULASIE 59A

In paragraaf (8), skrap "39 of".

In paragraaf (9), voeg die woorde "ingevolge regulasie 39 die Diens verlaat of" in voor die woorde "ingevolge regulasie 40 vrywillig bedank".

No. R. 411

5 Maart 1982

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Vervoerdienste, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

**SUID-AFRIKAANSE VERVOERDIENSTE
PERSONEELREGULASIES
WYSIGINGSLYS**

(Van krag van 1 Oktober 1980)

REGULASIE 47

Vervang paragraaf (4) deur die volgende:

(4) Behoudens die bepalinge van regulasie 2, bepaal die Hoofbestuurder deur wie en op watter grondslag vakatures gevul word.

South African Transport Services, published in Government Notice R. 635 of 8 September 1961, as amended, being further amended as follows:

**SOUTH AFRICAN TRANSPORT SERVICES
SICK FUND REGULATIONS
SCHEDULE OF AMENDMENT**

(Operative from 1 April 1981)

Substitute the word "employee" for "servant" wherever it occurs in these regulations.

REGULATION 81

Insert the following new subparagraph (1) (r):

- (r) for attending to visitors, i.e. any beneficiary temporarily away from his medical district whilst travelling or on leave or who is temporarily away from his home centre and utilises the services of a railway medical officer in a case of emergency

... two-thirds of the amount laid down in the tariff of fees applicable to medical aid schemes.

No. R. 410

5 March 1982

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs, do hereby, after consultation with the South African Transport Services Board, approve of the Pension Regulations, published in Government Notice R. 859 of 28 May 1971, as amended, being further amended as follows with effect from 1 January 1981:

REGULATION 59A

In paragraph (8), delete "39 or".

In paragraph (9), insert the words "leaves the Service in terms of regulation 39 or" before the words "resigns voluntarily in terms of regulation 40".

No. R. 411

5 March 1982

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the Staff Regulations of the South African Transport Services, published in Government Notice R. 1045 of 15 July 1960, as amended, being further amended as follows:

**SOUTH AFRICAN TRANSPORT SERVICES
STAFF REGULATIONS
SCHEDULE OF AMENDMENT**

(Operative from 1 October 1980)

REGULATION 47

Substitute the following for paragraph (4):

(4) Except for the provisions of regulation 2, the General Manager decides by whom and on what basis vacancies shall be filled.

No. R. 419

5 Maart 1982

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Vervoerdienste, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE VERVOERDIENSTE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Oktober 1980)

REGULASIE 112

Vervang hierdie regulasie deur die volgende:

112. Behoudens die bepalings van regulasie 27 (3) (b), word verlof met betaling nie toegestaan om 'n dienaar in staat te stel om sake te doen of 'n vergadering of konferensie by te woon waarvoor hy uit bronne buite die Diens betaal word nie. Die bepalings van hierdie regulasie is nie van toepassing op verlof wat ingevolge die bepalings van regulasie 99 toegestaan word nie.

No. R. 419

5 March 1982

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the Staff Regulations of the South African Transport Services, published in Government Notice R. 1045 of 15 July 1960, as amended, being further amended as follows:

SOUTH AFRICAN TRANSPORT SERVICES

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 October 1980)

REGULATION 112

Substitute the following for this regulation:

112. Except for the provisions of regulation 27 (3) (b), paid leave shall not be granted to enable a servant to transact business or to attend a meeting or conference for which payment is received by him from sources outside the Service. The terms of this regulation shall not apply to leave granted under the provisions of regulation 99.

BOTHALIA

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