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GOVERNMENT NOTICES

ADMINISTRATION: HOUSE OF DELEGATES

DEPARTMENT OF HEALTH SERVICES AND WELFARE

No. R. 1457

7 July 1989

SOCIAL PENSIONS ACT, 1973
(ACT No. 37 OF 1973)

AMENDMENT OF REGULATIONS

The Minister of Health Services and Welfare of the Ministers' Council of the House of Delegates has, under section 17 of the Social Pensions Act, 1973 (Act No. 37 of 1973), and in consultation with the Minister of Finance, made the regulations contained in the Schedule.

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 568 of 5 April 1974, as amended by Government Notices Nos. R. 1454 of 23 August 1974, R. 2365 of 20 December 1974, R. 674 of 23 April 1976, R. 1305 of 30 July 1976, R. 1774 of 9 September 1977, R. 1179 of 8 June 1979, R. 517 of 21 March 1980, R. 770 of 23 April 1982, R. 2330 of 29 October 1982, R. 2453 of 12 November 1982, R. 2302 of 21 October 1983, R. 1872 of 23 August 1985 and R. 2188 of 24 October 1986.

Replacement of regulation 1 of the Regulations

2. The following regulation is hereby substituted for regulation 1 of the Regulations:

DEFINITION

"1. In these regulations any word to which a meaning has been assigned in the Act shall bear that meaning and, unless the context otherwise indicates—

GOEWERMENTSKENNISGEWINGS

ADMINISTRASIE: RAAD VAN AFGEVAARDIGDES

DEPARTEMENT VAN GESONDHEIDS- DIENSTE EN WELSYN

No. R. 1457

7 Julie 1989

WET OP MAATSKAPLIKE PENSIOENE, 1973
(WET No. 37 VAN 1973)

WYSIGING VAN REGULASIES

Die Minister van Gesondheidsdienste en Welsyn van die Ministersraad van die Raad van Afgevaardigdes het kragtens artikel 17 van die Wet op Maatskaplike Pensioene, 1973 (Wet No. 37 van 1973), en in ooreenstemming met die Minister van Finansies die regulasies vervat in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 568 van 5 April 1974, soos gewysig by Goewermentskennisgewings Nos. R. 1454 van 23 Augustus 1974, R. 2365 van 20 Desember 1974, R. 674 van 23 April 1976, R. 1305 van 30 Julie 1976, R. 1774 van 9 September 1977, R. 1179 van 8 Junie 1979, R. 517 van 21 Maart 1980, R. 770 van 23 April 1982, R. 2330 van 29 Oktober 1982, R. 2453 van 12 November 1982, R. 2302 van 21 Oktober 1983, R. 1872 van 23 Augustus 1985 en R. 2188 van 24 Oktober 1986.

Vervanging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby deur die volgende regulasie vervang:

WOORDOMSKRYWING

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

(i) 'attesting officer' means any officer in the service of the Department of Health Services and Welfare of the Administration: House of Delegates, the Administration: House of Assembly or the Administration: House of Representatives, the Department of National Health and Population Development or the Department of Justice, any postmaster, any member of any statutory police force, any justice of the peace or any commissioner of oaths;

(ii) 'Director-General' means the Director-General of the Administration: House of Delegates;

(iii) 'Minister' means the Minister of Health Services and Welfare in the Ministers' Council of the House of Delegates;

(iv) 'regional representative' means an officer in charge of a regional office of the Department of Health Services and Welfare of the Administration: House of Delegates;

(v) 'the Act' means the Social Pensions Act, 1973 (Act No. 37 of 1973)."

Replacement of regulation 10 of the Regulations

3. The following regulation is hereby substituted for regulation 10 of the Regulations:

"10. No person shall be eligible for a pension if his assets exceed the amount of R28 000 with effect from 1 October 1986 or if his income per annum in the case of a married applicant is in excess of R1 164 with effect from 1 October 1985, R1 380 with effect from 1 October 1986, R1 704 with effect from 1 October 1987 or R2 100 with effect from 1 January 1989 or, in the case of a single applicant, in excess of R2 328 with effect from 1 October 1985, R2 760 with effect from 1 October 1986, R3 408 with effect from 1 October 1987 or R4 200 with effect from 1 January 1989."

Amendment of regulation 15 of the Regulations

4. Regulation 15 of the Regulations is hereby amended—

(a) by the substitution in paragraph (a) of subregulation (1) for the expression "R1 236" of the expression "R1 404 with effect from 1 October 1985, R1 704 with effect from 1 October 1986, R1 944 with effect from 1 October 1987 and R2 340 with effect from 1 January 1989";

(b) by the substitution in paragraph (b) of subregulation (1) for the expression "R1 740" of the expression "R1 944 with effect from 1 October 1985, R2 244 with effect from 1 October 1986, R2 496 with effect from 1 October 1987 and R2 892 with effect from 1 January 1989"; and

(c) by the substitution in paragraph (c) of subregulation (1)—

(i) for the expression "R960" of the expression "R1 164 with effect from 1 October 1985, R1 380 with effect from 1 October 1986, R1 704 with effect from 1 October 1987 and R2 100 with effect from 1 January 1989";

(ii) for the expression "R12 per annum for every R12" of the expression "R24 per annum with effect from 1 October 1987 for every R24"; and

(iii) for the expression "R504" of the expression "R540 with effect from 1 October 1985 and R552 with effect from 1 October 1987".

(i) 'attesterende beampte' enige beampte in diens van die Departement van Gesondheidsdienste en Welsyn van die Administrasie: Raad van Afgevaardigdes, die Administrasie: Volksraad of die Administrasie: Raad van Verteenwoordigers, die Departement van Nasionale Gesondheid en Bevolkingsontwikkeling of die Departement van Justisie, 'n posmeester, enige lid van 'n polisiemag wat by wet ingestel is, 'n vrederegter of 'n kommissaris van ede;

(ii) 'die Wet' die Wet op Maatskaplike Pensioene, 1973 (Wet No. 37 van 1973);

(iii) 'Direkteur-generaal' die Direkteur-generaal van die Administrasie: Raad van Afgevaardigdes;

(iv) 'Minister' die Minister van Gesondheidsdienste en Welsyn in die Ministersraad van die Raad van Afgevaardigdes;

(v) 'streekverteenwoordiger' 'n beampte in bevel van 'n streekkantoor van die Departement van Gesondheidsdienste en Welsyn van die Administrasie: Raad van Afgevaardigdes."

Vervanging van regulasie 10 van die Regulasies

3. Regulasie 10 van die Regulasies word hierby deur die volgende regulasie vervang:

"10. Niemand kom vir 'n pensioen in aanmerking nie indien sy bates die bedrag van R28 000 met ingang van 1 Oktober 1986 oorskry of indien sy jaarlikse inkomste, in die geval van 'n ongetroude aansoeker, R1 164 met ingang van 1 Oktober 1985, R1 380 met ingang van 1 Oktober 1986, R1 704 met ingang van 1 Oktober 1987 of R2 100 met ingang van 1 Januarie 1989 oorskry of, in die geval van 'n getroude aansoeker, R2 328 met ingang van 1 Oktober 1985, R2 760 met ingang van 1 Oktober 1986, R3 408 met ingang van 1 Oktober 1987 of R4 200 met ingang van 1 Januarie 1989 oorskry."

Wysiging van regulasie 15 van die Regulasies

4. Regulasie 15 van die Regulasies word hierby gewysig—

(a) deur in paragraaf (a) van subregulasie (1) die uitdrukking "R1 236" deur die uitdrukking "R1 404 met ingang van 1 Oktober 1985, R1 704 met ingang van 1 Oktober 1986, R1 944 met ingang van 1 Oktober 1987 en R2 340 met ingang van 1 Januarie 1989" te vervang;

(b) deur in paragraaf (b) van subregulasie (1) die uitdrukking "R1 740" deur die uitdrukking "R1 944 met ingang van 1 Oktober 1985, R2 244 met ingang van 1 Oktober 1986, R2 496 met ingang van 1 Oktober 1987 en R2 892 met ingang van 1 Januarie 1989" te vervang; en

(c) deur in paragraaf (c) van subregulasie (1)—

(i) die uitdrukking "R960" deur die uitdrukking "R1 164 met ingang van 1 Oktober 1985, R1 380 met ingang van 1 Oktober 1986, R1 704 met ingang van 1 Oktober 1987 en R2 100 met ingang van 1 Januarie 1989" te vervang;

(ii) die uitdrukking "R12 per jaar vir iedere R12" deur die uitdrukking "R24 per jaar met ingang van 1 Oktober 1987 vir iedere R24" te vervang; en

(iii) die uitdrukking "R504" deur die uitdrukking "R540 met ingang van 1 Oktober 1985 en R552 met ingang van 1 Oktober 1987" te vervang.

Amendment of regulation 18 of the Regulations

5. Regulation 18 of the Regulations is hereby amended by the substitution for the expression "R144" of the expression "R216 with effect from 1 October 1985".

Amendment of the Regulations

6. The Regulations are hereby amended by the substitution for the expression "district pensions officer", wherever it occurs, of the expression "regional representative".

DEPARTMENT OF FINANCE

No. R. 1408

7 July 1989

CUSTOMS AND EXCISE ACT, 1964**AMENDMENT OF SCHEDULE 1 (No. 1/4/57)**

Under section 48 of the Customs and Excise Act, 1964, Part 4 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARAIS,

Deputy Minister of Finance.

Wysiging van regulasie 18 van die Regulasies

5. Regulasie 18 van die Regulasies word hierby gewysig deur die uitdrukking "R144" deur die uitdrukking "R216 met ingang van 1 Oktober 1985" te vervang.

Wysiging van die Regulasies

6. Die Regulasies word hierby gewysig deur die uitdrukking "distrikspensioenbeampte", oral waar dit voorkom, deur die uitdrukking "streekverteenvoorder" te vervang.

DEPARTEMENT VAN FINANSIES

No. R. 1408

7 Julie 1989

DOEANE- EN AKSYNSWET, 1964**WYSIGING VAN BYLAE 1 (No. 1/4/57)**

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 4 van Bylae 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aange-
toon.

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

Note.—By the substitution for Note 7 (a) of the following:

"(a) which are entered in terms of rebate items 317.02 and 317.03 of Schedule 3 and rebate items 403.02, 405.04, 405.05, 406.00, 407.00, 408.00, 409.00, 412.02, 412.03, 412.04, 412.07, 412.09, 412.10, 412.11, 412.12, 412.13, 412.15, 412.16, 412.17, 412.24, 412.25, 460.07/39.19, 470.00, 480.00 and 490.00 of Schedule No. 4,"

Note.—The effect of this amendment is that goods cleared in terms of rebate item 412.25 are exempted from the payment of surcharge.

BYLAE

Opmerking.—Deur Opmerking 7 (a) deur die volgende te vervang:

"(a) wat geklaar word kragtens kortingitems 317.02 en 317.03 van Bylae 3 en kortingitems 403.02, 405.04, 405.05, 406.00, 407.00, 408.00, 409.00, 412.02, 412.03, 412.04, 412.07, 412.09, 412.10, 412.11, 412.12, 412.13, 412.15, 412.16, 412.17, 412.24, 412.25, 460.07/39.9, 470.00, 480.00 en 490.00 van Bylae No. 4,"

Opmerking.—Die uitwerking van hierdie wysiging is dat goedere wat geklaar word kragtens kortingitem 412.25 vrygestel is van betaling van bobelasting.

No. R. 1409

7 July 1989

CUSTOMS AND EXCISE ACT, 1964**AMENDMENT OF SCHEDULE 4 (No. 4/35)**

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

G. MARAIS,

Deputy Minister of Finance.

No. R. 1409

7 Julie 1989

DOEANE- EN AKSYNSWET, 1964**WYSIGING VAN BYLAE 4 (No. 4/35)**

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 4 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II			Description	III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.			
412.25				By the insertion after rebate item 412.24 of the following:		
"412.25	00.00	01.00	01	Goods produced or manufactured in the People's Republic of Mozambique, and imported directly therefrom, of such class or kind and any other characteristics and in such quantities as specified in any certificate in such form as approved by the Director-General: Trade and Industry, and issued on behalf of the People's Republic of Mozambique	Full duty in Part 1 of Schedule No. 1 less 3%"	

Note.—Provision is made for a partial rebate of duty on goods produced or manufactured in the People's Republic of Mozambique, and imported directly therefrom, of such class or kind and any other characteristics and in such quantities as specified in any certificate in such form as approved by the Director-General: Trade and Industry, and issued on behalf of the People's Republic of Mozambique.

BYLAE

I Korting- Item	II			Beskrywing	III Mate van Korting	Annotasies
	Tarief- pos	Korting- kode	T. S.			
412.25				Deur na kortingitem 412.24 die volgende in te voeg:		
"412.25	00.00	01.00	01	Goedere in die Volksrepubliek van Mosambiek geproduseer of vervaardig, en direk daarvandaan ingevoer, van sodanige klas of soort en enige ander eienskappe en in sodanige hoeveelhede soos gespesifiseer in enige sertifikaat in die vorm soos goedgekeur deur die Direkteur-generaal: Handel en Nywerheid, en uitgereik ten behoeve van die Volksrepubliek van Mosambiek	Volle reg in Deel 1 van Bylae No. 1 min 3%"	

Opmerking.—Voorsiening word gemaak vir 'n gedeeltelike korting op reg op goedere wat in die Volksrepubliek van Mosambiek geproduseer of vervaardig is, en direk daarvandaan ingevoer word, van sodanige klas of soort en enige ander eienskappe en in sodanige hoeveelhede soos gespesifiseer in enige sertifikaat in die vorm soos goedgekeur deur die Direkteur-generaal: Handel en Nywerheid, en uitgereik ten behoeve van die Volksrepubliek van Mosambiek.

No. R. 1410

7 July 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF REGULATION (No. MR/74)

Under section 120 (1) (k) of the Customs and Excise Act, 1964, the regulations published in Government Notice No. R. 1770 of 5 October 1973 are amended to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

SCHEDULE

By the insertion after regulation 5.03.04 of the following:

"5.03.06 (a) For the purposes of section 46 (1) and subject to the provisions of regulations 5.03.01, 5.03.02 and 5.03.03, the prescribed percentage in respect of goods of Mozambican origin and entered in terms of rebate item 412.25 of Schedule 4 shall be at least thirty five per cent.

No. R. 1410

7 Julie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REGULASIES (No. MR/74)

Kragtens artikel 120 (1) (k) van die Doeane- en Aksynswet, 1964, word die regulasies gepubliseer by Goewermentskennisgewing No. R. 1770 van 5 Oktober 1973 gewysig in die mate in die Bylae hiervan aange-
toon.

G. MARAIS,
Adjunk-minister van Finansies.

BYLAE

Deur na regulasie 5.03.04 die volgende in te voeg:

"5.03.06 (a) Vir die doeleindes van artikel 46 (1) en behoudens die bepalings van regulasies 5.03.01, 5.03.02 en 5.03.03, moet die voorgeskrewe persentasie ten opsigte van goedere van Mosambiekse oorsprong en wat geklaar word ingevolge kortingitem 412.25 van Bylae 4 ten minste vyf-en-dertig persent wees.

5.03.06 (b) Any person entering any goods in terms of rebate item 412.25 of Schedule 4 shall produce to the Controller at the time of entry, the export certificate required in terms of that rebate item."

Note. — The conditions in respect of clearances in terms of rebate item 412.25 of Schedule 4 are prescribed.

5.03.06 (b) Enige persoon wat enige goedere klaar ingevolge kortingitem 412.25 van Bylae 4, moet die uitvoersertifikaat wat vereis word ingevolge daardie kortingitem, ten tyde van klaring aan die Kontroleur voorlê."

Opmerking. — Die voorwaardes ten opsigte van klaring ingevolge kortingitem 412.25 van Bylae 4 word voorgeskryf.

No. R. 1411

7 July 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/156)

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

G. MARAIS,
Deputy Minister of Finance.

No. R. 1411

7 Julie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/156)

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

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

Head- ing	Sub- heading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
49.07			By the substitution for subheading No. 4907.00.30 of the following:			
	“.30	7	Travellers' cheques, denominated in a foreign currency	kg	free	
	.40	4	Other travellers' cheques	kg	20% or 11c/kg"	

Note. — The rate of duty on travellers' cheques, denominated in a foreign currency, is reduced from 20 % or 11c/kg to free.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
49.07			Deur subpos No. 4907.00.30 deur die volgende te vervang:			
	“.30	7	Reisigerstjeks, gednomineer in 'n buitelandse geldeenheid	kg	vry	
	.40	4	Ander reisigerstjeks	kg	20% of 11c/kg"	

Opmerking. — Die skaal van reg op reisigerstjeks, gednomineer in 'n buitelandse geldeenheid, word van 20 % of 11c/kg na vry verlaag.

No. R. 1452

7 July 1989

REGULATIONS UNDER THE PENSION FUNDS ACT, 1956

The Deputy Minister of Finance, acting on behalf of the Minister of Finance, has under section 36 of the Pension Funds Act, 1956 (Act No. 24 of 1956), read with section 19 (5) (b) (iii), made the regulations in the Schedule.

SCHEDULE

1. In this Schedule "the Regulations" means the Regulations published under Government Notice No. R. 98 of 26 January 1962, as amended by Government Notices Nos. R. 2144 of 28 September 1984, R. 1790 of 16 August 1985, R. 1037 of 28 May 1986 and R. 232 of 6 February 1987.

No. R. 1452

7 Julie 1989

REGULASIES KRAGTENS DIE WET OP PENSIOENFONDSE, 1956

Die Adjunk-minister van Finansies, handelende namens die Minister van Finansies, het kragtens die bepaling van artikel 36, saamgelees met artikel 19 (5) (b) (iii) van die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956), die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die Regulasies afgekondig by Goewermentskennisgewing No. R. 98 van 26 Januarie 1962, soos gewysig deur Goewermentskennisgewings Nos. R. 2144 van 28 September 1984, R. 1790 van 16 Augustus 1985, R. 1037 van 28 Mei 1986 en R. 232 van 6 Februarie 1987.

2. Part VII of the Regulations is hereby amended by the substitution for regulation 27 of the following regulation:

"27. For the purpose of section 19 (5) (b) (iii) of the Act the prescribed rate of interest shall be sixteen per cent per annum with effect from 1 August 1989."

DEPARTMENT OF HOME AFFAIRS

No. R. 1453

7 July 1989

AMENDMENT OF REGULATIONS CONCERNING THE PREPARATION AND MAINTENANCE OF VOTERS' LISTS

The Minister of Home Affairs has, in terms of section 198 of the Electoral Act, 1979 (Act No. 45 of 1979), made the regulations set out in the Schedule hereto.

SCHEDULE

Definition

1. In this Schedule "the Regulations" shall mean the regulations published by Government Notice No. R. 1293 of 14 June 1985.

Amendment of regulation 5 of the Regulations

2. Regulation 5 of the Regulations is hereby amended—

(a) by the substitution for subparagraphs (i) and (ii) of paragraph (a) of subregulation (2) of the following subparagraphs:

"(i) main list: R1

(ii) supplementary list (if any): 40c;" and

(b) by the substitution for subparagraphs (i) and (ii) of paragraph (b) of subregulation (2) of the following subparagraphs:

"(i) main list: R10

(ii) supplementary list (if any): R2."

DEPARTMENT OF MANPOWER

No. R. 1417

7 July 1989

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY.—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Labour Relations, 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 Nos. R. 1882 of 23 August 1985, R. 1338 of 27 June 1986, R. 2754 of 11 December 1987 and R. 1512 of 29 July 1988 to be effective from the date of publication of this notice and for the period ending 30 September 1989.

M. W. J. LE ROUX,
Director: Labour Relations.

2. Deel VII van die Regulasies word hierby gewysig deur regulasie 27 deur die volgende regulasie te vervang:

"27. Vir die doel van artikel 19 (5) (b) (iii) van die Wet is die voorgeskrewe rentekoers sestien persent per jaar met ingang van 1 Augustus 1989."

DEPARTEMENT VAN BINNELANDSE SAKE

No. R. 1453

7 Julie 1989

WYSIGING VAN REGULASIES BETREFFENDE DIE OPSTEL EN INSTANDHOUDING VAN KIESERSLYSTE

Die Minister van Binnelandse Sake het kragtens artikel 198 van die Kieswet, 1979 (Wet No. 45 van 1979), die regulasies in die Bylae uiteengesit, uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1293 van 14 Junie 1985.

Wysiging van regulasie 5 van die Regulasies

2. Regulasie 5 van die Regulasies word hierby gewysig deur—

(a) subparagrafe (i) en (ii) van paragraaf (a) van subregulasie (2) deur die volgende subparagrafe te vervang:

"(i) hooflys: R1

(ii) aanvullende lys (as daar is): 40c"; en

(b) subparagrafe (i) en (ii) van paragraaf (b) van subregulasie (2) deur die volgende subparagrafe te vervang:

"(i) hooflys: R10

(ii) aanvullende lys (as daar is): R2."

DEPARTEMENT VAN MANNEKRAG

No. R. 1417

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE AANNEMINGSNYWERHEID.—HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 1882 van 23 Augustus 1985, R. 1338 van 27 Junie 1986, R. 2754 van 11 Desember 1987 en R. 1512 van 29 Julie 1988, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1989 eindig.

M. W. J. LE ROUX,
Direkteur: Arbeidsverhoudinge.

No. R. 1451

7 July 1989

WAGE ACT, 1957

CANCELLATION OF WAGE DETERMINATION

The Acting Minister of Manpower proposes, in terms of section 16 of the Wage Act, 1957, to cancel Wage Determination 435: Unskilled Labour (Local Authorities), Certain Areas, published under Government Notice No. R. 1314 of 29 June 1984.

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General: Manpower, Private Bag X117, Pretoria, 0001.

No. R. 1454

7 July 1989

LABOUR RELATIONS ACT, 1956

JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE).—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Labour Relations, 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 Nos. R. 1133 of 8 June 1984, R. 107 of 16 January 1987 and R. 2635 of 27 November 1987, to be effective from the date of publication of this notice and for the period ending 6 January 1990.

M. W. J. LE ROUX,
Director: Labour Relations.

No. R. 1458

7 July 1989

LABOUR RELATIONS ACT, 1956

BUILDING AND MONUMENTAL MASONRY INDUSTRIES, BLOEMFONTEIN.—RENEWAL OF MAIN AGREEMENT

I, Johannes Nicolaas Hitchcock, Chief Director: Labour Relations, 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 Nos. R. 2473 of 6 November 1987 and R. 1639 of 12 August 1988, to be effective from the date of publication of this notice and for the period ending 30 April 1990.

J. N. HITCHCOCK,
Chief Director: Labour Relations.

No. R. 1459

7 July 1989

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL.—AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Acting 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,

No. R. 1451

7 Julie 1989

LOONWET, 1957

INTREKKING VAN LOONVASSTELLING

Die Waarnemende Minister van Mannekrag is van voorneme om kragtens artikel 16 van die Loonwet, 1957, Loonvasstelling 435: Ongeskoolde Arbeid (Plaaslike Owerhede), Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1314 van 29 Junie 1984, in te trek.

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria, 0001, voorlê.

No. R. 1454

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP).—HERNUWING VAN HOOF-OOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 1133 van 9 Junie 1984, R. 107 van 16 Januarie 1987 en R. 2635 van 27 November 1987, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 6 Januarie 1990 eindig.

M. W. J. LE ROUX,
Direkteur: Arbeidsverhoudinge.

No. R. 1458

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

BOU- EN MONUMENTKLIPMESSSELNYWERHEID, BLOEMFONTEIN.—HERNUWING VAN HOOF-OOREENKOMS

Ek, Johannes Nicolaas Hitchcock, Hoofdirekteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 2473 van 6 November 1987 en R. 1639 van 12 Augustus 1988, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1990 eindig.

J. N. HITCHCOCK,
Hoofdirekteur: Arbeidsverhoudinge.

No. R. 1459

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, NATAL.—WYSIGING VAN HOOF-OOREENKOMS

Ek, Eli van der Merwe Louw, Waarnemende 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

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 December 1990, 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 clauses 1 (1) (a), 6 and 7, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1990, 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.

E. VANDER M. LOUW,
Acting Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)

AGREEMENT

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial 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 Clothing Industry (Natal),

to amend the Agreement, published under Government Notice No. R. 46 of 11 January 1980, as amended, extended and renewed by Government Notices Nos. R. 2774 and R. 2775 of 24 December 1982, R. 2606 of 30 November 1984, R. 918 and R. 919 of 26 April 1985, R. 2175 of 17 October 1986, R. 2721 of 24 December 1986, R. 393 of 27 February 1987, R. 2890 of 31 December 1987, R. 1462 of 22 July 1988, R. 1684 of 19 August 1988 and R. 2477 of 9 December 1988.

1. SCOPE OF APPLICATION

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

(a) by all employers who are members of the employers' organisation and who are engaged in the Clothing Industry (Natal) and by all employees who are members of the trade union and who are employed in the said Industry;

(b) in the Magisterial Districts of Chatsworth, Durban (excluding that portion which, prior to the publication of Government Notice No. 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

(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 the Agreement published under Government Notice No. R. 46 of 11 January 1980, as amended.

(3) The terms of this Agreement shall not apply to employers who are not members of the employers' organisation and who employ five or fewer employees: Provided that such employers may elect to voluntarily comply with the provisions of this Agreement.

2. CLAUSE 4. — WAGES

Substitute the following for subclause (1):

"(1) No employer shall pay and no employee shall accept wages lower than the minimum weekly wages prescribed hereunder:

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 Desember 1990 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 klousules 1 (1) (a), 6 en 7, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1990 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.

E. VANDER M. LOUW,
Waarnemende Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE KLERASIENYWERHEID (NATAL)

OOREENKOMS

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Klerasiennywerheid (Natal), om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing No. R. 46 van 11 Januarie 1980, soos gewysig, verleng en hernieu deur Goewermmentskennisgewings Nos. R. 2774 en R. 2775 van 24 Desember 1982, R. 2606 van 30 November 1984, R. 918 en R. 919 van 26 April 1985, R. 2175 van 17 Oktober 1986, R. 2721 van 24 Desember 1986, R. 393 van 27 Februarie 1987, R. 2890 van 31 Desember 1987, R. 1462 van 22 Julie 1988, R. 1684 van 19 Augustus 1988 en R. 2477 van 9 Desember 1988, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Klerasiennywerheid (Natal) nagekom word —

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

(b) in die landdrosdistrikte Chatsworth, Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermmentskennisgewing 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het), Inanda, Pinetown, Pietermaritzburg en Lower Tugela.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing ten opsigte van die werknemers vir wie lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 46 van 11 Januarie 1980, soos gewysig.

(3) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers wat nie lede van die werkgewersorganisasie is nie en wat vyf of minder werknemers in diens het: Met dien verstande dat sodanige werkers vrywilliglik aan die Ooreenkoms kan voldoen indien hulle dit verkies.

2. KLOUSULE 4. — LONE

Vervang subklousule (1) deur die volgende:

"(1) Geen loon wat laer is as die minimum weeklone hieronder voorgeskryf, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

Period	Occupation	Number of months' experience in the Industry (inclusive)								
		0-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	Over 48
From the date of coming into operation of this Agreement	Head cutter	234,00								
From the date of coming into operation of this Agreement	Assistant head cutter	183,50								
From the date of coming into operation of this Agreement	Cutter and trimmer	80,00	89,00	99,00	109,00	121,00	131,00			
From the date of coming into operation of this Agreement	Bandknife cutter	84,00	97,00	108,50	120,00	133,50	146,00			
From the date of coming into operation of this Agreement	Mechanic	99,50	116,50	134,00	154,00	173,50	194,50	214,00	233,50	253,00
From the date of coming into operation of this Agreement	Grade I employee	80,00	88,00	96,50	105,00	122,00				
From the first pay-week in July 1989	Grade I employee	83,00	91,00	99,50	108,00	125,00				
From the date of coming into operation of this Agreement	Grade II employee	80,00	88,00	104,50						
From the first pay-week in July 1989	Grade II employee	83,00	91,00	107,50						
From the date of coming into operation of this Agreement	Grade A employee	85,00	93,00	109,50						

Period	Occupation	Number of months' experience in the Industry (inclusive)								
		0-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	Over 48
From the first pay-week in July 1989	Grade A employee.....	88,00	96,00	112,50						
From the date of coming into operation of Agreement	Clerical employee	92,00	104,50	118,00	129,50	146,00				
From the date of coming into operation of this Agreement	Foreperson	125,00	177,00							
From the date of coming into operation of this Agreement	Watchman	104,50								
From the first pay-week in July 1989	Watchman	107,50								
From the date of coming into operation of this Agreement	Driver: Motor vehicle, the unladen mass of which— 1. does not exceed 454 kg	107,50								
From the date of coming into operation of this Agreement	2. Exceeds 454 kg but does not exceed 2 722 kg	124,00								
From the date of coming into operation of this Agreement	3. Exceeds 2 722 kg but does not exceed 4 540 kg	149,50								
From the date of coming into operation of this Agreement	4. Exceeds 4 540 kg	186,50								

Tydperk	Beroep	Getal maande ondervinding in die nywerheid (tot en met)								
		0-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	Meer as 48
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Hoofsnyer.....	234,00								
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Assistent-hoofsnyer	183,50								
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Snyer en voeringmerker-snyer ...	80,00	89,00	99,00	109,00	121,00	131,00			
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Bandmessnyer	84,00	97,00	108,50	120,00	133,50	146,00			
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Werktuigkundige.....	99,50	116,50	134,00	154,00	173,50	194,50	214,00	233,50	253,00
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Werknemer graad I.....	80,00	88,00	96,50	105,00	122,00				
Vanaf die eerste betaalweek in Julie 1989	Werknemer Graad I	83,00	91,00	99,50	108,00	125,00				
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Werknemer graad II.....	80,00	88,00	104,50						
Vanaf die eerste betaalweek in Julie 1989	Werknemer Graad II.....	83,00	91,00	107,50						
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Werknemer graad A.....	85,00	93,00	109,50						

Tydperk	Beroep	Getal maande ondervinding in die nywerheid (tot en met)								
		0-6	7-12	13-18	19-24	25-30	31-36	37-42	43-48	Meer as 48
Vanaf die eerste betaalweek in Julie 1989	Werknemer Graad A	88,00	96,00	112,50						
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Klerklike werknemer	92,00	104,50	118,00	129,50	146,00				
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Voorpersoon	125,00	177,00							
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Wag	104,50								
Vanaf die eerste betaalweek in Julie 1989	Wag	107,50								
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	Drywer: Motorvoertuig waarvan die onbelaste massa — 1. hoogstens 454 kg is	107,50								
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	2. meer as 454 kg maar hoogstens 2 722 kg is	124,00								
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	3. meer as 2 722 kg maar hoogstens 4 540 kg is	149,50								
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms	4. meer as 4 540 kg is	186,50								

N.B. — Where wages are to be increased on the basis of experience, the last amount shown opposite each occupation is the rate of pay for a qualified employee.

Whenever a qualified Grade II employee is transferred to another occupation classified as the work of a Grade I employee, he shall receive not less than his existing rate of pay for a period of six months and thereafter, on completion of that period, he shall receive his next increment and thereafter the prescribed increments in his new occupation. An unqualified Grade II employee who is transferred to another occupation classified as the work of a Grade I employee, shall be paid not less than the wage he was receiving prior to his transfer, but shall be paid the prescribed increments in his new occupation."

3. Insert the following clause 4bis in:

4bis: SHIFT ALLOWANCE

(1) An allowance of 12½ per cent shall be paid to all workers engaged in shift work, calculated on the basic minimum wage.

(2) Shift work shall mean a regular pattern of rotating hours of work and/or a regular pattern of work which falls outside normal working hours."

4. Insert the following clause 12bis:

"12bis: MATERNITY LEAVE

(1) Every employer shall acknowledge the right of an eligible employee to reasonable security of employment prior to, during and following confinement, and notwithstanding anything to the contrary contained in this Agreement, the special provisions contained in (2) to (6) hereunder shall apply to such employee.

(2) For the purposes of this clause, unless a different meaning appears from the context—

(c) 'casual employee' shall mean a casual employee as defined in the Basic Conditions of Employment Act, 1983, as amended from time to time;

(b) 'continuous service' shall mean the period of employment during which an employee's name has remained continuously on the employer's register;

(c) 'eligible employee' shall mean a permanent employee, other than a casual or temporary employee, who is or was pregnant and who has been in the continuous service of the same employer for a minimum period of (24) months;

(d) 'maternity leave' shall mean the period of leave to which an eligible employee is entitled by virtue of the provisions of this clause;

(e) 'permanent employee' shall mean an employee, other than a casual or temporary employee, who is in continuous employment with an employer and whose conditions of employment are regulated by the provisions of this Agreement;

(f) 'provident fund' or 'Fund' shall mean the Clothing Industry (Natal) Provident Fund;

(g) 'sick benefit fund' or 'Fund' shall mean the Sick Benefit Fund as provided for in clause 27 of the Main Agreement.

(h) 'temporary employee' shall mean an employee other than a casual or permanent employee whose employment contract is for a fixed-determined period of time.

(3) *Employment.* — An eligible employee shall not be permitted to work during the period commencing four weeks prior to the expected date of confinement and ending eight weeks after the date of confinement.

(4) *Maternity leave.* — (a) Subject to the provisions of paragraph (e) below, maternity leave shall be unpaid.

(b) Maternity leave shall be for a maximum period of six months in respect of the period before, during and after confinement.

(c) For the purposes of calculating length of service, maternity leave shall not be deemed to constitute a break in service other than as specified in this clause.

(d) Benefits which accrue to eligible employees arising from service, e.g. annual leave and sick leave, shall not accumulate during the period of maternity leave.

(e) An eligible employee applying for maternity leave shall first utilise the accrued annual leave entitlement in full, which for the purposes of calculating duration shall form part of such employee's period of maternity leave.

L.W. — Indien lone na aanleiding van ondervinding verhoog word, is die laaste bedrag teenoor elke beroep aangetoon die loonskaal vir 'n gekwalifiseerde werknemer.

Wanneer 'n gekwalifiseerde werknemer graad II oorgeplaas word na 'n ander beroep wat as die werk van 'n werknemer graad I geklassifiseer word, moet hy minstens sy bestaande besoldiging vir 'n tydperk van ses maande ontvang en daarna, by voltooiing van daardie tydperk, sy volgende salarisverhoging ontvang, en daarna, die voorgeskrewe salarisverhogings van sy nuwe beroep. 'n Ongekwalifiseerde werknemer graad II, wat oorgeplaas word na 'n ander beroep, wat as die werk van 'n werknemer graad I geklassifiseer word, moet minstens die besoldiging betaal word wat hy voor sy oorpasing ontvang het, maar moet die voorgeskrewe verhogings in sy nuwe beroep betaal word."

3. Voeg die volgende klousule 4bis in:

"4bis SKOFTOELAE

(1) 'n Toelae van 12½ persent moet betaal word aan alle werkers wat skofwerk verrig, gebaseer op die basiese minimum lone.

(2) Skofwerk beteken 'n gereelde patroon van roterende werkure en/of 'n gereelde patroon van werk wat buite normale werkure val."

4. Voeg die volgende klousule 12bis in:

"12bis. KRAAMVERLOF

(1) Elke werkgever moet erken dat elke werknemer wat vir kraamverlof kwalifiseer, die reg het op redelike sekuriteit ten opsigte van haar werk voor, gedurende en na swangerskap, en ondanks andersluidende bepalings in hierdie Ooreenkoms, is die volgende spesiale bepalings in subklousules (2) tot (6) hieronder van toepassing op sodanige werknemers.

(2) Vir die toepassing van hierdie klousule, tensy die teenoorgestelde bedoeling uit die sinsverband blyk, beteken—

(a) 'los werknemer' 'n los werknemer soos omskryf in die Wet op Basiese Diensvoorwaardes, 1983, soos van tyd tot tyd gewysig;

(b) 'ononderbroke diens' die dienstydperk waartydens 'n werknemer se naam ononderbroke in die register van die werkgever verskyn;

(c) 'werknemer wat vir kraamverlof kwalifiseer' 'n permanente werknemer, uitgesonderd 'n los of tydelike werknemer, wat swanger is of was en wat vir 'n minimum tydperk van 24 maande ononderbroke in diens is van dieselfde werkgever;

(d) 'kraamverlof' die tydperk van verlof, waarop 'n werknemer wat vir kraamverlof kwalifiseer, geregtig is ooreenkomstig die bepalings van hierdie klousule;

(e) 'permanente werknemer' 'n werknemer, uitgesonderd 'n los of tydelike werknemer, wat onafgebroke by 'n werkgever in diens is en wie se diensvoorwaardes deur die bepalings van hierdie ooreenkoms gereël word;

(f) 'Voorsorgfonds' of 'Fonds' die Voorsorgfonds van die Klerasiensywerheid (Natal);

(g) 'Siektebystandsfonds' of 'Fonds' die Siektebystandsfonds waarvoor in klousule 27 van die Hoofdooreenkoms voorsiening gemaak word;

(h) 'tydelike werknemer' 'n werknemer, uitgesonderd 'n los of permanente werknemer, wie se dienskontrak vir 'n vasgestelde voorafbepaalde tydperk geld.

(3) *Indiensneming.* — 'n Werknemer wat vir kraamverlof kwalifiseer, moet nie toegelaat word om in die tydperk wat vier weke voor die bevallingsdatum begin en agt weke na die bevalling eindig, te werk nie.

(4) *Kraamverlof.* — (a) Behoudens paragraaf (e) hieronder is kraamverlof onbetaalde verlof.

(b) Kraamverlof geld vir 'n maksimum tydperk van ses maande ten opsigte van die tydperk voor, gedurende en na die bevalling.

(c) Vir die doel om die dienstyd te bepaal, word kraamverlof nie as 'n onderbreking van diens beskou nie behalwe soos in hierdie klousule bepaal.

(d) Voordele wat toeval aan werknemers wat vir kraamverlof kwalifiseer, voortspruitend uit hul diens, byvoorbeeld jaarlikse verlof en siekteverlof, loop nie op tydens die ses maande kraamverlof nie.

(e) 'n Werknemer wat vir kraamverlof kwalifiseer en wat aansoek doen om kraamverlof moet eers die afgelope jaarlikse verlof waarop sy geregtig is ten volle gebruik, en vir die berekening van die tydperk van kraamverlof, maak dit deel uit van die werknemer se kraamverlof.

(5) *Provident and Sick Benefit Funds.* — (a) An employer shall not contribute to the Funds during the period of maternity leave. An eligible employee however, may continue to voluntarily contribute to the Funds.

(b) Any benefits accruing to a member who is on maternity leave shall, subject to the rules of the Funds, continue to do so.

(6) *Re-employment.* — (a) An employer shall upon the expiry of maternity leave re-employ an eligible employee in the same job grade and at the same rate of pay that was applicable immediately prior to the commencement of maternity leave, or at the new appropriate wage for the applicable job grade, whichever is the greater: Provided that —

(i) Such employee granted maternity leave at the time of granting thereof indicates the intention to return to work by completing and returning to the employer a form published for the purpose by the Industrial Council;

(ii) Such employee returns to work within a period of six months calculated from the date of commencement of maternity leave;

(iii) where a suitable vacancy does not exist for a similar position within the same grade, such employee shall be employed on a temporary basis at a lower job grade, but without affecting pay until a suitable vacancy arises;

(iv) re-employment shall not be guaranteed where such employee has been selected for retrenchment on the basis of the criteria agreed between an employer and the trade union.

(b) An eligible employee who intends to return to work shall —

(i) provide an employer with a medical certificate from a registered medical practitioner indicating that such employee is fit for work;

(ii) advise the employer in writing, on a form published for the purpose by the Industrial Council, of the intention to do so at least one month before returning to work, confirming the date on which such employee will resume employment.

(c) A temporary employee engaged to fill the position of an eligible employee on maternity leave shall cease to be employed when the said employee returns to work, unless a suitable vacancy exists, in which event the temporary employee may be employed to fill that vacancy on a permanent basis.

(d) An employee temporarily promoted and paid at the higher rate to fill a vacancy while an eligible employee is absent on maternity leave shall be demoted with consequent reduction in pay, when such employee returns to work, unless a suitable alternative vacancy exists.

(e) The trade union agrees that it shall not challenge the termination of service of a temporary employee or the demotion of a temporarily promoted employee in terms of the above paragraphs (c) and (d), provided that the temporary or promoted employee has signed a temporary contract of employment or promotion, as the case may be, in line with the *pro forma* contract drafted for the purpose by the Industrial Council.”

5. Insert and following clause after clause 16:

“16bis. DISCIPLINARY AND GRIEVANCE PROCEDURES

(1) Every employer shall permit the trade union to negotiate with it a disciplinary procedure and grievance procedure appropriate to its individual circumstances.

(2) The provisions of this clause in terms of the implementation thereof may be read with the document headed ‘Guidelines for the Implementation of Disciplinary and Grievance Procedures’, which document is available to employers and employees from the offices of the Industrial Council for the Clothing Industry (Natal).”

5. *Voorsorg- en Siektebystandsfondse.* — (a) Die werkgever moet gedurende die tydperk van kraamverlof nie ten behoeve van die werknemer tot bogenoemde Fondse bydra nie. ’n Werknemer wat vir kraamverlof kwalifiseer kan egter vrywilliglik tot die Fondse bydra tydens haar kraamverlof.

(b) Enige voordele wat toeval aan ’n lid wat met kraamverlof is, moet onderworpe aan die reëls van die Fondse, steeds oploop.

6. *Herindiensneming.* — (a) ’n Werkgever moet by verstryking van die kraamverlof die werknemer wat vir kraamverlof kwalifiseer, herindiensneem in dieselfde werkgraad as voor die kraamverlof en teen dieselfde loonskaal wat van toepassing was onmiddellik voor die kraamverlof of teen die nuwe loonskaal vir die toepaslike werkgraad, naamlik die grootste bedrag: Met dien verstande dat —

(i) ’n werknemer ten tyde wanneer kraamverlof aan haar toegestaan word, aandui dat sy voornemens is om na haar werk terug te keer, deur ’n vorm wat deur die Nywerheidsraad vir dié doel gepubliseer word, in te vul en aan haar werkgever terug te besorg;

(ii) so ’n werknemer na haar werk terugkeer binne ’n tydperk van ses maande, bereken vanaf die aanvangsdatum van die kraamverlof;

(iii) indien daar nie ’n geskikte vakature bestaan vir ’n soortgelyke pos in dieselfde werkgraad nie, so ’n werknemer op ’n tydelike grondslag in ’n laer pos in diens geneem moet word, maar sonder dat haar salaris daardeur geraak word, tot tyd en wyl daar ’n geskikte vakature ontstaan;

(iv) herindiensneming nie gewaarborg word wanneer so ’n werknemer afbetaal word as gevolg van personeelvermindering op grondslag van die maatsstawwe waarvoor die werkgever en die vakvereniging ooreengekom het nie.

(b) ’n Werknemer wat vir kraamverlof gekwalifiseer het en wat voornemens is om na haar werk terug te keer, moet —

(i) ’n mediese sertifikaat van ’n geregistreerde mediese praktisyn aan haar werkgever verskaf waarin aangedui word dat sy geskik is om te werk;

(ii) die werkgever skriftelik in kennis stel, op ’n vorm wat deur die Nywerheidsraad vir dié doel gepubliseer word, van haar voorneme om haar werk te hervat, minstens een maand voor die terugkeerdatum, en waarin die datum waarop sy haar werk sal hervat, bevestig word.

(c) Die diens van ’n tydelike werknemer wat in diens geneem is om die posisie te vul van die werknemer wat met kraamverlof is, moet beëindig word sodra dié werknemer na haar werk terugkeer, tensy daar ’n geskikte vakature ontstaan, in welke geval die tydelike werknemer aangestel kan word om dié vakature op ’n permanente grondslag te vul.

(d) ’n Werknemer wat tydelik bevorder word en betaal word teen die hoër loonskaal om ’n vakature te vul terwyl ’n permanente werknemer met kraamverlof is, moet weer ’n rang verlaag en ’n kleiner salaris betaal word wanneer die permanente werknemer haar werk hervat, tensy ’n alternatiewe geskikte vakature beskikbaar is.

(e) die vakvereniging het ooreengekom dat hy nie beswaar sal maak indien die dienstydperk van ’n tydelike werknemer beëindig word of indien ’n tydelik bevorderde werknemer in rang verlaag word ingevolge paragrawe (c) en (d) nie, mits die tydelike of die bevorderde werknemer ’n tydelike diens- of bevorderingskontrak, na gelang van die geval, geteken het in ooreenstemming met die *pro forma*-kontrak wat deur die Nywerheidsraad opgestel is.”

5. Voeg die volgende klousule 16bis in na klousule 16:

“16bis. DISSIPLINÊRE EN GRIEWEPROSEDURES

(1) Elke werkgever moet toestemming verleen dat die vakvereniging met hom onderhandel oor ’n dissiplinêre en grieweprosedure wat vir elke individuele omstandigheid sal geld.

(2) Die bepalinge van hierdie klousule in verband met die implementering daarvan kan gelees word saam met die dokument getitel ‘Riglyne vir die Implementering van Dissiplinêre en Grieweprosedures’, wat beskikbaar is vir beide werkgevers en werknemers by die kantoor van die Nywerheidsraad vir die Klerasierywerheid (Natal).”

6. CLAUSE 21.—ORGANISATION OF EMPLOYEES

Substitute the following for clause 21:

“21. ACCESS TO EMPLOYERS' PREMISES BY TRADE UNION OFFICIALS

(1) Every employer shall permit duly accredited trade union officials who are so authorised in writing by the Industrial Council, to enter his premises in order to undertake *bona fide* trade union business: Provided: that—

(i) the employer reserves the right of admission to his premises as proprietor or occupier thereof;

(ii) such access shall be by prior arrangement with reasonable prior notice having been afforded;

(iii) at all times, trade union officials comply with the employer's prevailing security, safety and health regulations and ensure that such access shall be in employees' own time and conducted so as not to disrupt, in the reasonable opinion of the employer, the factory's operations.

(2) Every employer shall provide the trade union with notice board facilities for the display of trade union notices and documents, subject to the prior approval of the employer of every notice and document displayed. Should the employer not approve of a notice or document which it is proposed to display or distribute, which approval shall not be unreasonably withheld, it shall immediately be withdrawn from the employer's premises by the trade union.

(3) The provisions of this clause in terms of the implementation thereof may be read with the document headed “Guidelines for the Implementation of the Provisions of clause 21 of the Main Agreement”, which document is available to employers and employees from the offices of the Industrial council for the Clothing Industry (Natal).”.

7. Insert the following clause 21bis:

“21bis. RIGHTS OF SHOP STEWARDS

(1) Every employer shall permit the trade union the right for shop stewards to be elected by trade union members in accordance with the trade union's constitution, as lodged with the Industrial Registrar at the time of this clause coming into force and effect.

(2) Every employer shall recognise the right of shop stewards so elected to represent employees who are trade union members and take up grievances on their behalf.

(3) Shop stewards so recognised shall be entitled to a maximum of three working days paid leave per calendar year to attend trade union conducted training courses: Provided that the employer is given a minimum of 10 working days' prior notice of any such course. For the purposes of this clause, a ‘working day’ shall mean any day excluding a Saturday and Sunday, a paid public holiday in terms of this Agreement and days comprising the period of annual shutdown.

(4) The provisions of this clause in terms of the implementation thereof may be read with the document headed ‘Guidelines for the Election and Rights of Shop Stewards’, which document is available to employers and employees from the offices of the Industrial Council for the Clothing Industry (Natal).”.

Signed at Durban, on behalf of the parties, this 1st day of December 1988.

A. B. ROLANDO,
Chairman of the Council.

I. MUCKDOOM,
Vice-Chairman of the Council.

R. E. REDFERN,
Secretary of the Council.

6. KLOUSULE 21.—ORGANISERING VAN WERKNEMERS

Vervang klousule 21 deur die volgende:

“21. TOEGANG TOT WERKGEWERSPERSELE DEUR BEAMPTES VAN DIE VAKVERENIGING

(1) Elke werkgever moet toelaat dat behoorlik geakkrediteerde vakverenigingsbeamptes wat skriftelik deur die Nywerheidsraad aldus gemagtig is sy perseel binnegaan om *bona fide*-vakverenigingsake te bespreek: Met dien verstande dat—

(i) die werkgever die reg van toegang tot sy perseel as eienaar of bewoner daarvan voorbehou;

(ii) toegang geskied deur vooraf reëlings te tref en redelike kennis vooraf te gee;

(iii) vakverenigingsbeamptes te alle tye die werkgever se sekuriteits, veiligheids- en gesondheidsregulasies nakom en verseker dat toegang tot die werknemer in die werknemer se vrye tyd geskied en so gevoer word dat die fabriek se werksaamhede, na die werkgever se billike mening, nie ontwig word nie.

(2) Elke werkgever moet die vakvereniging voorsien van kennisgewingbordsfasiliteite vir die vertoning van kennisgewings en dokumentasie, onderworpe daaraan dat die goedkeuring van die werkgever van alle kennisgewings en dokumentasie wat vertoon word vooraf verkry word. Indien die werkgever nie 'n kennisgewing of dokument wat die vakvereniging wil vertoon of versprei goedkeur nie—en sodanige goedkeuring mag nie op onbillike wyse weerhou word nie—moet die vakvereniging dit onmiddellik van die werkgever se perseel verwyder.

(3) Hierdie klousule moet vir die implementering daarvan gelees word saam met die dokument getitel ‘Riglyne vir die Implementering vir die Bepalings van Klousule 21 van die Hoofooreenkoms’. Bogenoemde dokument is beskikbaar vir beide werkgevers en werknemers by die kantoor van die Nywerheidsraad vir die Klerasiennywerheid (Natal).”.

7. Voeg die volgende klousule 21bis in:

“21bis. REGTE VAN WERKWINKELVERTEENWOORDIGERS

(1) Elke werkgever moet die vakvereniging die reg vergun dat werkwinkelverteenvoorgeders verkies word deur lede van die vakvereniging ooreenkomstig die konstitusie van die vakvereniging wat by die Nywerheidsregistrator in gedien is ten tyde van die inwerkingtrede van hierdie klousule.

(2) Elke werkgever moet die reg erken van aldus verkose werkwinkelverteenvoorgeders om die vakvereniginglede te verteenwoordig en namens hulle aandag te skenk aan griewe.

(3) Werkwinkelverteenvoorgeders wat aldus erken word, is geregtig op hoogstens drie werkdade betaalde verlof per kalenderjaar om opleidingskursusse wat deur die vakvereniging aangebied word, by te woon: Met dien verstande dat die werkgever minstens 10 werkdade vooraf kennis gegee word van so 'n kursus. Vir die doel van hierdie klousule beteken 'n ‘werkdag’ enige dag behalwe 'n Saterdag of 'n Sondag of 'n openbare vakansiedag ingevolge hierdie Ooreenkoms en sluit dit ook uit die tydperk wat bekendstaan as die jaarlikse sluiting.

(4) Hierdie klousule moet vir die implementering daarvan gelees word saam met die dokument getitel ‘Riglyne vir die Verkieping en Regte van Werkwinkelverteenvoorgeders’ wat beskikbaar is vir werkgevers en werknemers by die kantoor van die Nywerheidsraad vir die Klerasiennywerheid (Natal).”.

Namens die partye op hede die 1ste dag van Desember 1988 te Durban onderteken.

A. B. ROLANDO,
Voorsitter van die Raad.

I. MUCKDOOM,
Ondervoorsitter van die Raad.

R. E. REDFERN,
Sekretaris van die Raad.

No. R. 1460

7 July 1989

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Eli van der Merwe Louw, Acting 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 December 1990, 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 second Monday after the date of publication of this notice and for the period ending 31 December 1990, 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.

E. VANDER M. LOUW,
Acting Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY
(NATAL)

AGREEMENT

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial 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 Clothing Industry (Natal),

to amend the Provident Fund Agreement published under Government Notice No. R. 49 of 11 January 1980, as extended and amended by Government Notices Nos. R. 2775 and R. 2776 of 24 December 1982, R. 1609 of 3 August 1984, R. 2723 and R. 2724 of 14 December 1984, R. 2174 of 17 October 1986, R. 2891 of 31 December 1987 and R. 2778 of 9 December 1988.

1. SCOPE OF APPLICATION

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

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

(b) in the Magisterial Districts of Chatsworth, Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

No. R. 1460

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, NATAL.—WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Waarnemende 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 Desember 1990 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 kousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1990 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.

E. VANDER M. LOUW,
Waarnemende Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID
(NATAL)

OOREENKOMS

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Natal),

om die Voorsorgfondsooreenkoms, gepubliseer by Goewermmentskennisgewing No. R. 49 van 11 Januarie 1980, soos verleng en gewysig deur Goewermmentskennisgewings Nos. R. 2775 en R. 2776 van 24 Desember 1982, R. 1609 van 3 Augustus 1984, R. 2723 en R. 2724 van 14 Desember 1984, R. 2174 van 17 Oktober 1986, R. 2891 van 31 Desember 1987 en R. 2778 van 9 Desember 1988, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid (Natal) nagekom word—

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

(b) in die landdrostdistrikte Chatsworth, Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermmentskennisgewing 1401 van 16 Augustus 1968 binne die landdrostdistrik Umlazi geval het), Inanda, Pinetown, Pietermaritzburg en Lower Tugela.

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

(a) apply only to employees for whom wages are prescribed in the Main Agreement, and to the employers of such employees;

2. CLAUSE 6.—CONTRIBUTIONS

Substitute the following for subclause (1):

“(1) For the purpose of the Fund, every employer shall make the following deductions from the wages of each of his employees, who have worked during any week, irrespective of the time so worked:

(a) R1,05 from the date of coming into operation of the Agreement;

(b) R1,08 from the first pay-week in July 1989:

Provided that no deductions shall be made from the wages of any male contributor who has reached the age of 65 years or of any female contributor who has reached the age of 60 years: Provided further that no new contributor shall be admitted to membership if over the age of 60 years, in the case of males and 55 years, in the case of females.”

3. CLAUSE 9.—AMOUNT OF BENEFITS

(1) Substitute the following for subclause (5):

“(5) *Past service benefits.*—Past service shall mean employment in the Clothing Industry (Natal) prior to the establishment of the Provident Fund, during which any member contributed to the Garment Workers' Industrial Union, Natal, Provident Fund and who has not received any benefits from that Fund.

Contributors who have been contributors to the Fund for not less than five years and who were members of and contributors to the Garment Workers' Industrial Union, Natal, Provident Fund for not less than two years are, in addition to any other benefits prescribed in this Agreement, entitled to past service benefits on the following scale:

On death, ill-health retirement, retiring age and optional early age retirement: R200 per year of past service.”

(2) Substitute the following for subclause (10):

“(10) *Bonus benefits.*—(a) A contributor who qualifies for—

(i) normal retirement benefits in terms of subclauses (1) and (2);

(ii) optional late retirement benefits in terms of subclauses (1) and (4)

(iii) ill-health benefits in terms of subclauses (1) and (6);

shall in addition, be entitled to the following benefits:

52,5 per cent of the benefits referred to above and R410: Provided that in the event of the death of a contributor, the same bonus benefits shall be paid to his beneficiary in addition to those in terms of subclauses (1) and (7).

(b) A contributor who qualifies for early age retirement benefits in terms of subclauses (1) and (3) shall, in addition, be entitled to 52,5 per cent of the benefits aforementioned but not the R410 mentioned in paragraph (a) above: Provided that in the event of the death of a contributor, the same bonus benefits shall be paid to his beneficiary in addition to those in terms of subclauses (1) and (7).”

Signed at Durban, on behalf of the parties, this 1st day of December 1988.

A. B. ROLANDO,

Chairman of Council.

I. MUCKDOOM,

Vice-Chairman of Council.

R. E. REDFERN,

Secretary of Council.

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

(a) van toepassing slegs op werknemers vir wie lone in die Hoof-ooreenkoms voorgeskryf word, en op die werkgewers van dié werknemers;

2. KLOUSULE 6.—BYDRAES

Vervang subklousule (1) deur die volgende:

“1. Vir die doel van die Fonds moet elke werkgewer die volgende aftrekkings maak van die loon van elkeen van sy werknemers wat gedurende enige week gewerk het, ongeag die tyd aldus gewerk:

(a) R1,05 vanaf die datum van inwerkingtreding van hierdie Ooreenkoms;

(b) R1,08 vanaf die eerste betaalweek in Julie 1989:

Met dien verstande dat geen aftrekkings gemaak mag word nie van die lone van enige manlike bydraer wat die ouderdom van 65 jaar bereik het of van 'n vroulike bydraer wat die ouderdom van 60 jaar bereik het: Voorts met dien verstande dat geen nuwe bydraer wat oor die ouderdom van 60 jaar in die geval van mans en 55 jaar in die geval van vroue, is, lidmaatskap verleen mag word nie.

3. KLOUSULE 9.—BEDRAG VAN BYSTAND

(1) Vervang subklousule (5) deur die volgende:

“(5) *Bystand ten opsigte van vorige diens.*—Vorige diens beteken diens in die Klerasienuwerheid (Natal) voor die stigting van die Voorsorgfonds, ten opsigte waarvan 'n lid tot die Voorsorgfonds van die Garment Workers' Industrial Union, Natal, bygedra het en nie bystand uit daardie Fonds ontvang het nie.

Bydraers wat minstens vyf jaar lank bydraers tot die Fonds was en wat minstens twee jaar lank lede van en bydraers tot die Voorsorgfonds van die Garment Workers' Industrial Union, Natal, was, is benewens enige ander bystand wat in hierdie Ooreenkoms voorgeskryf word, op die volgende skaal geregtig op bystand ten opsigte van vorige diens:

By dood, aftrede weens swak gesondheid, aftreleeftyd en opsionele vroeë aftreding: R200 vir elke jaar vorige diens.”

(2) Vervang subklousule (10) deur die volgende:

“(10) *Bonusbystand.*—(a) 'n Bydraer wat in aanmerking kom vir—

(i) gewone bystand by aftreding ingevolge subklousules (1) en (2);

(ii) bystand by opsionele laat aftreding ingevolge subklousules (1) en (4);

(iii) bystand weens swak gesondheid ingevolge subklousules (1) en (6);

is daarbenewens geregtig op die volgende bystand:

52,5 persent van die bystand hierbo bedoel en R410: Met dien verstande dat ingeval 'n bydraer te sterwe kom, dieselfde bonusbystand benewens die bystand ingevolge subklousules (1) en (7) aan sy begunstigde betaal moet word.

(b) 'n Bydraer wat in aanmerking kom vir bystand by vroeë aftreding ingevolge subklousules (1) en (3), is daarbenewens geregtig op 52,5 persent van voornoemde bystand maar nie op die R410 in paragraaf (a) hierbo bedoel nie: Met dien verstande dat, ingeval 'n bydraer te sterwe kom, dieselfde bonusbystand benewens die bystand ingevolge subklousules (1) en (7) aan sy begunstigde betaal moet word.”

Namens die partye, op hede die 1ste dag van Desember 1988 te Durban onderteken.

A. B. ROLANDO,

Voorsitter van die Raad.

I. MUCKDOOM,

Ondervoorsitter van die Raad.

R. E. REDFERN,

Sekretaris van die Raad.

No. R. 1461

7 July 1989

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL.—AMENDMENT OF TRAINING FUND AGREEMENT

I, Eli van der Merwe Louw, Acting 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 December 1990, 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 31 December 1990, 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.

E. VAN DER M. LOUW,
Acting Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY
(NATAL)

AGREEMENT

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial 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 Clothing Industry (Natal),

to amend the Training Fund Agreement published under Government Notice No. R. 1022 of 19 May 1978, as amended and extended by Government Notices Nos. R. 2631 of 23 November 1979, R. 912 of 7 May 1982, R. 2777 of 24 December 1982, R. 2725 and R. 2726 of 14 December 1984, R. 2176 of 17 October 1986 and R. 2479 of 9 December 1988.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing 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 therein;

(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), Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

2. GENERAL PROVISIONS

Substitute the following for clause 3:

No. R. 1461

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, NATAL.—WYSIGING VAN OPLEIDINGSFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Waarnemende 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 Desember 1990 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 31 Desember 1990 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.

E. VAN DER M. LOUW,
Waarnemende Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID
(NATAL)

OOREENKOMS

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Natal),

om die Opleidingsfondsooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 1022 van 19 Mei 1978, soos gewysig en verleng deur Goewermentskennisgewings Nos. R. 2631 van 23 November 1979, R. 912 van 7 Mei 1982, R. 2777 van 24 Desember 1982, R. 2725 en R. 2726 van 14 Desember 1984, R. 2176 van 17 Oktober 1986 en R. 2479 van 9 Desember 1988, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid (Natal) nagekom word—

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

(b) in die landdrostdistrik Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 1401 van 16 Augustus 1968 binne die landdrostdistrik Umlazi geval het), Inanda, Pinetown, Pietermaritzburg en Lower Tugela.

2. ALGEMENE BEPALINGS

Vervang klousule 3 deur die volgende:

"3. GENERAL PROVISIONS

The provisions contained in clauses 3 and 4 of the Agreement published under Government Notice No. R. 1737 of 2 September 1977, as re-enacted and amended by Government Notices Nos. R. 1022 of 19 May 1978, R. 912 of 7 May 1982 and R. 2726 of 14 December 1984 (hereinafter referred to as the "Former Agreement") shall apply to employers and employees."

3. CLAUSE 4.—CLOTHING INDUSTRY TRAINING BOARD

Substitute the following for subclause (2):

"(2) Subject to the provisions of subclause (3), every employer shall not later than the 10th day of each month forward to the Secretary of the Council, together with a statement in the form prescribed by the Training Board, a contribution to the Training Board of—

(a) 49c per week from the coming into operation of this Agreement;

(b) 50c per week from the first pay-week in July 1989;

in respect of each of his employees to whom this Agreement applies."

Signed at Durban, on behalf of the parties, this 1st day of December 1988.

A. B. ROLANDO,
Chairman of the Council.

I. MUCKDOOM,
Vice-Chairman of the Council.

R. E. REDFERN,
Secretary of the Council.

No. R. 1462

7 July 1989

LABOUR RELATIONS ACT, 1956**CHEMICAL INDUSTRY (CAPE).—RE-ENACTMENT OF MAIN AGREEMENT**

I, Eli van der Merwe Louw, Acting 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 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 December 1989, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1989, 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 said Agreement.

E. VANDER M. LOUW,
Acting Minister of Manpower.

"3. ALGEMENE BEPALINGS

Klousules 3 en 4 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 1737 van 2 September 1977, soos herbekragtig en gewysig deur Goewermmentskennisgewings Nos. R. 1022 van 19 Mei 1978, R. 912 van 7 Mei 1982 en R. 2726 van 14 Desember 1984 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers."

3. KLOUSULE 4.—OPLEIDINGSRAAD VIR DIE KLERASIENYWERHEID

Vervang subklousule (2) deur die volgende:

"(2) Behoudens subklousule (3), moet elke werkgewer voor of op die 10de dag van elke maand, saam met 'n staat in die vorm voorgeskryf deur die Opleidingsraad, aan die Sekretaris van die Raad 'n bydrae stuur van—

(a) 49c per week vanaf die datum van inwerkingtreding van hierdie Ooreenkoms;

(b) 50c per week vanaf die eerste betaalweek in Julie 1989;

ten opsigte van elkeen van sy werknemers op wie hierdie Ooreenkoms betrekking het."

Namens die partye op hede die 1ste dag van Desember 1988 te Durban onderteken.

A. B. ROLANDO,
Voorsitter van die Raad.

I. MUCKDOOM,
Onder-voorsitter van die Raad.

R. E. REDFERN,
Sekretaris van die Raad.

No. R. 1462

7 Julie 1989

WET OP ARBEIDSVERHOUDINGE, 1956**CHEMIKALIEËNYWERHEID (KAAP).—HERBEKRAGTING VAN HOOFOOREENKOMS**

Ek, Eli van der Merwe Louw, Waarnemende Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 Desember 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1989 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 genoemde Ooreenkoms gespesifiseer.

E. VANDER M. LOUW,
Waarnemende Minister van Mannekrag.

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 the 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 the parties to the Industrial Council for the Chemical Industry (Cape).

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 are engaged in the Chemical Industry and by all employees who are members of the trade union and are employed in the said Industry;

(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 No. 1882 of 3 October 1975 were transferred from the Magisterial District of The Cape and excluding those portions which in terms of Government Notice No. 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 Nos. 2102 and 173 of 2 November 1945 and 9 February 1973, respectively, were transferred from the Magisterial District of Wynberg) in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, 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 No. 661 of 19 April 1874, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987 fell within the Magisterial District of Bellville and in the Magisterial District of Malmesbury.

(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 this Agreement.

(3) Notwithstanding anything to the contrary in this Agreement, nothing herein contained shall be construed as affecting or applying to employees earning not less than R24 600 per annum, nor to workers commonly known within the Chemical Industry as sales representatives: Provided that the provisions of this subclause shall not affect the provisions of clause 16.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 31 December 1989 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 5 (7) (f), 17, 19, 20 and 22 of the Agreement published under Government Notice No. R. 328 of 20 February 1981, as amended by Government Notices Nos. R. 2273 of 23 October 1981, R. 405 of 5 March 1982, R. 1866 of 3 September 1982, R. 1980 of 16 September 1983, R. 1704 of 10 August 1984, R. 2624 of 27 November 1985, R. 1064 of 15 May 1987 and R. 972 of 20 May 1988 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions of clauses 3 to 5 (7) (e) inclusive, 6 to 16 inclusive, 18 and 21 of the Former Agreement shall apply to employers and employees.

BYLAE**NYWERHEIDSRAAD VIR DIE CHEMIKALIEËNYWERHEID
(KAAP)****OOREENKOMS**

ooreenkomstig 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).

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 by die Chemikalieënywerheid betrokke is en deur alle werknemers wat lede van die vakvereniging is en in genoemde Nywerheid werksaam is;

(b) in die munisipale gebied van Kaapstad soos dit op 19 Oktober 1966 bestaan het en in die landdrosdistrikte Goodwood (uitgesonderd daardie gedeeltes wat ingevolge Goewermenskennigsgewing No. 1882 van 3 Oktober 1975 vanaf die landdrosdistrik Die Kaap oorgeplaas is en uitgesonderd daardie gedeeltes wat ingevolge Goewermenskennigsgewing No. 1611 van 3 September 1976 vanaf die landdrosdistrikte Die Kaap en Wynberg oorgeplaas is) en Bellville (uitgesonderd daardie gedeeltes wat ingevolge Goewermenskennigsgewings Nos. 2102 en 173 van onderskeidelik 2 November 1945 en 9 Februarie 1973 vanaf die landdrosdistrik Wynberg oorgeplaas is), in daardie gedeelte van die landdrosdistrik Stellenbosch wat voor die publikasie van Goewermenskennigsgewing No. 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het en in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermenskennigsgewing No. 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het, maar wat voor 2 Maart 1962 binne die landdrosdistrik Bellville geval het, in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermenskennigsgewing No. 1683 van 7 Augustus 1987, binne die landdrosdistrik Bellville geval het en in die landdrosdistrik Malmesbury.

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

(3) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet niks hierin vervat so uitgelê word dat dit werknemers wat minstens R24 600 per jaar verdien of werk wat in die algemeen in die Chemikalieënywerheid as verkoopsvertegenwoordigers bekend staan, raak of op hulle van toepassing is nie: Met dien verstande dat hierdie subklousule nie klousule 16 raak nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 31 Desember 1989, of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Klousules 5 (7) (f), 17, 19, 20 en 22 van die Ooreenkoms gepubliseer by Goewermenskennigsgewing No. R. 328 van 20 Februarie 1981, soos gewysig deur Goewermenskennigsgewings Nos. R. 2273 van 23 Oktober 1981, R. 405 van 5 Maart 1982, R. 1866 van 3 September 1982, R. 1980 van 16 September 1983, R. 1704 van 10 Augustus 1984, R. 2624 van 27 November 1985, R. 1064 van 15 Mei 1987 en R. 972 van 20 Mei 1988 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Klousules 3 tot en met 5 (7) (e), 6 tot en met 16, 18 en 21 van die Vorige Ooreenkoms is van toepassing op werkgewers en werknemers.

5. CLAUSE 3.—DEFINITIONS

(1) Substitute the following for subclauses (1), (2), (3), (4), (5) and (6):

“(1) category 1 employee’ means any employee who is engaged in any one or more of the following activities:

(a) Making and/or serving tea similar beverages, including the serving of hot or cold meals;

(b) packing articles of uniform size and number into containers specially designed to contain such articles;

(c) using rubber or other stamps where no discretion is involved;

(d) assembling and/or stapling ready-made cardboard or fibreboard boxes or similar containers or dismantling such boxes or containers for re-use;

(e) carrying, lifting, moving, unpacking or stacking goods or articles by hand or non-powerdriven vehicle;

(f) cleaning or washing premises or containers, furniture, machinery, tools, utensils, filter press cloths, or any other article and includes the opening and closing of filter presses and the removal and replacement of filter cloths;

(g) gardening work;

(h) sealing or tightening caps, tubes or containers by hand;

(i) filling or labelling bottles, tins or other containers by hand;

(j) wrapping moulded or extruded products, tins or bottles;

(k) placing discs on top of creams, powders or other finished products before closing, by hand;

(l) inserting tissue paper or cotton wool into bottles or containers;

(m) opening or closing bags, bales, bottles, boxes, drums, tins or any other container by hand;

(n) assembling or sorting caps, cores, stoppers or similar closures for bottles or other containers;

(o) counting or sorting goods into uniform lots;

(p) feeding or serving materials by hand into elevators, hoppers, tanks, vats, coating pans or other vessels;

(q) feeding bottles or other containers onto conveyor belts;

(r) performing repetitive hand operations on an assembly line other than those operations mentioned elsewhere in this subclause;

(s) packing mixed articles into containers;

(t) assisting a driver on deliveries;

(u) assembling orders from delivery notes;

“(2) category II employee’ means any employee who is engaged in any one or more of the following activities:

(a) Writing labels or addresses on containers for despatch;

(b) mass-measuring orders packed for despatch;

(c) packing orders for despatch;

(d) operating a capsule polishing machine;

(e) crimping or sealing or tightening caps, tubes or containers by semi-automatic machine;

(f) filling or labelling bottles, tins or other containers by semi-automatic machine;

(g) wrapping moulded or extruded products, tins, bottles, or other containers by semi-automatic machine;

(h) heat of flame sealing of bags, bottles or other containers;

(i) inspecting non-sterile containers and/or contents for foreign matter;

(j) operation of a blister heat sealer machine;

(k) applying gum to labels by semi-automatic machine;

(l) operating a vacuum filling machine;

(m) moulding materials or products in prepared moulds;

(n) mass-measuring to a set scale or measuring to a pre-determined measure raw materials other than those defined in category III (p);

5. KLOUSULE 3.—WOORDOMSKRYWING

(1) Vervang subklousules (1), (2), (3) (4), (5) en (6) deur die volgende:

“(1) werknemer kategorie 1’ ’n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Tee/en/of dergelike drank maak en/of bedien, met inbegrip van warm of koue etes bedien;

(b) artikels van dieselfde grootte en getal in houters verpak wat spesiaal ontwerp is om sulke artikels te bevat;

(c) rubber- of ander stempels gebruik waar daar nie onderskei word nie;

(d) klaargemaakte karton- of veselborddose of dergelike houters inmeekaarsit en/of vaskram of hulle weer uitmeekaarhaal vir hergebruik;

(e) goedere of artikels met die hand of ’n nie-kragaangedrewe voertuig dra, optel, verskuif, uitpak of stapel;

(f) persele, houters, meubels, masjinerie, gereedskap, werktuie, filtreerpersdoeke of ander artikels skoonmaak of was, en ook filtreerperse oop- en toemaak en filtreerdoeke verwyder en vervang;

(g) tuinwerk;

(h) doppies, buise of houters met die hand verseël of vasdraai;

(i) bottels, blikke of ander houters met die hand vul of etiketteer;

(j) gefatsoeneerde of uitgedrukte produkte, blikke of bottels toedraai;

(k) skyfies met die hand bo-op room, poeier of ander klaar produkte plaas voordat dit toegemaak word;

(l) sneespapier of watte in bottels of houters plaas;

(m) sakke, bale, bottels, dose, konkas, blikke of ander houters met die hand oop- of toemaak;

(n) doppies, kerns, proppe of dergelike deksels vir bottels of ander houters bymeekaarmaak of sorteer;

(o) goedere in eenderse lotte uittel of sorteer;

(p) materiaal met die hand in hystoestelle, voerbakke, tenks, vate, dekkepanne of ander houters voer of bedien;

(q) bottels of ander houters op vervoerbande voer;

(r) herhalingswerksaamhede met die hand op ’n monterbaan uitvoer maar nie dié werksaamhede wat elders in hierdie subklousule gemeld word nie;

(s) gemengde artikels in houters verpak;

(t) ’n drywer met sy afleverings behulpsaam wees;

(u) bestellings van bestelbriefies af opmaak;

“(2) werknemer kategorie II’ ’n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Etiket of adresse op houters skryf vir versending;

(b) bestellings massameet wat vir versending verpak is;

(c) bestellings vir versending verpak;

(d) ’n kapsulepoleermasjien bedien;

(e) doppies, buise of houters met ’n halfoutomatiese masjien riffel of verseël of vasdraai;

(f) bottels, blikke of ander houters met ’n halfoutomatiese masjien vul of etiketteer;

(g) gefatsoeneerde of uitgedrukte produkte, blikke, bottels of ander houters met ’n halfoutomatiese masjien toedraai;

(h) sakke, bottels of ander houters met hitte of ’n vlam verseël;

(i) nie-steriele houters en/of die inhoud daarvan vir vreemde stof ondersoek;

(j) ’n blaarwarmverseëlmasjien bedien;

(k) gom met ’n halfoutomatiese masjien aan etikette smeer;

(l) ’n vakuumpulmasjien bedien;

(m) materiale of produkte in klaar gietvorms fatsoeneer;

(n) grondstowwe volgens ’n gestelde skaal massameet of volgens ’n vooraf bepaalde maatstaf meet, maar nie dié in kategorie III (p) omskryf nie;

(o) receiving, storing, packing or unpacking of goods in a store or warehouse or delivering goods from a store or warehouse to the consumer departments in an establishment or for despatch;

(p) lifting or moving goods or other articles by automatic lift or semi-automatic lifting equipment;

(q) batch coding using semi-automatic machine;

(r) assembling or inserting or attaching and/or trimming fancy dressing for boxes, bottles or containers and the preparation thereof;

(s) cooking an preparation of hot or cold meals;

(t) performing duties as a clerical employee on the factory floor, including—

(i) checking attendance records, or recording particulars of employees at work or absent or of the time spent by employees on different tasks;

(ii) checking or recording particulars received or issued or keeping stock records;

(iii) filing, sorting or otherwise attending to factory documents;

(iv) interpreting or translating Black or Asian languages;

(v) issuing tools or engineering stock or equipment against a requisition or receiving tools or such stock or equipment and retiring requisitions held;

(vi) making out consignment or delivery notes other than invoices, packing slips and sampling slips;

(vii) mass-measuring goods and recording particulars thereof;

(viii) operating and adding machine;

(ix) preparing wage or item cards or recording piece-work earnings, for subsequent use by a clerk;

(x) receiving or checking goods, including the recordings of particulars thereof;

(xi) recording batch numbers, contents or reference numbers of containers filled or despatched;

(xii) recording particulars of annual or sick leave;

(xiii) recording the engagement, discharge or resignation of employees, including the making of any necessary entries in the employees' personal files or documents, and preparing certificates of service or issuing passes;

(xiv) scheduling production figures;

(xv) supervising the off-loading of goods;

(xvi) writing or recording particulars of the contents or the distinctive numbers of cartons, containers or packages;

'(3) category III employee' means an employee who is engaged in any one or more of the following activities:

(a) Operating a power-driven crane or hoist or driving a forklift truck;

(b) repairing and/or renovating damaged or defective finished products, containers and any other articles or goods;

(c) making minor repairs or adjustments to machinery or equipment used directly in the manufacture of the products of an establishment, but who does not do work normally performed by a category IV (i) or a category V (c) employee;

(d) making cultures or culture media solutions and/or yeast additive suspensions;

(e) sampling of various products and performing simple physical tests;

(f) painting the inside and/or outside of buildings and roofs;

(g) blending powders by means of mechanical mixers or millers;

(h) performing security operations other than those defined under (l) below;

(i) operating any power-driven semi-automatic or automatic machine which is not specifically mentioned above or below;

(j) making routine physical tests of a non-chemical nature of the contents of the incoming consignments against standard;

(k) operating semi-automatic capsule filling equipment;

(l) patrolling factory premises for security purposes, searching vehicles and/or logging the movements of vehicles and/or persons in and out;

(o) goedere in 'n magasyn of pakhuis ontvang, opberg, verpak of uitpak of goedere vanuit 'n magasyn of pakhuis aan die verbruikersafdelings in 'n bedryfsinrigting of vir versending aflewer;

(p) goedere of ander artikels met 'n outomatiese hystoestel of half-outomatiese hysuitrusting ophys of verskuif;

(q) lotkodering met gebruikmaking van 'n halfoutomatiese masjien;

(r) sierware vir dose, bottels of houers inmeekaarsit of insit of aanheg en/of afwerk en hulle gereed maak;

(s) warm of koue etes gaarmaak of voorberei;

(t) klerklike pligte op die fabrieksvloer, met inbegrip van—

(i) presensielyste nagaan of besonderhede aanteken van werknemers wat werk of afwesig is of van hoe lank hulle met verskillende take besig bly;

(ii) besonderhede wat ontvang of uitgereik word, nagaan of aanteken of voorraadregisters byhou;

(iii) fabrieksdokumente liasseer, sorteer of andersins hanteer;

(iv) Bantoe- of Asiërtale tolk of vertaal;

(v) gereedskap of ingenieursvoorrade of -uitrusting uitreik volgens 'n rekwisielyst of sodanige gereedskap of voorrade of uitrusting weer in ontvangs neem en rekwisielyst wat ontvang is onttrek;

(vi) vragbriewe of afleweringsbriewe uitskryf, maar nie fakture, verpakking- en monsterstrookies nie;

(vii) goedere massameet en besonderhede daarvan aanteken;

(viii) 'n optelmasjien bedien;

(ix) loon- of itemkaarte gereed maak of stukwerkverdiensies aanteken vir latere gebruik deur 'n klerk;

(x) goedere in ontvangs neem of nagaan, met inbegrip van besonderhede daarvan aanteken;

(xi) die lotnommers, inhoud of verwysingsnommers aanteken van houers wat gevul of versend word;

(xii) besonderhede van jaarlikse of siekteverlof aanteken;

(xiii) die indiensneming, ontslag of bedanking van werknemers aanteken en die nodige inskrywings in werknemers se persoonlike lêers of dokumente maak, en dienssertifikate gereed maak of passe uitreik;

(xiv) produksiesyfers tabelleer;

(xv) toesig hou oor die aflaai van goedere;

(xvi) besonderhede van die inhoud of onderskeidingsnommers van kartonne, houers of pakkies opskryf of aanteken;

'(3) werknemer kategorie III' 'n werknemer wat een of meer van die volgende werksaamhede verrig;

(a) 'n Kragkraan of -hystoestel bedien of 'n vurkhywa dryf;

(b) beskadigde of defekte klaar produkte, houers en ander artikels of goedere herstel en/of opknop;

(c) kleiner herstelwerkies of verstellings aan masjinerie of uitrusting doen wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word, maar nie die werk wat gewoonlik deur 'n werknemer kategorie IV (i) of kategorie V (c) verrig word nie;

(d) kulture of kultuurmedia-oplossings en/of gisaddisiesuspensies vervaardig;

(e) die toetsing van verskillende produkte en ook die uitvoering van eenvoudige fisiese toetse;

(f) geboue en dakke aan die binne- en buitekant verf;

(g) poeierstowwe met meganiese mengers of freesmasjiene vermeng;

(h) beveiligingswerksaamhede verrig, maar nie dié in (l) hieronder omskryf nie;

(i) 'n halfoutomatiese of outomatiese kragmasjien bedien wat nie spesiaal hierbo of hierna genoem word nie;

(j) roetine-fisiese toetse van nie-chemiese aard uitvoer op die inhoud van inkomende besendings na vergelyking met standaardinhoud;

(k) halfoutomatiese uitrusting bedien wat kapsules vul;

(l) die fabriekspersoneel patrolleer met die oog op veiligheid, voertuie deursoek en/of die in- en uitbewegings van voertuie en/of persone in 'n logboek aanteken;

(m) driving a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle, does not exceed 543,6 kg;

(n) examining finished products, containers and any other articles or goods for defects;

(o) performing elementary duties in chemical batch production plant;

(p) mass-measuring to a set scale or measuring to a pre-determined measure raw materials for pharmaceutical preparation;

'(4) category IV employee' means any employee who is engaged in any one or more of the following activities:

(a) Operating printing machinery under supervision;

(b) the performance of chemical work by an employee, other than a chemist or pharmacist, where the words 'chemical work' means—

(i) the performance of chemical or pharmaceutical manipulations, including granulating, under supervision;

(ii) the adjusting of the formulae of substances;

(iii) the analytical control of the chemical processing of raw materials or finished or partly finished products;

(c) tablet granulation;

(d) supervising the operation of a kitchen or canteen;

(e) taking charge of a group or team of employees under the supervision of a category VI (a) employee;

(f) operating semi-automatic tablet compression or pill making equipment;

(g) operating a rotary yeast filter and/or a dry yeast fluid bed drier;

(h) operating a sterile liquid filling machine;

(i) making major repairs or adjustments to machinery or equipment;

(j) driving a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle, exceeds 453,6 kg but not exceeding 2 721,6 kg;

(k) checking random samples of products selected from production lines against standard and for acceptable production methods, using experience, mass-measuring equipment or visual examination;

(l) the performance of clerical work which mainly or exclusively includes writing, typing filing or any other form of such work, provided the performance of the work is done under direct supervision and is not concerned with the generation of original data, but excluding work described in category II (t), and which covers the following:

(i) Copy typing;

(ii) filing of various types and sets of documents;

(iii) capturing data through the use of a computer terminal from input documents;

(iv) receiving, sorting and preparing mail for distribution and/or posting;

(v) collating various documents such as credit notes, invoices, purchase orders, shipping documents and costings; and

(vi) telephonist duties;

(m) tablet coating;

'(5) category V employee' means any employee who is engaged in any one or more of the following activities:

(a) Operating and monitoring steam autoclaves;

(b) supervising the receiving, storing, packing or unpacking of goods in a store or warehouse or the delivery of goods from a store or warehouse to the consumer departments in an establishment or for despatch;

(c) the performance of work normally performed by a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Manpower Training Act, 1981, or who holds a certificate of proficiency issued or deemed to have been issued to him by the Registrar of Manpower Training in terms of section 27 of the Manpower Training Act, 1981, or a certificate issued or deemed to have been issued to him by the said Registrar in terms of either section 28 or section 30 of the said Act;

(m) 'n motorvoertuig dryf waarvan die onbelaste massa, saam met die onbelaste massa van 'n sleepwa of sleepwaens wat deur so 'n voertuig getrek word, hoogstens 453,6 kg is;

(n) klaar produkte, houers en ander artikels of goedere vir foute ondersoek;

(o) die uitvoering van eenvoudige pligte in die chemiese groepsproduksieaanleg;

(p) grondstowwe volgens 'n gestelde skaal massameet of volgens 'n vooraf bepaalde maatstaf meet vir farmaseutiese preparate;

'(4) werknemer kategorie IV' 'n weknemer wat een of meer van die volgende werksaamhede verrig:

(a) Drukmasjinerie onder toesig bedien;

(b) die verrigting van chemiese werk deur 'n ander werknemer as 'n chemikus of 'n apteker waar die woorde 'chemiese werk' beteken—

(i) die verrigting van chemiese of farmaseutiese manipulasies onder toesig, met inbegrip van granulering;

(ii) die aansuiwering van die formules van stowwe;

(iii) die analitiese kontrolering van die chemiese verwerking van grondstowwe of verwerkte of deels verwerkte produkte;

(c) tabletgranulering;

(d) toesig hou oor die werksaamhede van 'n kombuis of eethuis;

(e) aan die hoof staan van 'n groep of span werknemers, onder toesig van 'n werknemer kategorie VI (a);

(f) halfoutomatiese uitrusting bedien wat tablet saampers en pille vervaardig;

(g) 'n roterende gisfilter- en/of 'n droëgisfluedbeddroogmasjien bedien;

(h) 'n gesteriliseerde vloeistofvulmasjien bedien;

(i) grotere herstel- of stelwerk aan masjinerie of uitrusting verrig;

(j) 'n motorvoertuig dryf waarvan die onbelaste massa, saam met die onbelaste massa van 'n sleepwa of sleepwaens wat deur so 'n voertuig getrek word, meer as 453,6 kg maar hoogstens 2 721,6 kg is;

(k) toevalmonsters van produkte wat van produksiebande af gekies is met standaardprodukte vergelyk en met die oog op aanvaarbare produksiemetodes nagaan, met gebruikmaking van ondervinding, massameetuitrusting of visuele ondersoek-metodes;

(l) die uitvoering van klerklike werk wat hoofsaaklik of uitsluitlik skryf, tik, liassering of enige ander vorm van sodanige werk insluit, mits die werk onder regstreekse toesig geskied en nie gemoeid is met die ontwikkeling van oorspronklike gegewens nie, maar uitgesonderd werk soos in kategorie II (t) omskryf, en wat die volgende dek:

(i) Kopietikwerk;

(ii) liassering van verskillende soorte en stelle dokumente;

(iii) vaslê van gegewens vanaf invoerdokumente, deur die gebruik van 'n rekenaarterminal;

(iv) ontvangs, sortering en voorbereiding van posstukke vir verspreiding en/of afsenddoeleindes;

(v) vergelyking van verskeie dokumente soos kredietbriewe, fakture, aankoopbestellings, verskepingsdokumente en kosteberekenings; en;

(vi) telefoniswerk;

(m) tabletbedekking;

'(5) werknemer kategorie V' 'n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Stoomoutoklawe bedien en monitor;

(b) toesig hou oor die ontvangs, opberging, verpakking of uitpak van goedere in 'n magasyn of pakhuis of oor die aflewering van goedere vanuit 'n magasyn of pakhuis aan die verbruikersafdelings in 'n bedryfsinrigting of vir versending;

(c) werk wat gewoonlik deur iemand verrig word wat sy leerlingskap uitgedien het in 'n ambag wat aangewys is of geag word aangewys te wees ingevolge die Wet op Mannekragopleiding, 1981, of wat in besit is van 'n vaardigheidsertifikaat wat ingevolge artikel 27 van die Wet op Mannekragopleiding, 1981, deur die Registrateur van Mannekragopleiding aan hom uitgereik is, of geag word uitgereik te wees, of van 'n sertifikaat wat ingevolge artikel 28 of artikel 30 van genoemde Wet deur genoemde Registrateur aan hom uitgereik is of geag word uitgereik te wees;

(d) performing advanced duties in chemical batch production plant;

(e) making cosmetic masses from raw materials, following printed instructions;

'(6) category VI employee' means any employee who is engaged in any one or more of the following activities:

(a) Supervising one or more category IV (e) employees;

(b) performing routine analysis of raw materials, intermediate and finished product samples;

(c) supervising the operating of printing machinery, or operating printing machinery without supervision;

(d) driving a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle, exceeds 2 721,6 kg, and for the purposes of this definition, the expression 'driving a motor vehicle' includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

(e) making galenical or liquid medicines, mixtures, ointments, pastes or preparations from raw materials, following printed instructions;

(f) operating an automatic capsule filling machine."

(2) Insert the following new subclauses (7) and (8):

"(7) category VII employee' means any employee who is engaged in anyone or more of the following activities:

(a) Performing supervisory duties in the chemical production plant;

(b) controlling and/or monitoring and maintaining the quality of products produced;

(c) the performance of work by an employee who has served his apprenticeship in a trade designated or deemed to have been designated under the Manpower Training Act, 1981, or who holds a certificate of proficiency issued or deemed to have been issued to him by the Registrar of Manpower Training in terms of section 27 of the Manpower Training Act, 1981, or a certificate issued or deemed to have been issued to him by the said Registrar in terms of either section 28 or section 30 of the said Act;

(d) performing supervisory duties in the laboratory;

(e) the performance of work by an employee, other than a pharmacist, which work requires such employee to be the holder of a degree in chemistry or an equivalent diploma;

'(8) category VIII employee' means any employee who is engaged in any one or more of the following activities:

(a) The performance of work by an employee, which work requires such employee to be registered as a pharmacist under the Pharmacy Act, 1974;

(b) being in charge of the employees in an establishment or a department of an establishment and exercising control over such employees with responsibility for the efficient performance by them of their duties;"

(3) Renumber subclauses "(8)" to "(22)" to read "(10)" to "(24)".

(4) Substitute the following for subclause (12):

"(12) 'Chemical Industry' means the Industry in which employers and employees are associated for the preparation, manufacture, bottling, wrapping and/or packing of the following commodities in establishments which are liable to registration under the Factories, Machinery and Building Work Act, 1941, namely: Medical preparations intended for human or animal use, toilet preparations, perfumes or scents, antiseptic, deodorants, chemical products for photographic purposes, baking powder and/or its constituents, yeast, gelatine, essences and flavourings and colouring matter for foodstuffs: Provided that in the Magisterial District of Malmesbury, 'Chemical Industry' means that portion of the Industry in which employers and employees are associated for the purposes of preparing, manufacturing, bottling, wrapping and/or packing of medicinal preparations;"

(5) In subclause (23), substitute the figure "7" for the figure "6",

(d) die uitvoering van gevorderde pligte in die chemiese groepsproduksie-aanleg;

(e) kosmetiekmassas uit grondstowwe vervaardig volgens gedrukte voorskrifte;

'(6) werknemer kategorie VI' 'n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Toesig hou oor een of meer werknemers kategorie IV (e);

(b) roetine-ontleding van grondstowwe, tussen- en eindprodukmonsters uitvoer;

(c) toesig hou oor die bediening van drukmasjinerie, of drukmasjinerie sonder toesig bedien;

(d) 'n motorvoertuig dryf waarvan die onbelaste massa, saam met die onbelaste massa van 'n sleepwa of sleepwaens wat deur so 'n voertuig getrek word, meer as 2 721 kg is, en vir die toepassing van hierdie omskrywing beteken die uitdrukking 'n motorvoertuig dryf' alle tydperke wat daar gedryf word en alle tyd wat die drywer bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly, gereed om te dryf;

(e) bereide of vloeibare medisyne, mengsels, salf, pastas of prepraate uit grondstowwe vervaardig volgens gedrukte voorskrifte;

(f) 'n outomatiese kapsulevulmasjien bedien."

(2) Voeg die volgende nuwe subklousules (7) en (8) in:

"(7) Werknemer kategorie VII' 'n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Toesighoudende pligte in die chemiese produksie-aanleg uitvoer;

(b) die gehalte van die produkte wat geproduseer word, kontroleer en/of monitor en handhaaf;

(c) werk wat deur 'n werknemer verrig word wat sy leerlingskap uitgedien het in 'n ambag wat aangewys is of geag word aangewys te wees ingevolge die Wet op Mannekragopleiding, 1981, of wat in besit is van 'n vaardigheidsertifikaat wat ingevolge artikel 27 van die Wet op Mannekragopleiding, 1981, deur die Registrateur van Mannekragopleiding aan hom uitgereik is of geag word uitgereik te wees, of van 'n sertifikaat wat ingevolge artikel 28 of artikel 30 van genoemde Wet deur genoemde Registrateur aan hom uitgereik is of geag word uitgereik te wees;

(d) die uitvoering van toesighoudende pligte in die laboratorium;

(e) werk wat deur 'n ander werknemer as 'n apteker verrig word en wat vereis dat sodanige werknemer in besit moet wees van 'n graad in chemie of 'n gelykwaardige diploma;

'(8) werknemer kategorie VIII' 'n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Werk wat deur 'n werknemer verrig word wat vereis dat sodanige werknemer ingevolge die Wet op Aptekers, 1974, as apteker geregistreer moet wees;

(b) aan die hoof staan van die werknemers in 'n bedryfsinrigting of 'n afdeling daarvan en kontrole oor sodanige werknemers uitoefen, met die verantwoordelikheid om toe te sien dat hulle hul pligte doeltreffend uitvoer;"

(3) Hernommer subklousules "(8)" tot "(22)" om te lui "10" tot "24".

(4) Vervang subklousule (12) deur die volgende:

"(12) 'Chemikalieënywerheid' die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die bereiding, vervaardiging, bottel, toedraai en/of verpakking van ondergenoemde handelsartikels in bedryfsinrigtings wat ingevolge die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, aan registrasie onderworpe is, naamlik: Geneeskundige prepraate wat vir menslike of dierlike gebruik bedoel is, toiletprepraate, parfuum of reukwater, antiseptiese middels, reukweermiddels, chemiese produkte vir fotografiese doeleindes, bakpoeier en/of die bestanddele daarvan, gis, gelatien, ekstrakte, geursels en kleurstowwe vir eetware: Met dien verstande dat 'Chemikalieënywerheid' in die landdrostdistrik Malmesbury beteken daardie gedeelte van die Chemikalieënywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om die volgende te verrig: Die bereiding, vervaardiging, bottel, toedraai en/of verpakking van medisinale produkte;"

(5) In subklousule 23, vervang die syfer "6" deur die syfer "7".

6. CLAUSE 4. — WAGES

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

“(a) *Employees other than casual employees:*”

	Per hour	Weekly	Monthly
	R	R	R
Category I:			
First six months	3,10	130,42	565,11
Thereafter	3,34	140,39	608,31
Category II:			
First six months	3,34	140,39	608,31
Thereafter	3,48	146,22	633,57
Category III:			
First six months	3,48	146,22	633,57
Thereafter	3,62	152,36	660,18
Category IV:			
First six months	3,62	152,36	660,18
Thereafter	3,95	166,12	719,79
Category V:			
First six months	4,36	166,12	794,41
Thereafter	4,69	196,98	853,51
Category VI:			
First six months	4,69	196,98	853,31
Thereafter	4,95	208,00	901,26
Category VII:			
First six months	4,95	208,00	901,26
Thereafter	7,42	311,73	1 359,73
Category VIII:			
First six months	7,42	311,73	1 350,73
Thereafter	8,79	369,51	1 601,08.”

(2) In subclause (2), substitute the figure “8” for the figure “7”.

(3) In subclause (5), substitute the figure “7” for the figure “6”.

(4) Substitute the following for subclause (9) (a):

“(9) (a) *Calculation of wages.* — An employee, other than a casual employee, falling within any of the employment categories I to VIII, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to R25,00 per week or 15 per cent of his actual wages, whichever is the greater: Provided that the employee shall earn not less than the new minimum wage for the category in which he is employed.”

7. CLAUSE 5. — PAYMENT OF REMUNERATION

(1) In subclause (1), substitute the figure “13” for the figure “12”.

(2) In subclause (7) (b), substitute the figure “9” for the figure “8”.

(3) In subclause 7 (d) substitute the figure “16” for the figure “15”.

8. CLAUSE 7. — HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

(1) In subclause (3), substitute the figures “3 (4) (j)” and “3 (4) (d)” for the figures “3 (4) (h)” and “3 (5) (c)” respectively.

9. CLAUSE 8. — ANNUAL LEAVE AND PUBLIC HOLIDAYS

(1) In subclause (6), substitute the figure “7” for the figure “6”.

(2) In subclause (7) b (iv), substitute the figure “9” for the figure “8”.

10. CLAUSE 9. — SICK LEAVE AND COMPASSIONATE LEAVE

(1) In subclause (3), substitute the figure “8 (7) (b)” for the figure “(5)”.

(2) In subclause (7), insert the following after the word “children”:

“A further day’s compassionate leave on full pay shall be granted all employees whose next of kin, as defined above, reside outside Cape Province.”

6. KLOUSULE 4. — LONE

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

“(a) *Werknemers, uitgesonderd los werknemers:*”

	Per uur	Weekliks	Maandeliks
	R	R	R
Kategorie I:			
Eerste ses maande	3,10	130,42	565,11
Daarna	3,34	140,39	608,31
Kategorie II:			
Eerste ses maande	3,34	140,39	608,31
Daarna	3,48	146,22	633,57
Kategorie III:			
Eerste ses maande	3,48	146,22	633,57
Daarna	3,62	152,36	660,18
Kategorie IV:			
Eerste ses maande	3,62	152,36	660,18
Daarna	3,95	166,12	719,79
Kategorie V:			
Eerste ses maande	4,36	166,12	794,41
Daarna	4,69	196,98	853,51
Kategorie VI:			
Eerste ses maande	4,69	196,98	853,31
Daarna	4,95	208,00	901,26
Kategorie VII:			
Eerste ses maande	4,95	208,00	901,26
Daarna	7,42	311,73	1 350,73
Kategorie VIII:			
Eerste ses maande	7,42	311,73	1 350,73
Daarna	8,79	369,51	1 601,08.”

(2) In subklousule (2), vervang die syfer “7” deur die syfer “8”.

(3) In subklousule (5), vervang die syfer “6” deur die syfer “7”.

(4) Vervang subklousule (9) (a) deur die volgende:

“(9) (a) *Loonberekening.* — ’n Werknemer, uitgesonderd ’n los werknemer, wat binne die werkkategorieë I tot VIII val en wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms in ontvangs was van ’n loon wat hoër was as die loon wat vir ’n werknemer in sy kategorie voorgeskryf is, moet ’n loonsverhoging ontvang gelyk aan R25,00 per week of 15 persent van sy werklike loon, naamlik die grootste bedrag: Met dien verstande dat geen werknemer minder mag ontvang nie as die nuwe minimum loon vir die kategorie waarin hy werksaam is”.

7. KLOUSULE 5. — BETALING VAN BESOLDIGING

(1) In subklousule (1), vervang die syfer “12” deur die syfer “13”.

(2) In subklousule (7) (b), vervang die syfer “8” deur die syfer “9”.

(3) In subklousule (7) (d), vervang die syfer “15” deur die syfer “16”.

8. KLOUSULE 7. — WERKURE, GEWONE EN OORTYD, EN BESOLDIGING VIR OORTYD

(1) In subklousule (3), vervang die syfers “3 (4) (h)” en “3 (5) (c)” onderskeidelik deur die syfers “3 (4) (j)” en “3 (6) (d)”.

9. KLOUSULE 8. — JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE

(1) In subklousule (6) vervang die syfer “6” deur die syfer “7”.

(2) In subklousule (7) (b) (iv), vervang die syfer “8” deur die syfer “9”.

10. KLOUSULE 9. — SIEKTEVERLOF EN DEERNISVERLOF

(1) In subklousule (3), vervang die syfer “7 (5)” deur die syfer “8 (7) (b)”.

(2) In subklousule (7), voeg die volgende in na die woord “kinders”:

“Aan alle werknemers wie se naasbestaande/s, soos hierbo omskryf, buite die Kaap Provinsie woonagtig is, moet ’n verdere dag deernisverlof teen volle betaling toegestaan word.”

11. CLAUSE 13. — TERMINATION OF CONTRACT OF EMPLOYMENT

- (1) In subclause (3), substitute the figure "8" for the figure "7".

12. CLAUSE 16. — COUNCIL FUNDS

- (1) In subclause (1), substitute the figures "16c" and "69c" for the figures "14c" and "61c" respectively.

- (2) In subclause (2), substitute the figure "10" for the figure "8" and the figure "11" for the figure "9".

13. Insert the following new clause 23:

"23. SERVICE ALLOWANCE

Every employee who, on or after 1 January 1989, has —

- (a) worked for the same employer for 10 years shall receive R100,00 during the year in which he completes the 10-year service;
- (b) worked for the same employer for 20 years shall receive R200,00 during the year in which he completes the 20-year service;
- (c) worked for the same employer for 30 years shall receive R350,00 during the year in which he completes the 30-year service;
- (d) worked for the same employer for 40 years shall receive R500,00 during the year in which he completes the 40-year service."

Signed at Cape Town, on behalf of the parties, this 28th day of February 1989.

S. G. PENNEY,
Chairman.

J. HEEGER,
Vice-Chairman.

K. L. BARNES,
Secretary.

SOUTH AFRICAN TRANSPORT SERVICES**No. R. 1413****7 July 1989****PENSION REGULATIONS. — SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act No. 35 of 1971), I, Eli van der Merwe Louw, Minister of Transport Affairs of the Republic of South Africa, do hereby, after consultation with the South African Transport Services Board, approve of the Pension Regulations, published in Government Notice No. R. 11333 of 10 June 1988 being amended as follows retrospective from 1 June 1989 in terms of the provisions of section 4 (3A) of the said Act:

REGULATION 2

Substitute the following for this regulation:

2. The Fund and the New Fund shall be administered by a joint committee consisting of 14 employees, seven of whom, together with their alternates, shall be nominated, on the basis prescribed in regulation 4, by the Trade Unions, and seven of whom, together with their alternates, shall be nominated by the General Manager/Managing Director. In addition, there shall be a chairman nominated by the General Manager/Managing Director.

REGULATION 4

Substitute the following for this regulation:

4. The representatives of members on the Joint Committee shall consist of seven members, together with their alternates, nominated by the Trade Unions representing the following groups of personnel:

- | | |
|---|--------------------|
| (a) Group A | } One member each. |
| (b) Group B | |
| (c) Group C | |
| (d) Group D | |
| (e) Group E | |
| (f) Group F | |
| (g) South African Airways Engineering Association | |

11. KLOUSULE 13. — BEËINDIGING VAN DIENSKONTRAK

- (1) In subklausule (3), vervang die syfer "7" deur die syfer "8".

12. KLOUSULE 16. — FONDSE VAN DIE RAAD

- (1) In subklausule (1), vervang die syfer "14c" deur die syfer "16c" en die syfer "61c" deur die syfer "69c".

- (2) In subklausule (2), vervang die syfer "8" deur die syfer "10" en die syfer "9" deur die syfer "11".

13. Voeg die volgende nuwe klausule 23 in:

"23. DIENSTOELAE

Elke werknemer wat op of na 1 Januarie 1989 —

- (a) by dieselfde werkgever 10 jaar diens het, moet gedurende die jaar wat hy sy 10 jaar diens voltooi, R100,00 ontvang;
- (b) by dieselfde werkgever 20 jaar diens het, moet gedurende die jaar wat hy sy 20 jaar diens voltooi, R200,00 ontvang;
- (c) by dieselfde werkgever 30 jaar diens het, moet gedurende die jaar wat hy sy 30 jaar diens voltooi, R350,00 ontvang;
- (d) by dieselfde werkgever 40 jaar diens het, moet gedurende die jaar wat hy sy 40 jaar diens voltooi, R500,00 ontvang."

Namens die partye op hede die 28ste dag van Februarie 1989 te Kaapstad onderteken.

S. G. PENNEY,
Voorsitter.

J. HEEGER,
Ondervoorsitter.

K. L. BARNES,
Sekretaris.

SUID-AFRIKAANSE VERVOERDIENSTE**No. R. 1413****7 Julie 1989****PENSIOENREGULASIES. — WYSIGINGS**

Kragtens die bevoegdheid aan my verleen by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet No. 35 van 1971), verleen ek Eli van der Merwe Louw, Minister van Vervoerwese van die Republiek van Suid-Afrika na raadpleging met die Raad van Suid-Afrikaanse Vervoerdienste, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing No. R. 11333 van 10 Junie 1988, soos volg gewysig word terugwerkend vanaf 1 Junie 1989 ooreenkomstig die bepaling van artikel 4 (3A) van dieselfde Wet:

REGULASIES 2

Vervang hierdie regulasie deur die volgende:

2. Die Fonds en die Nuwe Fonds word geadminestreer deur 'n gesamentlike komitee wat bestaan uit 14 werknemers van wie sewe tesame met hulle plaasvervangers op die grondslag bepaal in regulasie 4 deur die vakverenigings benoem word en van wie sewe tesame met hulle plaasvervangers deur die Hoofbestuurder/Besturende Direkteur benoem word. Daarbenewens is daar 'n voorsitter wat deur die Hoofbestuurder/Besturende Direkteur benoem word.

REGULASIE 4

Vervang hierdie regulasie deur die volgende:

4. Die verteenwoordigers van lede van die Gesamentlike Komitee bestaan uit sewe lede tesame met hulle plaasvervangers wat benoem word deur die vakverenigings wat die volgende groepe personeel verteenwoordig:

- | | |
|---|-------------------|
| (a) Groep A | } Een lid elkeen. |
| (b) Groep B | |
| (c) Groep C | |
| (d) Groep D | |
| (e) Groep E | |
| (f) Groep F | |
| (g) Suid-Afrikaanse Lugdiens Ingenieursvereniging | |

DEPARTMENT OF TRANSPORT**No. R. 1415****7 July 1989****FORTY SEVENTH AMENDMENT OF THE
STATE AIRPORT REGULATIONS, 1963**

The Minister of Transport Affairs has, under section 22 of the Aviation Act, 1962 (Act No. 74 of 1962), made the regulations in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the Regulations" means the State Airport Regulations, 1963, promulgated under Government Notice No. R. 1974 of 20 December 1963, as amended by Government Notices Nos. R. 397 of 20 March 1964, R. 2027 of 24 December 1965, R. 943 of 23 June 1967, R. 1031 of 26 June 1970, R. 2233 of 11 December 1970, R. 331 of 9 March 1973, R. 1258 of 27 July 1973, R. 1564 of 31 August 1973, R. 1677 of 14 September 1973, R. 2443 of 21 December 1973, R. 774 of 18 April 1975, R. 142 of 30 January 1976, R. 1479 of 20 August 1976, R. 2512 of 24 December 1976, R. 2633 of 30 December 1977, R. 441 of 10 March 1978, R. 2544 of 22 December 1978, R. 2784 of 14 December 1979, R. 2820 of 21 December 1979, R. 351 of 22 February 1980, R. 1992 of 26 September 1980, R. 2628 of 19 December 1980, R. 2567 of 22 December 1980, R. 1771 of 21 August 1981, R. 2385 of 30 October 1981, R. 2801 of 24 December 1981, R. 317 of 26 February 1982, R. 846 of 29 April 1983, R. 2603 of 2 December 1983, R. 302 of 24 February 1984, R. 844 of 27 April 1984, R. 2851 of 28 December 1984, R. 59 of 11 January 1985, R. 60 of 11 January 1985, R. 442 of 1 March 1985, R. 2668 of 29 September 1985, R. 846 of 2 May 1986, R. 2391 of 14 November 1986, R. 2653 of 12 December 1986, R. 1127 of 29 May 1987, R. 2120 of 25 September 1987, R. 2881 of 31 December 1987, R. 1246 of 1 July 1988, R. 2585 of 23 December 1988 and R. 438 of 17 March 1989.

2. The Regulations are hereby amended by—

(a) the substitution in regulation 12 (1) (b) of the speedlimit of 30 km per hour for the speedlimit of 20 km per hour.

3. The amendment becomes effective as from date of publication of this Notice.

DEPARTEMENT VAN VERVOER**No. R. 1415****7 Julie 1989****SEWE-EN-VEERTIGSTE WYSIGING VAN DIE
STAATSLUGHAWEREGULASIES, 1963**

Die Minister van Vervoerwese het kragtens artikel 22 van die Lugvaartwet, 1962 (Wet No. 74 van 1962), die regulasies in die Bylae hiervan uitgevaardig.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Regulasies" die Staatslughaweregulasies, 1963, soos afgekondig by Goewermmentskennisgewing No. R. 1974 van 20 Desember 1963, soos gewysig deur Goewermmentskennisgewings Nos. R. 397 van 20 Maart 1964, R. 2027 van 24 Desember 1965, R. 943 van 23 Junie 1967, R. 1031 van 26 Junie 1970, R. 2233 van 11 Desember 1970, R. 331 van 9 Maart 1973, R. 1258 van 27 Julie 1973, R. 1564 van 31 Augustus 1973, R. 1677 van 14 September 1973, R. 2443 van 21 Desember 1973, R. 774 van 18 April 1975, R. 142 van 30 Januarie 1976, R. 1479 van 20 Augustus 1976, R. 2512 van 24 Desember 1976, R. 2633 van 30 Desember 1977, R. 441 van 10 Maart 1978, R. 2544 van 22 Desember 1978, R. 2784 van 14 Desember 1979, R. 2820 van 21 Desember 1979, R. 351 van 22 Februarie 1980, R. 1992 van 26 September 1980, R. 2628 van 19 Desember 1980, R. 2567 van 22 Desember 1980, R. 1771 van 21 Augustus 1981, R. 2385 van 30 Oktober 1981, R. 2801 van 24 Desember 1981, R. 317 van 26 Februarie 1982, R. 846 van 29 April 1983, R. 2603 van 2 Desember 1983, R. 302 of 24 Februarie 1984, R. 844 of 27 April 1984, R. 2851 van 28 Desember 1984, R. 59 van 11 Januarie 1985, R. 60 van 11 Januarie 1985, R. 442 van 1 Maart 1985, R. 2668 van 29 September 1985, R. 846 van 2 Mei 1986, R. 2391 van 14 November 1986, R. 2653 van 12 Desember 1986, R. 1127 van 29 Mei 1987, R. 2120 van 25 September 1987, R. 2881 van 31 Desember 1987, R. 1246 van 1 Julie 1988, R. 2585 van 23 Desember 1988 en R. 438 van 17 Maart 1989.

2. Die Regulasies word hierby gewysig deur—

(a) in regulasie 12 (1) (b) die snelheidsbeperking van 20 km per uur met die snelheidsbeperking van 30 km per uur te vervang.

3. Die wysiging tree in werking met ingang van datum van publikasie van hierdie Kennisgewing.

Use it.

Don't abuse  it.**water is for everybody**

Werk mooi daarmee.

Ons leef  daarvan.**water is kosbaar**

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