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JULIE 1991

No. 13397

PROCLAMATION

by the

State President

of the Republic of South Africa

No. R. 66, 1991

THE MEDICINES AND RELATED SUBSTANCES
CONTROL AMENDMENT ACT, 1991 (ACT No. 94 OF
1991)

Under the powers vested in me by section 29 of the
Medicines and Related Substances Control Amend-
ment Act, 1991 (Act No. 94 of 1991), I hereby fix the
date of publication of this Proclamation in the *Gazette*
as the date on which the said Act, excluding the provi-
sions of section 1 (c) and (f), 9, 19, 21, 23, 24 and 25,
shall come into operation.

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

F. W. DE KLERK,
State President.

By Order of the State President-in-Cabinet:

E. H. VENTER,
Minister of the Cabinet.

690—A

PROKLAMASIE

van die

Staatspresident

van die Republiek van Suid-Afrika

No. R. 66, 1991

WYSIGINGSWET OP DIE BEHEER VAN MEDISYNE
EN VERWANTE STOWWE, 1991 (WET No. 94 VAN
1991)

Kragtens die bevoegdheid my verleen by artikel 29
van die Wysigingswet op die Beheer van Medisyne en
Verwante Stowwe, 1991 (Wet No. 94 van 1991),
bepaal ek hierby die datum waarop hierdie Proklama-
sie in die *Staatskoerant* verskyn as die datum waarop
die genoemde Wet, uitgesonderd die bepalings van
artikels 1 (c) en (f), 9, 19, 21, 23, 24 en 25, in werking
tree.

Gegee onder my Hand en die Seël van die Repu-
bliek van Suid-Afrika te Pretoria, op hede die Sewe-en-
twintigste dag van Junie Eenduisend Negehoonderd
Een-en-negentig.

F. W. DE KLERK,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

E. H. VENTER,
Minister van die Kabinet.

13397—1

GOVERNMENT NOTICES**ADMINISTRATION:
HOUSE OF REPRESENTATIVES****DEPARTMENT OF EDUCATION AND CULTURE**

No. R. 1611

12 July 1991

**COLOURED PERSONS EDUCATION ACT, 1963:
AMENDMENT OF REGULATIONS**

The Minister of Education and Culture has under section 34 of the Coloured Persons Education Act, 1963 (Act No. 47 of 1963), made the regulations contained in the Schedule hereto.

H. J. HENDRICKSE,

Minister of Education and Culture.

SCHEDULE

1. In this Schedule "the Regulations" means the regulations promulgated by Government Notice No. R. 1898 of 21 November 1963, as amended.

2. The Regulations are hereby amended by the substitution for the word "teacher", wherever it appears in the Regulations, of the word "educator", unless the context, indicates otherwise.

3. Chapter B of the Regulations, as amended by Government Notices Nos. R. 675 of 11 April 1975, R. 675 of 5 April 1984 and R. 7 of 3 January 1986, is hereby further amended by the substitution for regulations B28.1 to B39.4 of the following regulations:

"LEAVE OF ABSENCE OF CS EDUCATORS***Absence from duty which is recorded as leave***

B28.1. Leave of absence shall be classified under one of the following headings:

- (a) Vacation leave;
- (b) sick leave;
- (c) special sick leave;
- (d) special leave for study purposes;
- (e) special leave for military training;
- (f) special leave for examination purposes;
- (g) special leave for quarantine purposes;
- (h) special leave for participation in sporting and cultural events;
- (i) special leave for urgent private affairs;
- (j) special leave for accouchement;
- (k) special leave for continuity of service; and
- (l) special leave in extraordinary circumstances.

B28.2. All unauthorised absence from duty shall be regarded as special leave in extraordinary circumstances.

General

B29.1. Any leave, except where otherwise determined in these regulations or by the Director-General, shall commence on the first school day on which an educator is absent from duty, and shall terminate on the last school day prior to the day on which the educator resumes his duties.

GOEWERMENSKENNISGEWINGS**ADMINISTRASIE:
RAAD VAN VERTEENWOORDIGERS
DEPARTEMENT VAN ONDERWYS EN KULTUUR**

No. R. 1611

12 Julie 1991

**WET OP ONDERWYS VIR KLEURLINGE, 1963:
WYSIGING VAN REGULASIES**

Die Minister van Onderwys en Kultuur het kragtens artikel 34 van die Wet op Onderwys vir Kleurlinge, 1963 (Wet No. 47 van 1963), die regulasies vervat in die Bylae uitgevaardig.

H. J. HENDRICKSE,

Minister van Onderwys en Kultuur.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1898 van 21 November 1963, soos gewysig.

2. Die Regulasies word hierby gewysig deur die woord "onderwyser" oral waar dit in die Regulasies voorkom, deur die woord "opvoeder" te vervang, tensy 'n ander bedoeling uit die konteks blyk.

3. Hoofstuk B van die Regulasies, soos gewysig by Goewermentskennisgewings Nos. R. 675 van 11 April 1975, R. 675 van 5 April 1984 en R. 7 van 3 Januarie 1986, word hierby verder gewysig deur regulasies B28.1 tot B39.4 deur die volgende regulasies te vervang:

**"AFWESIGHEIDSVERLOF VAN
KS-OPVOEDERS*****Afwesigheid van diens wat as
verlof aangeteken word***

B28.1. Afwesigheid met verlof word onder een van die volgende hoofde ingedeel:

- (a) Vakansieverlof;
- (b) siekteverlof;
- (c) spesiale siekteverlof;
- (d) spesiale verlof vir studiedoeleindes;
- (e) spesiale verlof vir militêre opleiding;
- (f) spesiale verlof vir eksamendoeleindes;
- (g) spesiale verlof vir kwarantyn-doeleindes;
- (h) spesiale verlof vir deelname aan sport-en kultuur-geleenthede;
- (i) spesiale verlof vir dringende private sake;
- (j) spesiale verlof vir bevalling;
- (k) spesiale verlof ter wille van dienskontinuiteit; en
- (l) spesiale verlof in buitengewone omstandighede.

B28.2. Alle ongemagtigde afwesigheid van diens word geag spesiale verlof in buitengewone omstandighede te wees.

Algemeen

B29.1. Enige verlof, behalwe waar in hierdie regulasies of deur die Direkteur-generaal anders bepaal word, begin op die eerste skooldag waarop 'n opvoeder van diens afwesig is en eindig op die laaste skooldag voor die dag waarop die opvoeder diens hervat.

B29.2. A day of rest or two or more consecutive days of rest falling within a leave period shall be deemed to form part of such leave: Provided that, where such day or days of rest are not preceded and succeeded by leave of the same kind, the day or days of rest concerned shall be deemed to form part of the leave preceding such day or days of rest.

B29.3. Subject to the provisions of regulation B29.4 an educator who, in any school quarter, is absent on leave without salary for more than half the number of school days in such school quarter, shall be granted leave without salary as follows:

(a) If he is absent from and including the first day of such school quarter, the leave shall commence on the first day of the calendar quarter concerned and terminate on the last day of his absence.

(b) If he is absent up to and including the last day of such school quarter, the leave shall commence on the first day of his absence and terminate on the last day of the calendar quarter concerned.

(c) If he is absent from and including the first day of such school quarter up to and including the last day of such school quarter, the leave shall commence on the first day of the calendar quarter concerned and terminate on the last day of such calendar quarter.

B29.4. If an educator is absent on leave up to and including the last day of any school quarter and is also absent on leave as from the first day of the next school quarter, the period of the intervening school holiday shall not be regarded as leave: Provided that—

(a) where such school holiday is preceded and succeeded by leave without salary or with half salary (excluding sick leave with half salary), the educator concerned shall be granted leave without salary or with half salary, as the case may be, for such school holiday;

(b) if vacation leave with half salary is granted to an educator for a school holiday in terms of paragraph (a), such leave shall not be recorded or debited against such educator's vacation leave credit;

(c) where the school holiday referred to in paragraph (a) is preceded and succeeded by leave of the same kind, the conditions of pay for such school holiday shall be the same as the conditions of pay for the last school day immediately preceding such school holiday;

(d) if the school holiday referred to in paragraph (a) is not preceded and succeeded by leave of the same kind, the two kinds of leave shall be dealt with as two separate periods of leave and the educator, notwithstanding anything to the contrary in regulation B29.3, shall be granted leave as prescribed in paragraph (a), (b) or (c) of that regulation, in respect of each such period; and

(e) the provisions of paragraphs (a) and (d) shall not apply to an educator who is required by the Director-General in terms of regulation B31.2 to perform vacation duty during such intervening school holiday and who actually performs such duty for the full period of the intervening school holiday.

B29.2. 'n Rusdag of twee of meer opeenvolgende rusdae wat binne 'n tydperk van verlof val, word geag deel van sodanige verlof uit te maak: Met dien verstande dat waar sodanige rusdag of rusdae nie voorafgaan en gevolg word deur verlof van dieselfde soort nie, die betrokke rusdag of rusdae geag word deel uit te maak van die verlof wat sodanige rusdag of rusdae voorafgaan.

B29.3. Behoudens die bepalings van regulasie B29.4, word aan 'n opvoeder wat in enige skoolkwartaal met verlof sonder salaris afwesig is vir meer as die helfte van die getal skooldae in sodanige skoolkwartaal, verlof sonder salaris soos volg toegestaan:

(a) As hy vanaf en met inbegrip van die eerste dag van sodanige skoolkwartaal afwesig is, begin die verlof op die eerste dag van die betrokke kalenderkwartaal en eindig dit op die laaste dag van sy afwesigheid.

(b) As hy tot en met die laaste dag van sodanige skoolkwartaal afwesig is, begin die verlof op die eerste dag van sy afwesigheid en eindig dit op die laaste dag van die betrokke kalenderkwartaal.

(c) As hy vanaf en met inbegrip van die eerste dag van sodanige skoolkwartaal tot en met die laaste dag van sodanige skoolkwartaal afwesig is, begin die verlof op die eerste dag van die betrokke kalenderkwartaal en eindig dit op die laaste dag van sodanige kalenderkwartaal.

B29.4. As 'n opvoeder tot en met die laaste dag van enige skoolkwartaal met verlof afwesig is en ook met ingang van die eerste dag van die daaropvolgende skoolkwartaal met verlof afwesig is, word die tydperk van die tussenkomende skoolvakansie nie as verlof beskou nie: Met dien verstande dat—

(a) waar sodanige skoolvakansie voorafgegaan en gevolg word deur verlof sonder salaris of met halwe salaris (uitgesonderd siekteverlof met halwe salaris), aan die betrokke opvoeder verlof sonder salaris of met halwe salaris, na gelang van die geval, vir sodanige skoolvakansie toegestaan word;

(b) indien vakansieverlof met halwe salaris ingevolge paragraaf (a) vir 'n skoolvakansie aan 'n opvoeder toegestaan word, sodanige verlof nie aangeteken of teen sodanige opvoeder se vakansieverlofkrediet gedebiteer word nie;

(c) waar die skoolvakansie in paragraaf (a) bedoel, voorafgaan en gevolg word deur verlof van dieselfde soort, die besoldigingsvoorwaardes vir sodanige skoolvakansie dieselfde is as die besoldigingsvoorwaardes vir die laaste skooldag wat sodanige skoolvakansie onmiddellik voorafgaan;

(d) indien die skoolvakansie in paragraaf (a) bedoel, nie voorafgaan en gevolg word deur verlof van dieselfde soort nie, die twee soorte verlof as twee afsonderlike tydperke van verlof behandel word en aan die opvoeder, ondanks andersluitende bepalings van regulasie B29.3, verlof soos voorgeskryf by paragraaf (a), (b) of (c) van daardie regulasie toegestaan word ten opsigte van elke sodanige tydperk; en

(e) die bepalings van paragrafe (a) en (d) nie van toepassing is nie op 'n opvoeder van wie die Direkteur-generaal ingevolge regulasie B31.2 vereis om vakansiediens gedurende sodanige tussenkomende skoolvakansie te verrig en wat wel sodanige diens vir die volle tydperk van die tyssenkomende skoolvakansie verrig.

B29.5. If an educator resigns and his resignation takes effect during a period of approved leave, or if, prior to the expiry of a period of approved leave, he should for any reason be discharged from the service of the Department, such leave shall terminate on the day immediately preceding that on which such resignation or discharge takes effect: Provided that, if an educator is discharged in terms of the provisions of section 15 (1) (a) of the Act, the Director-General may decide that in the case of such educator, approved leave shall terminate on the last day of the calendar quarter referred to in regulation B9.

B29.6. Leave granted to an educator may at any time be withdrawn by the Director-General at his discretion.

B29.7. An educator who wishes to resume duty before the expiry of a period of leave granted to him under these regulations, shall not do so before having obtained the prior approval of the Director-General.

Application for leave

B29.8. If, owing to sudden illness or other unavoidable circumstances, an educator is prevented from reporting for duty, or is compelled to be absent from duty, he shall immediately notify his principal, or, if the educator is the principal, the school committee (or manager), of the reasons for his absence and the possible duration thereof, and in any case the principal shall immediately report to the school committee (or manager) the absence of an educator who is compelled to be absent, and shall ensure that, in the case of all educators who are absent for a full school day or longer, the necessary application for leave is submitted.

B29.9. Except in the case where an educator is suspended from duty or where he is prevented by sudden illness or other unavoidable circumstances from reporting for duty or is compelled to be absent from duty, an educator shall not leave his work or stay away from it until he has applied in writing for leave and has been advised that the leave application has been approved.

B29.10. Leave of absence may be granted to an educator by the Director-General in terms of any of the following regulations, and the educator shall apply therefor on an approved form which shall be submitted to the Director-General through the principal (if he serves under a principal) and the school committee (or manager) whose recommendations shall accompany such application.

Absence from duty not to be recorded as leave

B30. In the following instances an educator shall not be regarded as being absent from duty:

- (a) When he must appear as a witness—
 - (i) in a criminal court case;
 - (ii) in a civil court case (including a divorce case);
 - (iii) in a court martial;

B29.5. Indien 'n opvoeder uit sy pos bedank en sy bedanking gedurende 'n tydperk van goedgekeurde verlof in werking tree, of indien hy, voor die verstryking van 'n tydperk van goedgekeurde verlof, om watter rede ook al uit die diens van Departement ontslaan word, eindig sodanige verlof op die dag onmiddellik voor die dag waarop sodanige bedanking of ontslag in werking tree: Met dien verstande dat, indien 'n opvoeder ingevolge die bepalings van artikel 15 (1) (a) van die Wet ontslaan word, die Direkteur-generaal kan beslis dat goedgekeurde verlof in die geval van sodanige opvoeder eindig op die laaste dag van die kalenderkwartaal in regulasie B9 bedoel.

B29.6. Verlof wat aan 'n opvoeder toegestaan is, kan te eniger tyd na goeddunke deur die Direkteur-generaal ingetrek word.

B29.7. 'n Opvoeder wat diens wil hervat voor die verskryking van 'n tydperk van verlof wat ingevolge hierdie regulasies aan hom toegestaan is, mag dit nie sonder die vooraf verkreeë goedkeuring van die Direkteur-generaal doen nie.

Aansoek om verlof

B29.8. Indien 'n opvoeder weens skielike siekte of ander onvermydelike omstandighede verhinder word om hom vir diens aan te meld, of genoodsaak word om van diens afwesig te wees, moet hy sy prinsipaal of, indien die opvoeder die prinsipaal is, die skoolkomitee (of bestuurder) onmiddellik in kennis stel van die redes vir sy afwesigheid en die moontlike duur daarvan, en die prinsipaal moet in ieder geval die afwesigheid van 'n opvoeder wat genoodsaak word om afwesig te wees, onmiddellik aan die skoolkomitee (of bestuurder) rapporteer en moet toesien dat, in die geval van alle opvoeders wat 'n volle skooldag of langer afwesig is, die nodige aansoek om verlof ingedien word.

B29.9. Behalwe in die geval waar 'n opvoeder in sy diens geskors is of waar hy weens skielike siekte of ander onvermydelike omstandighede verhinder word om hom vir diens aan te meld, of genoodsaak word om van diens afwesig te wees, mag 'n opvoeder nie sy diens verlaat of daarvan wegbly voordat hy skriftelik om verlof aansoek gedoen het en in kennis gestel is dat die verlofaansoek goedgekeur is nie.

B29.10. Afwesigheidsverlof kan kragtens enige van die volgende regulasies deur die Direkteur-generaal aan 'n opvoeder toegestaan word, en die opvoeder moet daarom aansoek doen op 'n goedgekeurde vorm wat deur bemiddeling van die prinsipaal (indien hy onder 'n prinsipaal dien) en die skoolkomitee (of bestuurder) wie se aanbevelings sodanige aansoek moet vergesel, aan die Direkteur-generaal voorgelê word.

Afwesigheid van diens wat nie as verlof aangeteken word nie

B30. 'n Opvoeder word in die volgende gevalle geag nie van diens afwesig te wees nie:

- (a) Wanneer hy moet verskyn as getuie—
 - (i) in 'n straffofspraak;
 - (ii) in 'n sivielehofspraak (insluitende 'n egskeidingspraak);
 - (iii) in 'n militêrehofspraak;

(iv) in a misconduct case or in a misconduct investigation in terms of any law;

(v) before a commission or committee of inquiry appointed by the State or by an agency that derives its authority from a particular Act;

(vi) at a judicial inquest;

(vii) at a rent board inquiry, except when he is the person who initiated such inquiry.

(b) When he must appear as defendant or co-defendant in a civil court case arising from his official duties and in which the State or any statutory institution has a direct interest.

(c) When he is taken into custody or must appear in court on a criminal charge and is later acquitted or the charge is withdrawn.

(d) When he attends a course or a lecture or undertakes undergraduate or postgraduate studies in respect of which the Director-General has approved that attendance of the course or lecture or the undertaking of studies may take place during official hours (with retention of salary).

(e) When he attends a course that is presented by a department of State and in respect of which the Director-General has granted permission for him to attend the course during official hours.

(f) When he attends an instruction course under the National Survival Plan that is presented by Civil Protection and in respect of which the Director-General has granted permission for him to attend the course during official hours.

(g) When he does practical work with the approval of the Director-General or does practice teaching to comply with the requirements for a formal qualification offered by a recognised tertiary or post-secondary educational institution.

(h) When he serves on a military selection board and is absent from duty with the approval of the Director-General in respect of the activities of such selection board.

(i) When he does committee work or has to attend a meeting or conference at national or international level in the interest of his education department or has to perform a similar duty at interdepartmental level or with a view to participation in the activities of the organised teaching profession for which the Director-General has granted permission.

Leave credit and leave computations

B31.1. The leave credit of an educator shall increase by—

(a) 14/365 of a day for every full day that the educator is in service, in the case of educators who are employed before 1 January 1971 in a permanent capacity at a vocational school, a special school which is a State school, a technical college, a school of industry, a reform school or a State-aided special school; and

(iv) in 'n wangedragsaak of 'n wangedragondersoek ingevolge die een of ander wet;

(v) voor 'n kommissie of komitee van ondersoek deur die Staat aangestel of deur 'n instansie wat sy bevoegdheid aan 'n bepaalde wet ontleen;

(vi) by 'n geregtelike doodsondersoek;

(vii) by 'n huurraadondersoek, behalwe as hy die persoon is wat die inisiatief tot sodanige ondersoek geneem het.

(b) Wanneer hy moet verskyn as verweerder of medeverweerder in 'n sivielehofsaak wat voortspruit uit sy ampspligte en waarby die Staat of enige statutêre instelling direkte belang het.

(c) Wanneer hy in hegtenis geneem is of voor die hof moet verskyn op 'n strafregtelike aanklag en hy later vrygespreek of die aanklag teruggetrek word.

(d) Wanneer hy 'n kursus of 'n lesing bywoon of voor- of nagraadse studies onderneem ten opsigte waarvan die Direkteur-generaal goedgekeur het dat bywoning van die kursus of lesing of die onderneem van studies in amptelike tyd (met behoud van salaris) geskied.

(e) Wanneer hy 'n kursus bywoon wat deur 'n Staatsdepartement aangebied word en ten opsigte waarvan toestemming deur die Direkteur-generaal aan hom verleen is om die kursus in amptelike tyd by te woon.

(f) Wanneer hy 'n onderrigkursus onder die Nasionale Oorlewingsplan bywoon wat deur Burgerlike Beskerming aangebied word en ten opsigte waarvan toestemming deur die Direkteur-generaal aan hom verleen is om die kursus in amptelike tyd by te woon.

(g) Wanneer hy met die goedkeuring van die Direkteur-generaal praktiese werk verrig of proefonderwys gee om aan die vereistes van 'n formele kwalifikasie aangebied aan 'n erkende tersiêre of na-sekondêre onderwysinrigting, te voldoen.

(h) Wanneer hy in 'n militêre keorraad dien en in verband met die werksaamhede van sodanige keorraad met die goedkeuring van die Direkteur-generaal van diens afwesig is.

(i) Wanneer hy komiteewerk verrig of 'n vergadering of konferensie op nasionale of internasionale vlak moet bywoon in belang van sy onderwysdepartement of 'n soortgelyke diens moet verrig op interdepartementele vlak of met die oog op deelname aan die aktiwiteite van die georganiseerde onderwysprofessie waartoe die Direkteur-generaal toestemming verleen het.

Verlofkrediet en verlofberekenings

B31.1. Die verlofkrediet van 'n opvoeder vermeerder met—

(a) 14/365 van 'n dag vir elke volle dag wat die opvoeder in diens is, in die geval van opvoeders wat voor 1 Januarie 1971 in 'n vaste hoedanigheid in diens is by 'n beroepskool, 'n spesiale skool wat 'n Staatskool is, 'n tegniese kollege, 'n nywerheidsskool, 'n verbeteringskool of 'n Staatsondersteunde skool; en

(b) 12/365 of a day for every full day that the educator is in service, in the case of any other educator than those referred to in paragraph (a):

Provided that no leave credit shall be earned in respect of days on which the educator is absent on special leave without pay.

B31.2. An educator who is required by the Director-General to perform duty during any period of a school vacation shall be credited, in addition to the leave credit contemplated in regulation B31.1, with half the number of days on which he was expected to perform such duty: Provided that—

(a) such credit shall not exceed 24 days in any calendar year; and

(b) such educator may apply within 90 days of the performance of such duty for such additional leave credit to be converted into a non-pensionable cash payment in accordance with the formula $A \times B/365$, where "A" represents the number of days of additional leave credit and "B" represents the basic annual salary plus any pensionable allowance of such educator at the time of the performance of such duty.

B31.3. In any computation of leave contemplated in these regulations fractions of a day thus computed shall be transferable to a subsequent leave computation.

B31.4. Where the services of an educator terminate and he is reappointed after a break in service, his service prior to such reappointment shall not be taken into account for leave purposes: Provided that the Director-General may restore the leave credit of such educator to a maximum of 184 days notwithstanding the provisions of regulation B31.7.

B31.5. A person who is appointed as an educator in the service of the Department without a break in service, and who prior to such an appointment held a post of educator in this or another education department or a department of education in Namibia, shall retain as leave credit in terms of these regulations the leave to his credit on the last day of his service with the Department or his previous department, and such previous service shall be reckoned as service for leave purposes.

B31.6. A person who is appointed as an educator in the service of the Department without a break in service, and who prior to such appointment was employed by any Department of State (excluding an education department) of the Republic or a self-governing territory, the South African Transport Services, the Department of Posts and Telecommunications; the Government of Namibia or any body or institution having a pension or provident fund administered by the State, shall retain the leave to his credit on the last day of his service with his previous employer, calculated at a maximum of 36 days per annum, reduced by the number of days of leave already granted. Provided that—

(a) where a person who had immediately prior to such appointment held a post at a school, college, technikon or university not attached to any of the education departments referred to in regulation B31.5 and of which the pension or provident fund is administered by the State, his leave credit shall be calculated for leave purposes as if he had served the Department for the period that he was employed by such school, college, technikon or university; and

(b) 12/365 van 'n dag vir elke volle dag wat die opvoeder in diens is, in die geval van enige ander opvoeder as dié in paragraaf (a) bedoel:

Met dien verstande dat geen verlofkrediet vir dae waarop die opvoeder met spesiale verlof sonder besoldiging afwesig is, verdien word nie.

B31.2. 'n Opvoeder van wie die Direkteur-generaal verwag om gedurende enige tydperk van 'n skoolvakansie diens te verrig, word bykomend by die verlofkrediet in regulasie B31.1, beoog, gekrediteer met die helfte van die getal dae waarop van hom verwag is om sodanige diens te verrig: Met dien verstande dat—

(a) sodanige krediet hoogstens 24 dae in 'n kalenderjaar mag beloop; en

(b) sodanige opvoeder binne 90 dae na die verrigting van sodanige diens daarom aansoek kan doen dat sodanige bykomende verlofkrediet omskep word in 'n nie-pensioengewende kontantbetaling in ooreenstemming met die formule $A \times B/365$, moet "A" die getal dae bykomende verlofkrediet verteenwoordig en "B" die basiese jaarlikse salaris plus enige pensioengewende toelae van sodanige opvoeder ten tyde van die verrigting van sodanige diens verteenwoordig.

B31.3. By enige berekening van verlof in hierdie regulasies beoog, is breuke van 'n dag aldus bereken, oordraagbaar na 'n volgende verlofberekening.

B31.4. Waar die diens van 'n opvoeder eindig en hy na 'n onderbreking van diens weer aangestel word, word sy diens voor sodanige heraanstellings vir verlofdoeleindes nie in aanmerking geneem nie: Met dien verstande dat die Direkteur-generaal ondanks die bepaling van regulasie B31.7 die verlofkrediet van sodanige opvoeder tot 'n maksimum van 184 dae kan herstel.

B31.5. Iemand wat sonder 'n onderbreking van diens as 'n opvoeder in die diens van die Departement aangestel word en wat voor sodanige aanstelling 'n opvoederspos in hierdie of 'n ander onderwysdepartement of 'n departement van onderwys in Namibië beklee het, behou die verlof wat op die laaste dag van sy diens by die Departement of sy vorige departement in sy krediet staan, as verlofkrediet ingevolge hierdie regulasies, en sodanige vorige diens tel vir verlofdoeleindes as diens.

B31.6. Iemand wat sonder 'n onderbreking van diens as 'n opvoeder in die diens van die Departement aangestel word en wat voor sodanige aanstelling in diens was van enige Staatsdepartement (uitgesonderd 'n onderwysdepartement) van die Republiek of 'n self-regerende gebied, die Suid-Afrikaanse Vervoerdienste, die Departement van Pos- en Telekommunikasiewese, die Regering van Namibië of enige liggaam of inrigting wat 'n pensioen- of voorsorgfonds het wat deur die Staat geadministreer word, behou die verlofkrediet wat op die laaste dag van sy diens by sy vorige werkgever in sy krediet staan, bereken teen 'n maksimum van 36 dae per jaar, verminder met die getal dae verlof wat alreeds toegestaan is: Met dien verstande dat—

(a) waar 'n persoon wat onmiddellik voor sodanige aanstelling 'n pos beklee het by 'n skool, kollege, technikon of universiteit wat nie aan enige van die onderwysdepartementé bedoel in regulasie B31.5 verbonde is nie en waarvan die pensioen- of voorsorgfonds deur die Staat geadministreer word, sy verlofkrediet vir verlofdoeleindes bereken word asof hy vir die tydperk wat hy in diens was by sodanige skool, kollege, technikon of universiteit, diens by die Departement verrig het; en

(b) such previous service shall be reckoned as service for leave purposes.

B31.7. Subject to regulation B44 (d), leave cannot be claimed as a right, and when an educator leaves the service for any reason whatsoever, his leave credit shall lapse on the last day on which he was in service and he cannot claim payment in respect of the cash value of leave credit not utilised: Provided that the payment of a leave gratuity shall not be precluded by this regulation.

Granting of vacation leave and duration thereof

B32.1. Subject to regulation B32.4, vacation leave may be granted to an educator for a period determined by the Director-General on the understanding that such educator has the necessary leave to his credit for the period concerned: Provided that—

(a) a maximum of 180 days or two consecutive school or college terms (whichever is the greater) and a minimum of 10 consecutive school or college days are granted;

(b) any application for vacation leave by an educator is received by the director-General at least 90 days before the date on which the vacation leave commences: Provided that the director-General may also approve applications on shorter notice; and

(c) in exceptional cases, the Director-General has the right to approve periods other than those prescribed in paragraph (a).

B32.2. Vacation leave with full pay shall be granted to an educator: Provided that any period of vacation leave with full pay may be converted into vacation leave with half pay on the basis of two days with half pay for each day with full pay.

B32.3. The Director-General may at any time require that an educator take part of or all the leave credit at his disposal as vacation leave: Provided that the maximum period of leave prescribed in regulation B32.1 (a) shall not be exceeded.

B32.4. Where the services of an educator terminate and he is reappointed after a break in service with the restoration of leave credit in terms of regulation B31.4, no vacation leave where the restored leave credit is used may be granted within two years of such appointment.

B32.5. If an educator is in good faith granted more leave with full or half pay than he qualifies for at a particular stage in terms of these regulations, and such educator utilises such excess leave, such over-grant may be deducted from leave credit which subsequently accrues to him: Provided that, in the event of an educator resigning or his services being terminated before sufficient leave credit has accrued to him for the purpose of such deduction, that portion of the over-grant which exceeds his leave credit on the last day of his service shall be regarded as an overpayment of salary.

(b) sodanige vorige diens vir verlofdoeleindes as diens tel.

B31.7. Behoudens regulasie B44 (d), kan verlof nie as 'n reg geëis word nie, en wanneer 'n opvoeder die diens om watter rede ook al verlaat, verval sy verlofkrediet op die laaste dag waarop hy in diens was en kan hy nie betaling eis ten opsigte van die geldwaarde van ongebruikte verlofkrediet nie: Met dien verstande dat die betaling van 'n verlofgratifikasie nie deur hierdie regulasie belet word nie.

Toestaan van vakansieverlof en die duur daarvan

B32.1. Behoudens regulasie B32.4 kan vakansieverlof aan 'n opvoeder toegestaan word vir 'n tydperk wat die Direkteur-generaal bepaal, mits sodanige opvoeder oor die nodige verlofkrediet vir die betrokke tydperk beskik: Met dien verstande dat—

(a) 'n maksimum van 180 dae of twee opeenvolgende skool- of kollegekwartale (watter ook al die meeste is) en 'n minimum van 10 opeenvolgende skool- of kollegedae toegestaan word;

(b) 'n aansoek om vakansieverlof deur 'n opvoeder die Direkteur-generaal minstens 90 dae voor die datum waarop die vakansieverlof 'n aanvang neem, bereik: Met dien verstande voorts dat die Direkteur-generaal ook aansoeke op korter kennisgewing mag goedkeur; en

(c) die Direkteur-generaal die reg het om in uitsonderlike gevalle ander tydperke as dié by paragraaf (a) voorgeskryf, goed te keur.

B32.2. Vakansieverlof word met volle besoldiging aan 'n opvoeder toegestaan: Met dien verstande dat enige tydperk van vakansieverlof met volle besoldiging omskep kan word in vakansieverlof met halwe besoldiging op die basis van twee dae met halwe besoldiging vir elke dag met volle besoldiging.

B32.3. Die Direkteur-generaal kan te eniger tyd vereis dat 'n opvoeder 'n gedeelte van of al die verlofkrediet tot sy beskikking as vakansieverlof neem: Met dien verstande dat die maksimum tydperk van verlof by regulasie B32.1 (a) voorgeskryf, nie oorskry word nie.

B32.4. Waar die diens van 'n opvoeder eindig en hy na 'n onderbreking van diens weer aangestel word met die herstel van verlofkrediet kragtens regulasie B31.4, word, waar gebruik gemaak word van die herstelde verlofkrediet, geen vakansieverlof binne twee jaar na sodanige aanstelling toegestaan nie.

B32.5. Indien daar te goeder trou meer verlof met volle of halwe besoldiging aan 'n opvoeder toegestaan word as waarvoor hy op 'n bepaalde tydstip ingevolge hierdie regulasies kwalifiseer, en sodanige opvoeder gebruik sodanige langer verlof, kan sodanige oortoekeening afgetrek word van verlofkrediet wat later aan hom toeval: Met dien verstande dat in die geval waar 'n opvoeder bedank of sy diens beëindig word voordat voldoende verlofkrediet vir die doel van sodanige aftrekking aan hom toegeval het, die gedeelte van die oortoekeening wat sy verlofkrediet op die laaste dag van sy diens oorskry, as 'n oorbetalings van salaris beskou word.

Sick leave

B33.1. Sick leave shall accrue to an educator on the first day of a cycle, and with effect from that day the full provision of the cycle concerned may be granted to him subject to the provisions of these regulations: Provided that unused sick leave prescribed for a particular cycle shall lapse at the end of that cycle and shall not be carried forward to the next cycle.

B33.2. A cycle referred to in regulation B33.1 means a period of three years reckoned from 1 January 1971 and each ensuing period of three years: Provided that in the case of an educator who is appointed after 1 January 1971, and whose date of appointment does not coincide with the commencement date of a cycle, the period of his service from the date of his appointment to the date of commencement of the following cycle shall, for the application of these regulations, be regarded as a full cycle.

B33.3. An educator may be granted sick leave on account of his illness for 90 days with full pay and 90 days with half pay in the first cycle in which such educator renders service, which number of days of sick leave shall, after the completion of each cycle, be increased by three days with full pay and three days with half pay up to a maximum of 120 days with full pay and 120 days with half pay: Provided that—

(a) such educator may be granted sick leave without pay for any further period which the Director-General may determine;

(b) where an educator retains his leave credit in terms of regulation B31.5 and is appointed an educator in the service of the Department, the date of commencement of his cycle in his previous department shall be regarded as the date of commencement of his cycle in terms of this regulation; and

(c) an educator referred to in paragraph (b) shall not be granted more sick leave with pay during the unexpired period of the cycle in which he has thus been appointed in terms of regulation B31.5 than that which could have been granted him, had all his service during such cycle been service in the Department.

B33.4. Notwithstanding anything to the contrary in regulation B33.3, additional sick leave may, after the completion of nine years of continuous service and up to and including the end of the cycle in which the nine-year period expires and in every three cycles thereafter, on the recommendation of a registered medical practitioner or a registered dentist, be granted to an educator up to a maximum of 90 days with full pay and a maximum of 90 days with half pay: Provided that the additional sick leave with full pay follows immediately upon the sick leave with full pay referred to in regulation B33.3.

Siekteverlof

B33.1. Siekteverlof val aan 'n opvoeder tot op die eerste dag van 'n tydkring, en met ingang van daardie dag kan, behoudens die bepalings van hierdie regulasies, die volle voorsiening vir die betrokke tydkring aan hom toegestaan word: Met dien verstande dat ongebruikte siekteverlof wat vir 'n bepaalde tydkring voorgeskryf is, aan die einde van daardie tydkring verval en nie aan die volgende tydkring oorgedra word nie.

B33.2. 'n Tydkring in regulasie B33.1 bedoel, beteken 'n tydperk van drie jaar gereken vanaf 1 Januarie 1971 en elke daaropvolgende tydperk van drie jaar: Met dien verstande dat in die geval van 'n opvoeder wat na 1 Januarie 1971 aangestel is en wie se datum van aanstelling nie met die aanvangsdatum van 'n tydkring saamval nie, die tydperk van sy diens vanaf die datum van sy aanstelling tot die aanvangsdatum van die eersvolgende tydkring vir die toepassing van hierdie regulasies as 'n volle tydkring beskou word.

B33.3. Aan 'n opvoeder kan weens sy siekte siekteverlof toegestaan word van 90 dae met volle besoldiging en 90 dae met halwe besoldiging in die eerste tydkring waarin sodanige opvoeder diens verrig, en hierdie getal dae siekteverlof word na voltooiing van elke tydkring vermeerder met drie dae met volle besoldiging en drie dae met halwe besoldiging tot 'n maksimum van 120 dae met volle besoldiging en 120 dae met halwe besoldiging: Met dien verstande dat—

(a) aan sodanige opvoeder siekteverlof sonder besoldiging toegestaan kan word vir enige verdere tydperk wat die Direkteur-generaal bepaal;

(b) waar 'n opvoeder sy verlofkrediet ingevolge regulasie B31.5 behou en as opvoeder in die diens van die Departement aangestel word, die aanvangsdatum van sy tydkring in sy vorige departement beskou word as die aanvangsdatum van sy tydkring ingevolge hierdie regulasie; en

(c) aan 'n opvoeder in paragraaf (b) bedoel, nie meer siekteverlof met besoldiging gedurende die onverstreke tydperk van die tydkring waarin hy aldus kragtens regulasie B31.5 aangestel is, toegestaan mag word nie as wat aan hom toegestaan kon word indien al sy diens gedurende sodanige tydkring diens by die Departement was.

B33.4. Ondanks andersluidende bepalings in regulasie B33.3 vervat, kan daar, na voltooiing van nege jaar aaneenlopende diens en tot en met die einde van die tydkring waarin die tydperk van nege jaar verstryk en in elke drie tydkringe daarna, aan 'n opvoeder, op aanbeveling van 'n geregistreerde geneesheer of 'n geregistreerde tandarts, bykomende siekteverlof van hoogstens 90 dae met volle besoldiging en hoogstens 90 dae met halwe besoldiging toegestaan word: Met dien verstande dat die bykomende siekteverlof met volle besoldiging onmiddellik volg op die siekteverlof met volle besoldiging bedoel in regulasie B33.3.

B33.5. Any application for sick leave in respect of a continuous period of more than four days shall be supported by a certificate by a registered medical practitioner or a registered dentist, and the Director-General may require that such medical certificate be submitted in support of any application for sick leave for a period of four days or less if he is of the opinion that circumstances warrant the submission of such certificate: Provided that—

(a) if the Director-General is satisfied that in exceptional cases an educator's absence for a period not exceeding 14 days is *bona fide* owing to illness and if he is further satisfied that there are sufficient reasons for not submitting a medical certificate, he may, at his discretion, dispense with the submission of a medical certificate;

(b) sick leave in respect of which a medical certificate as referred to in paragraph (a) has not been submitted, may be granted only for an aggregate of 10 days during any calendar year;

(c) any further absence without a medical certificate shall be covered by the granting of special leave for urgent private affairs; and

(d) the provisions contained in the foregoing two provisos shall not apply to any period of absence in respect of which exemption was granted from the submission of a medical certificate in terms of this regulation.

B33.6. Sick leave shall not be granted to an educator in respect of—

(a) any illness, indisposition or injury owing to the misconduct of the educator or his failure to take reasonable care or precautions; or

(b) neurasthenia, insomnia, debility or any other similarly ill-defined disease or state of ill health, unless the Director-General is satisfied that—

(i) such educator is not in a fit state of health to perform his duties; and

(ii) the conditions such educator is in could not have been avoided by reasonable care or precautions on his part or by utilising his vacation leave privileges.

B33.7. Where any sick leave is granted to an educator, the date on which such leave is deemed to have commenced and the date on which it is deemed to have ended shall, subject to the medical requirements of the case, be the dates determined by the Director-General, who may, in determining the period of such leave, take into consideration the interests of any school or institution affected by the granting thereof.

B33.8. Notwithstanding anything to the contrary contained in these regulations, an educator may, at his written request, be granted vacation leave in lieu of any portion of sick leave granted with half pay or without pay: Provided that sick leave with half pay may be combined with vacation leave with half pay upon the request of the educator.

B33.5. 'n Aansoek om siekteverlof ten opsigte van 'n aaneenlopende tydperk van meer as vier dae moet gestaaf word deur 'n sertifikaat van 'n geregistreerde geneesheer of 'n geregistreerde tandarts, en die Direkteur-generaal kan vereis dat sodanige mediese sertifikaat ingedien word ter staving van enige aansoek om siekteverlof vir 'n tydperk van vier dae of minder indien hy van oordeel is dat omstandighede die indiening van sodanige sertifikaat regverdig: Met dien verstande dat—

(a) indien die Direkteur-generaal daarvan oortuig is dat in uitsonderlike gevalle 'n opvoeder se afwesigheid vir 'n tydperk van hoogstens 14 dae *bona fide* te wyte is aan siekte en indien hy voorts daarvan oortuig is dat daar genoegsame redes bestaan vir die nie-indiening van 'n mediese sertifikaat, hy na goeddunke kan afsien van die indiening van 'n mediese sertifikaat;

(b) siekteverlof ten opsigte waarvan 'n mediese sertifikaat van 'n mediese sertifikaat soos bedoel in paragraaf (a) nie ingedien is nie, toegestaan kan word slegs vir altesaam 10 dae gedurende enige kalenderjaar;

(c) enige verdere afwesigheid sonder 'n mediese sertifikaat gedek moet word deur die toestaan van spesiale verlof vir dringende private sake; en

(d) die bepalings vervat in die voorafgaande twee voorbehoudsbepalings nie van toepassing is nie op enige tydperk van afwesigheid ten opsigte waarvan vrystelling van die indiening van 'n mediese sertifikaat kragtens hierdie regulasie verleen is.

B33.6. Siekteverlof word nie aan 'n opvoeder toegestaan nie ten opsigte van—

(a) enige siekte, ongesteldheid of besering wat te wyte is aan die opvoeder se wangedrag of sy gebrek aan 'n redelike mate van sorg of voorsorg; of

(b) neurastenie, slaaploosheid, swakheid of enige dergelike minder goed omskrewe siekte of swak gesondheidstoestand, tensy die Direkteur-generaal daarvan oortuig is dat—

(i) sodanige opvoeder se gesondheidstoestand hom ongeskik maak om sy diens te verrig; en

(ii) die toestand waarin sodanige opvoeder verkeer, nie deur 'n redelike mate van sorg of voorsorg van sy kant of nie deur gebruikmaking van sy vakansieverlof-voorregte vermy kon word nie.

B33.7. Waar enige siekteverlof aan 'n opvoeder toegestaan word, is die datum waarop sodanige verlof geag word te begin het en die datum waarop dit geag word te geëindig het, behoudens die geneeskundige vereistes van die geval, die datums bepaal deur die Direkteur-generaal, wat by die bepaling van die tydperk van sodanige verlof die belange van enige skool of inrigting wat deur die toestaan daarvan geraak word, in aanmerking kan neem.

B33.8. Ondanks andersluidende bepalings in hierdie regulasies vervat, kan daar aan 'n opvoeder, op sy skriftelike versoek, in plaas van enige gedeelte van siekteverlof wat met halwe besoldiging of sonder besoldiging toegestaan is, vakansieverlof toegestaan word: Met dien verstande dat siekteverlof met halwe besoldiging op versoek van die opvoeder gekombineer kan word met vakansieverlof met halwe besoldiging.

B33.9. In the event of an educator becoming ill while he is on vacation leave, the period during which he was ill may, subject to the provisions of regulation B33.5, be converted into sick leave provided such educator applies for such conversion, in writing, within 30 days after resumption of service.

B33.10. Notwithstanding the submission of a certificate as referred to in regulation B33.5, the Director-General may, on the grounds of further medical advice, refuse to grant sick leave with pay in respect of any absence from duty to which the certificate relates, and such absence shall be regarded as special leave for urgent private affairs.

B33.11. Whenever the Director-General has reason to suspect that the state of health of an educator is such that he is unfit to perform his duties as an educator in a satisfactory manner, the Director-General may order him to be examined on a particular date at State expense by a medical practitioner nominated by the Director-General, and whenever the Director-General is satisfied that an educator is, owing to ill health (including any mental or physical disability), unable to perform his duties as an educator satisfactorily, he may order such educator to take sick leave for a specific period.

Special sick leave

B34. Notwithstanding anything to the contrary contained in regulation B33.1, an educator who is absent from duty owing to an injury sustained in an accident arising out of and in the course of the performance of his duties as an educator, or owing to an illness contracted in the course of and as a result of the performance of his duties as an educator, may be granted special sick leave with full pay for the period during which he cannot perform such duties owing to the incapacity, or, if the case falls within the scope of the Workmen's Compensation Act, 1941, he may be granted special sick leave with remuneration equal to the difference between full remuneration and the compensation payable to him in terms of that Act: Provided that such leave shall not affect sick leave which may be granted in terms of any cycle: Provided further that such absence from duty is not attributable to misconduct by the educator or his failure to take reasonable care or precautions.

Special leave for study purposes

B35.1. Special leave may be granted to an educator for a course of study and for a period approved by the Director-General, on the following basis: In respect of each day of vacation leave with full pay which an educator uses for study, one additional day of special leave for study purposes with full pay or, at the written request of such educator, two additional days of special leave for study purposes with half pay may be granted, and in respect of each day of vacation leave within half pay which an educator uses for study, one additional day of special leave for study purposes with half pay may be granted.

B33.9. In die geval waar 'n opvoeder siek word terwyl hy met vakansieverlof is, kan die tydperk waarin hy siek was, behoudens die bepalings van regulasie B33.5, in siekteverlof omskep word, mits sodanige opvoeder binne 30 dae na dienshervatting skriftelik om sodanige omskepping aansoek doen.

B33.10. Ondanks die indiening van 'n sertifikaat in regulasie B33.5 bedoel, kan die Direkteur-generaal, op grond van verdere mediese advies, weier om siekteverlof met besoldiging toe te staan ten opsigte van enige afwesigheid van diens waarop die sertifikaat betrekking het, en sodanige afwesigheid word as spesiale verlof vir dringende private sake beskou.

B33.11. Wanneer die Direkteur-generaal rede het om te vermoed dat die gesondheidstoestand van 'n opvoeder sodanig is dat hy ongeskik is om sy pligte as opvoeder op bevredigende wyse uit te voer, kan die Direkteur-generaal hom aansê om op 'n bepaalde datum op Staatskoste ondersoek te word deur 'n geneesheer wat deur die Direkteur-generaal benoem word, en wanneer die Direkteur-generaal daarvan oortuig is dat 'n opvoeder weens swak gesondheid (met inbegrip van enige geestes- of liggaamlike ongeskiktheid) nie in staat is om sy pligte as opvoeder op bevredigende wyse uit te voer nie, kan hy sodanige opvoeder aansê om vir 'n bepaalde tydperk siekteverlof te neem.

Spesiale siekteverlof

B34. Ondanks andersluidende bepalings in regulasie B33.1 vervat, kan aan 'n opvoeder wat van diens afwesig is weens 'n besering opgedoen in 'n ongeluk voortvloeiend uit en in die loop van die uitvoering van sy pligte as opvoeder, of weens 'n siekte opgedoen in die loop van en as gevolg van die uitvoering van sy pligte as opvoeder, spesiale siekteverlof met volle besoldiging toegestaan word vir die tydperk wat hy weens die ongeskiktheid sodanige pligte nie kan uitvoer nie, of, indien die geval in die toepassingsbestek van die Ongevallewet, 1941, val kan aan hom spesiale siekteverlof met besoldiging gelyk aan die verskil tussen volle besoldiging en die vergoeding wat ingevolge daardie Wet aan hom betaalbaar is, toegestaan word: Met dien verstande dat sodanige verlof nie siekteverlof wat kragtens 'n tydkring toegestaan kan word, aantas nie: Met dien verstande voorts dat sodanige afwesigheid van diens nie te wyte is aan die opvoeder se wangedrag of sy gebrek aan 'n redelike mate van sorg of voorsorg nie.

Spesiale verlof vir studiedoeleindes

B35.1. Spesiale verlof kan aan 'n opvoeder toegestaan word vir 'n studiekursus en vir 'n tydperk wat die Direkteur-generaal goedgekeur, en wel op die volgende basis: Ten opsigte van elke dag vakansieverlof met volle besoldiging wat 'n opvoeder vir studie gebruik, kan een addisionele dag spesiale verlof vir studiedoeleindes met volle besoldiging of, op sodanige opvoeder se skriftelike versoek, twee addisionele dae spesiale verlof vir studiedoeleindes met halwe besoldiging toegestaan word, en ten opsigte van elke dag vakansieverlof met halwe besoldiging wat 'n opvoeder vir studie gebruik, kan een addisionele dag spesiale verlof vir studiedoeleindes met halwe besoldiging toegestaan word.

B35.2. If special leave for study purposes is granted to an educator, the Director-General may call for periodic progress reports and such educator shall enter into a written agreement with the Department, on conditions approved by the Department, in terms of which he undertakes to serve an education department immediately after completion of the period of special leave for study purposes for a period (hereinafter referred to as the service period) equal to at least the period for which special leave for study purposes with full pay has been granted to him in terms of regulation B35.1 or, if special leave for study purposes with half pay has been granted, for a period (the service period) equal to half the period for which special leave for study purposes with half pay has been granted: Provided that if leave without pay has been granted to him during his service period, his service period shall be extended by the number of days for which leave without pay has been granted to him.

B35.3. Special leave for study purposes shall not be brought into account against the leave credit of the educator.

Special leave for military training

B36.1. Special leave for military training may be granted with full pay to an educator when such educator is required, in terms of the Defence Act, 1957, or any regulation promulgated thereunder, or the Police Act, 1958, or any regulation promulgated thereunder, to undergo continuous or interrupted training or thus do service, except in the case of his initial continuous compulsory national service, in which case special leave for military training shall be granted and his salary reduced by an amount determined from time to time by the Treasury with due consideration of the circumstances of individual educators.

B36.2. An educator who is called up for his initial continuous compulsory national service by the South African Defence Force, or who receives home front training, shall enter into a written agreement with the Department, on conditions approved by the Department, in terms of which he undertakes to serve an education department for a period equal to the period for which special leave for military training has been granted to him.

B36.3. Written proof shall be submitted from the South African Defence Force or the South African Police Force that the educator must undergo training or do service.

B36.4. Special leave for military training granted in terms of regulation B36.1 may include any period actually and necessarily taken up in travelling for the purpose for which the leave is granted.

B36.5. Special leave for military training shall not be brought into account against the leave credit of the educator.

B35.2. Indien spesiale verlof vir studiedoeleindes aan 'n opvoeder toegestaan word, kan die Direkteur-generaal periodieke vorderingsverslae vereis en moet sodanige opvoeder 'n skriftelike ooreenkoms op voorwaardes deur die Departement goedgekeur, met die Departement aangaan ingevolge waarvan hy onderneem om 'n onderwysdepartement onmiddellik na voltooiing van die tydperk van spesiale verlof vir studiedoeleindes te dien vir 'n tydperk (hierna die dienstydperk genoem) gelykstaande met minstens die tydperk waarvoor spesiale verlof vir studiedoeleindes met volle besoldiging kragtens regulasie B35.1 aan hom toegestaan is, of, indien spesiale verlof vir studiedoeleindes met halwe besoldiging toegestaan is, vir 'n tydperk (die dienstydperk) gelykstaande met die helfte van die tydperk waarvoor spesiale verlof vir studiedoeleindes met halwe besoldiging toegestaan is: Met dien verstande dat indien verlof sonder besoldiging aan hom gedurende sy dienstydperk toegestaan is, sy dienstydperk met die aantal dae waarvoor verlof sonder besoldiging aan hom toegestaan is, verleng word.

B35.3. Spesiale verlof vir studiedoeleindes word nie teen die opvoeder se verlofkrediet verreken nie.

Spesiale verlof vir militêre opleiding

B36.1. Spesiale verlof vir militêre opleiding kan met volle besoldiging aan 'n opvoeder toegestaan word wanneer sodanige opvoeder ingevolge die Verdieningswet, 1957, of enige regulasie daarkragtens uitgevaardig, of ingevolge die Polisiwet, 1958, of enige regulasie daarkragtens uitgevaardig, ononderbroke of onderbroke opleiding moet ondergaan of aldus diens moet verrig, behalwe in die geval van sy aanvanklike ononderbroke verpligte nasionale diensplig, in welke geval spesiale verlof vir militêre opleiding toegestaan moet word en sy salaris verminder word met 'n bedrag wat van tyd tot tyd deur die Tesourie, met behoorlike inagneming van individuele opvoeders se omstandighede, bepaal word.

B36.2. 'n Opvoeder wat vir sy aanvanklike ononderbroke verpligte nasionale diensplig deur die Suid-Afrikaanse Weermag opgeroep word of wat tuisfrontopleiding ontvang, moet 'n skriftelike ooreenkoms op voorwaardes deur die Departement goedgekeur, met die Departement aangaan ingevolge waarvan hy onderneem om 'n onderwysdepartement te dien vir 'n tydperk gelykstaande met die tydperk waarvoor spesiale verlof vir militêre opleiding aan hom toegestaan is.

B36.3. Skriftelike bewys moet voorgelê word van die Suid-Afrikaanse Weermag of die Suid-Afrikaanse Polisiemag dat die opvoeder opleiding moet ondergaan of diens moet verrig.

B36.4. Spesiale verlof vir militêre opleiding wat ingevolge regulasie B36.1 toegestaan word, kan enige tydperk insluit wat werklik en noodsaaklikerwys in beslag geneem word deur reise afgelê vir die doel waarvoor die verlof toegestaan word.

B36.5. Spesiale verlof vir militêre opleiding word nie teen die opvoeder se verlofkrediet verreken nie.

Special leave for examination purposes

B37.1. Special leave for examination purposes with full pay may be granted to an educator for each day on which he sits as a candidate for any approved examination: Provided that one additional day of special leave for examination purposes with full pay may be granted for each day such educator actually sits for the examination and that such additional days shall be taken before the last school or college day on which he writes the examination.

B37.2. Over and above the special leave for examination purposes contemplated in regulation B37.1, the Director-General may, once only, grant continuous special leave for examination purposes to an educator in his final year of an approved first degree or diploma, for a maximum period of 16 school or college days.

B37.3. Special leave for examination purposes granted in terms of regulation 37.1 may include any period actually and necessarily required for travelling in connection with such examination.

B37.4. Special leave for examination purposes shall not be brought into account against the leave credit of an educator.

Special leave for quarantine purposes

B38.1. Where an educator is compelled to take leave on account of the existence of an infectious or contagious disease in his family or at his place of residence or elsewhere, which warrants exclusion from a school or institution in terms of the provisions of law concerning public health, special leave for quarantine purposes with full pay may be granted to such educator.

B38.2. Any application for such leave shall be accompanied by a certificate of a registered medical practitioner stating the period of quarantine as well as the reasons necessitating such leave.

B38.3. Such leave shall not exceed the period required for the removal of the contagion or infection or for disinfection.

B38.4. Special leave for quarantine purposes shall not be brought into account against the leave credit of the educator.

Special leave for participation in sporting and cultural events

B39. Special leave for participation in sporting and cultural events with full pay without such leave being brought into account against the leave credit of an educator, may be granted with the approval of the Director-General when an educator—

(a) is selected by an amateur sports body or a cultural institution, recognised by the Director-General for this purpose—

(i) to take part as a competitor, coach or manager in a sporting or cultural event **outside** the borders of the republic; or

(ii) to represent the country, a province or a region at an international, national, provincial or regional sporting or cultural event **inside** the Republic; or

(iii) to accompany a group or an individual from outside the country visiting the Republic, as a representative of such sporting body or cultural institution; or

Spesiale verlof vir eksamendoeleindes

B37.1. Spesiale verlof vir eksamendoeleindes met volle besoldiging kan aan 'n opvoeder toegestaan word vir elke dag waarop hy as 'n kandidaat enige goedgekeurde eksamen aflê: Met dien verstande dat een addisionele dag spesiale verlof vir eksamendoeleindes met volle besoldiging toegestaan kan word vir elke dag waarop sodanige opvoeder werklik die eksamen aflê, en dat sodanige addisionele dae voor die laaste skool- of kollegedag waarop hy die eksamen aflê, geneem moet word.

B37.2. Bo en behalwe die spesiale verlof vir eksamendoeleindes in regulasie B37.1 beoog, kan die Direkteur-generaal eenmalig aan 'n opvoeder in sy finale jaar vir 'n goedgekeurde eerste graad of diploma aaneenlopende spesiale verlof vir eksamendoeleindes toestaan vir 'n maksimum tydperk van 16 skool- of kollegedae.

B37.3. Spesiale verlof vir eksamendoeleindes wat kragtens regulasie B37.1 toegestaan word, kan enige tydperk insluit wat werklik en noodsaaklikerwys vereis word om in verband met sodanige eksamen te reis.

B37.4. Spesiale verlof vir eksamendoeleindes word nie teen die opvoeder se verlofkrediet verreken nie.

Spesiale verlof vir kwarantyn-doeleindes

B38.1. Waar 'n opvoeder verplig is om verlof te neem omdat daar 'n besmetlike of aansteeklike siekte in sy gesin of by sy tuiste of elders heers wat uitsluiting uit 'n skool of inrigting regverdig ingevolge wetsbepalings met betrekking tot openbare gesondheid, kan spesiale verlof vir kwarantyn-doeleindes met volle besoldiging aan sodanige opvoeder toegestaan word.

B38.2. Enige aansoek om sodanige verlof moet vergesel gaan van 'n sertifikaat van 'n geregistreerde geneesheer waarin die tydperk van kwarantyn asook die redes wat sodanige verlof noodsaak, vermeld word.

B38.3. Sodanige verlof mag nie die tydperk oorskry wat nodig is vir die verwydering van die besmetting of aansteeking of vir ontsmetting nie.

B38.4. Spesiale verlof vir kwarantyn-doeleindes word nie teen die opvoeder se verlofkrediet verreken nie.

Spesiale verlof vir deelname aan sport- en kultuurgeleenthede

B39. Spesiale verlof vir deelname aan sport- en kulturaangeleenthede met volle besoldiging kan sonder dat sodanige verlof teen 'n opvoeder se verlofkrediet verreken word, met die goedkeuring van die Direkteur-generaal toegestaan word wanneer 'n opvoeder—

(a) deur 'n amateursportliggaam of 'n kultuurliggaam deur die Direkteur-generaal vir hierdie doel erken, gekies word om—

(i) as deelnemer, afrigter of bestuurder aan 'n sport- of kultuurgeleentheid **buite** die grense van die Republiek mee te doen; of

(ii) die land, 'n provinsie of 'n streek by 'n internasionale, nasionale, provinsiale of streek sport- of -kultuurgeleentheid **binne** die Republiek te verteenwoordig; of

(iii) 'n groep of 'n individu uit die buiteland wat die Republiek besoek, te vergesel as verteenwoordiger van sodanige sportliggaam of kultuurliggaam; of

(iv) to attend international conferences or meetings of international sporting bodies or cultural institutions; or

(b) is a referee, official, adjudicator or course leader at a sporting or cultural event at international level inside or outside the Republic; or

(c) as an individual who has distinguished himself at the highest level, is selected or invited to take part, or on his own initiative takes part, in a sporting or cultural event at international or national level inside or outside the Republic.

Special leave for urgent private affairs

B40.1. With the approval of the Director-General, special leave for urgent private affairs may be granted to an educator to attend to private affairs.

B40.2. Special leave for urgent private affairs shall be with full pay if the educator has the necessary leave to his credit and shall be brought into account against such leave credit, or shall be without pay if the educator no longer has any leave to his credit.

Special leave for accouchement

B41.1. A married female educator may apply for special leave for accouchement without pay, and such application shall be submitted at least 90 days prior to the expected date of her accouchement: Provided that no benefit in the accrual of leave credit as result of the granting of accouchement leave before the promulgation of these regulations, shall be affected hereby.

B41.2. Special leave for accouchement will normally be granted from 60 days prior to the expected date of accouchement: Provided that the Director-General, with due consideration of the circumstances at the educational institution concerned as well as the state of health of the applicant, may approve a shorter or longer period.

B41.3. Special leave for accouchement normally terminates 90 days after the date of accouchement: Provided that the Director-General, with due consideration of the circumstances at the educational institution concerned as well as the circumstances of the applicant, may approve a shorter or longer period.

B41.4. In the event of an illness unrelated to the pregnancy, sick leave may be granted during the period of special leave for accouchement if the educator concerned applies therefor and her application is supported by a medical certificate.

B41.5. Special leave for accouchement without pay in the case of the adoption of a child may also be granted to a female educator for a period of 90 days: Provided that the Director-General, with due consideration of the circumstances at the educational institution concerned as well as the circumstances of the applicant, may approve a shorter or longer period.

(iv) internasionale konferensies of vergaderings van internasionale sportliggame of kultuurliggame by te woon; of

(b) as skeidsregter, beampte, beoordelaar of kursusleier by 'n sport- of kultuurgeleentheid op internasionale vlak binne of buite die Republiek optree; of

(c) as 'n individu wat hom op die hoogste vlak onderskei het, gekies of uitgenooi word om deel te neem of op eie inisiatief deelneem, aan 'n sport- of kultuurgeleentheid op internasionale of nasionale vlak binne of buite die Republiek.

Spesiale verlof vir dringende private sake

B40.1. Met die goedkeuring van die Direkteur-generaal kan spesiale verlof vir dringende private sake aan 'n opvoeder toegestaan word om aandag te skenk aan private sake.

B40.2. Spesiale verlof vir dringende private sake is met volle besoldiging indien die opvoeder oor die nodige verlofkrediet beskik en word teen sodanige verlofkrediet verreken, of is sonder besoldiging indien die opvoeder nie meer oor enige verlofkrediet beskik nie.

Spesiale verlof vir bevalling

B41.1. 'n Getroude vroulike opvoeder kan aansoek doen om spesiale verlof vir bevalling sonder besoldiging, en sodanige aansoek moet ingedien word minstens 90 dae voor die verwagte datum van haar bevalling: Met dien verstande dat enige voordeel in die aanwas van verlofkrediet as gevolg van die toestaan van bevallingsverlof voor die inwerkingtreding van hierdie regulasies, nie hierdeur geraak word nie.

B41.2. Spesiale verlof vir bevalling word normaalweg toegestaan vanaf 60 dae voor die verwagte datum van die bevalling: Met dien verstande dat die Direkteur-generaal, met behoorlike inagneming van die omstandighede aan die betrokke onderwysinrigting asook die gesondheidstoestand van die aansoeker, 'n korter of langer tydperk kan goedkeur.

B41.3. Spesiale verlof vir bevalling eindig normaalweg 90 dae na die datum van die bevalling: Met dien verstande dat die Direkteur-generaal, met behoorlike inagneming van die omstandighede aan die betrokke onderwysinrigting asook die omstandighede van die aansoeker, 'n korter of langer tydperk kan goedkeur.

B41.4. In die geval van 'n siekte wat nie verband hou met die swangerskap nie, kan siekteverlof toegestaan word, gedurende die tydperk van spesiale verlof vir bevalling, indien die betrokke opvoeder daarom aansoek doen en haar aansoek gestaaf word deur 'n mediese sertifikaat.

B41.5. Spesiale verlof vir bevalling sonder besoldiging kan ook in die geval van die aanneming van 'n kind aan 'n vroulike opvoeder toegestaan word vir 'n tydperk van 90 dae: Met dien verstande dat die Direkteur-generaal, met behoorlike inagneming van die omstandighede aan die betrokke onderwysinrigting asook die omstandighede van die aansoeker, 'n korter of langer tydperk kan goedkeur.

B41.6. Notwithstanding anything to the contrary contained in these regulations, the educator concerned may request in writing that vacation leave in lieu of special leave for accouchement be granted to her to the extent that she has leave to her credit.

Special leave for continuity of service

B42. Notwithstanding anything to the contrary contained in these regulations, the Director-General may grant an educator who is appointed in the service of the Department and who was previously employed as an educator by this or another education department or a department of education in Namibia, special leave for continuity of service without pay, for the purpose of preserving the continuity of such educator's service, from the first day following the date upon which such educator last received pay from his previous education department to the day preceding the date of assumption of duty at the Department in terms of such appointment, if such period does not exceed 120 days: Provided that the limitation of 120 days shall not apply where the period concerned is from the day immediately following the last day of a school or college term to the day immediately preceding the first day of the school or college term after a full school or college term has elapsed.

Special leave in extraordinary circumstances (special leave without salary)

B43.1. Where, in the opinion of the Director-General, circumstances justify it, he may, notwithstanding anything to the contrary contained in these regulations, grant an educator special leave in extraordinary circumstances for any purpose or for any period he may determine, and such leave shall be without pay unless the Minister determines otherwise.

B43.2. Special leave in extraordinary circumstances shall not be brought into account against the leave credit of the educator.

Leave gratuities

B44. A leave gratuity, calculated as set out in regulation B45, may be paid—

(a) to an educator whose service terminates as a result of retirement on pension: Provided that for this purpose the voluntary resignation of a temporary educator on or after attaining the age of 60 years shall also be regarded as retirement on pension;

(b) to an educator as a result of termination of service on account of—

(i) ill health that is not caused through his own fault, or owing to diminishing powers;

(ii) redundancy, abolition of a post or reorganisation;

(iii) incompetence that is not caused through his own fault (unlike misconduct); or

(iv) if he has been appointed on a contract basis, the expiry of his period of service or his voluntary resignation according to the provisions of the contract;

B41.6. Ondanks andersluidende bepalings in hierdie regulasies vervat, kan die betrokke opvoeder skriftelik versoek dat vakansieverlof in plaas van spesiale verlof vir bevalling aan haar toegestaan word in die mate waarin sy oor verlofkrediet beskik.

Spesiale verlof ter wille van dienskontinuiteit

B42. Ondanks andersluidende bepalings in hierdie regulasies vervat, kan die Direkteur-generaal aan 'n opvoeder wat in die diens van die Departement aangestel word en wat voorheen by hierdie of 'n ander onderwysdepartement of 'n ander departement van onderwys in Namibië as opvoeder in diens was, spesiale verlof ter wille van dienskontinuiteit sonder besoldiging, met die doel om die kontinuiteit van sodanige opvoeder se diens te behou, toestaan van die eerste dag na die datum waarop sodanige opvoeder die laaste keer deur sy vorige onderwysdepartement besoldig is tot die dag voor die datum van diensaanvaarding by die Departement ingevolge sodanige aanstelling, indien sodanige tydperk hoogstens 120 dae is: Met dien verstande dat die beperking van 120 dae nie van toepassing is nie waar die betrokke tydperk strek van die dag onmiddellik na die laaste dag van 'n skool- of kollegekwartaal tot die dag onmiddellik voor die eerste dag van die skool- of kollegekwartaal nadat 'n volle skool, of kollegekwartaal verloop het.

Spesiale verlof in buitengewone omstandighede (spesiale verlof sonder salaris)

B43.1. Waar omstandighede na die oordeel van die Direkteur-generaal dit regverdig, kan hy, ondanks andersluidende bepalings in hierdie regulasies vervat, aan 'n opvoeder spesiale verlof in buitengewone omstandighede toestaan vir enige doel en vir enige tydperk wat hy bepaal, en sodanige verlof is sonder besoldiging, tensy die Minister anders bepaal.

B43.2. Spesiale verlof in buitengewone omstandighede word nie teen die opvoeder se verlofkrediet verreken nie:

Verlofgratifikasies

B44. 'n Verlofgratifikasie, bereken soos in regulasie B45 uiteengesit, kan betaal word—

(a) aan 'n opvoeder wie se diens eindig as gevolg van uitdienststreding met pensioen: Met dien verstande dat vir die doeleindes hiervan die vrywillige bedanking van 'n tydelike opvoeder by of na bereiking van die leeftyd van 60 jaar ook as uitdienststreding met pensioen beskou word;

(b) aan 'n opvoeder as gevolg van diensbeëindiging weens—

(i) swak gesondheid wat nie deur sy eie toedoen veroorsaak is nie, of vanweë afnemende kragte;

(ii) oortolligheid, afskaffing van 'n pos reorganisasie;

(iii) onbekwaamheid wat nie deur sy eie toedoen veroorsaak is nie (in teenstelling met wangedrag); of

(iv) indien hy op 'n kontrakgrondslag aangestel is, die verstryking van sy dienstytdperk of sy vrywillige bedanking ooreenkomstig die bepalings van die kontrak;

(c) where an educator dies, to the following person, persons or estate in the following order of precedence;

- (i) The widow or widower of such educator;
- (ii) the fully dependent children, including a stepchild or a lawfully adopted child, in equal shares;
- (iii) the dependent parent or parents; and
- (iv) the estate of the deceased;

(d) to an educator serving in a temporary capacity, whose service terminates after having completed at least five years of satisfactory duty, unless special leave for continuity of service can be granted;

(e) to an educator serving in a permanent capacity, on his written request, where such educator has the option of retiring on pension before attaining the compulsory retirement age and does not retire before attaining such age; and

(f) to a female educator who, prior to the coming into operation of these regulations was employed without a break in service, and who has been discharged, in terms of regulation B10.2 on account of her marriage: Provided that such educator has completed at least five years of continuous satisfactory service.

Calculation of the number of days which may be converted into a leave gratuity and of the amount of such leave gratuity

B45.1. A leave gratuity shall be payable to an educator whose service terminates in the circumstances set out in regulation B44 (a), (b), (c) or (f), calculated against the total number of days of leave to his credit at the termination of his service.

B45.2. A leave gratuity up to a maximum of 184 days shall be payable to an educator contemplated in regulation B44 (d) or (e).

B45.3. Leave credit over and above the number of days in respect of which a leave gratuity is paid, shall be retained by the educator.

B45.4. The amount of the leave gratuity shall be calculated in respect of the number of days of leave that can be converted into the gratuity and at a rate equal to the total of the educator's basic salary plus any pensionable allowance payable on the date on which such gratuity is payable.

Payment of leave gratuity

B46. If an educator applies for the payment of a leave gratuity and such gratuity has been paid to him, he shall not be allowed to refund such gratuity and to apply therefor again at a later stage.

Entrenchment of benefits

B47. Where more favourable conditions are applicable to an educator on the coming into operation of these regulations, such benefits shall be retained personally for as long as such educator remains in service without an interruption of service.

(c) waar 'n opvoeder te sterwe kom, aan die volgende persoon, persone of boedel in die volgende orde van voorrang;

(i) Die weduwee of wewenaar van sodanige opvoeder;

(ii) die ten volle afhanklike kinders, met inbegrip van 'n stiefkind of 'n wettig aangenome kind, in gelyke dele;

(iii) die afhanklike ouer of ouers; en

(iv) die boedel van die oorledene;

(d) aan 'n opvoeder wat in 'n tydelike hoedanigheid in diens is en wie se diens eindig na voltooiing van minstens vyf jaar bevredigende diens, tensy spesiale verlof ter wille van dienskontinuiteit toegestaan kan word;

(e) aan 'n opvoeder wat in 'n permanente hoedanigheid in diens is, op sy skriftelike versoek, waar sodanige opvoeder die keuse het om voor bereiking van die verpligte uitdienstredingsleeftyd met pensioen uit diens te tree en nie voor bereiking van sodanige leeftyd uit diens tree nie; en

(f) aan 'n vroulike opvoeder wat voor die inwerk-treding van hierdie regulasies sonder onderbreking in diens was en wat weens haar huwelik ingevolge regulasie B10.2 ontslaan is: Met dien verstande dat sodanige opvoeder minstens vyf jaar ononderbroke bevredigende diens verrig het.

Berekening van die getal dae wat in 'n verlofgratifikasie omskep kan word en van die bedrag van die verlofgratifikasie

B45.1. 'n Verlofgratifikasie is betaalbaar aan 'n opvoeder wie se diens eindig in die omstandighede in regulasie B44 (a), (b), (c) of (f) uiteengesit, bereken teen die totale getal dae verlof wat by diensbeëindiging in sy krediet staan.

B45.2. 'n Verlofgratifikasie tot 'n maksimum van 184 dae is betaalbaar aan 'n opvoeder bedoel in regulasie B44 (d) of (e).

B45.3. Verlofkrediet bo en behalwe die getal dae ten opsigte waarvan verlofgratifikasie uitbetaal word, word deur die opvoeder behou.

B45.4. Die bedrag van die verlofgratifikasie word bereken ten opsigte van die getal dae verlof wat omskep kan word in die gratifikasie en teen 'n tarief gelyk aan die totaal van die opvoeder se basiese salaris plus enige pensioengewende toelae betaalbaar op die datum waarop sodanige gratifikasie betaalbaar is.

Betaling van verlofgratifikasie

B46. Indien 'n opvoeder om die betaling van 'n verlofgratifikasie aansoek gedoen het en sodanige gratifikasie aan hom betaal is, word hy nie toegelaat om sodanige gratifikasie terug te betaal en op 'n later tydstip weer daarom aansoek te doen nie.

Verskansing van voordele

B47. Waar gunstiger voorwaardes by die inwerk-treding van hierdie regulasies op 'n opvoeder van toepassing is, word sodanige voordele persoonlik behou solank as wat sodanige opvoeder sonder diens-onderbreking in diens bly.

Applicability

B48. The leave privileges of educators shall be in accordance with the general policy as determined under section 2 of the National Policy for General Education Affairs Act, 1984 (Act No. 76 of 1984).

PAYMENT OF TRAVELLING EXPENSES, SUBSISTENCE ALLOWANCES AND TRANSFER EXPENSES AND THE GRANTING OF TRANSPORT PRIVILEGES

Travelings expenses in connection with official journeys, subsistence allowances and transfer expenses and transport privileges of educators

B49. Where an educator—

(a) must necessarily travel in order to perform the approved duties attached to his post or other approved duties or where he is required or requested for interview by an officer of the Department or to attend a gathering approved by the Director-General;

(b) is seconded by the Minister to another school or must travel to assume duty as a result of a transfer on the initiative of the Minister;

(c) subject to the provisions of regulation B25, is appointed to a teaching post under the Department in accordance with the said regulation;

(d) is discharged on attainment of the pensionable age;

(e) is discharged owing to continued ill health that is not his own fault;

(f) while he is employed in a permanent capacity, dies or is discharged in accordance with regulation B16;

(g) is for the first time appointed to a teaching post in the Department and the person concerned has not previously held a post of educator in an education department of any of the provinces or in any education department or Government department of the Republic;

(h) is transferred upon his own request for health or other approved reasons;

(i) on appointment is transferred with promotion to a post with a higher grade in accordance with the applicable promotion system, after having applied for such post, and an actual change of headquarters, as defined in Public Service Regulation A1.1, takes place; or

(j) subject to the provisions of Public Service Regulation F5.1, in the case of a female educator who has completed at least 10 years of continuous service, retires from the service of the Department because of her marriage, after the provisions of regulation B10.1 have been complied with;

the provisions of Chapters D, E and F of the Public Service Regulations shall *mutatis mutandis* be applicable to such teacher in respect of the payment of travelling expenses, subsistence allowances and transfer expenses and the granting of transport privileges.

Toepassingsbestek

B48. Die verlofvoorregte van opvoeders word ooreenkomstig die algemene beleid soos kragtens artikel 2 van die Wet op die Nasionale Beleid vir Algemene Onderwys sake, 1984 (Wet No. 76 van 1984), bepaal.

BETALING VAN REISKOSTE, VERBLYFTOELAES EN VERPLASINGSKOSTE EN DIE TOESTAAN VAN VERVOERVOORREGTE

Reiskoste in verband met amptelike reise, verblyftoelaes, verplasingskoste en vervoervoorregte van opvoeders

B49. Waar 'n opvoeder—

(a) noodwendig moet reis ten einde die goedgekeurde pligte verbonde aan sy pos of ander goedgekeurde pligte uit te voer, of waar van hom vereis of hy versoek word om 'n onderhoud met 'n beampte van die Departement te hê of om 'n byeenkoms wat deur die Direkteur-generaal goedgekeur is, by te woon;

(b) deur die Minister aan 'n ander skool gesekondeer word of moet reis om diens by verplasing op inisiatief van die Minister te aanvaar;

(c) behoudens die bepalings van regulasie B25, in 'n onderwyspos onder die Departement aangestel word ooreenkomstig voornoemde regulasie;

(d) ontslaan word weens die bereiking van die pensioenleefyd;

(e) ontslaan word weens voortdurende swak gesondheid nie deur eie toedoen veroorsaak nie;

(f) terwyl hy in 'n vaste hoedanigheid in diens is, te sterwe kom, of ontslaan word ooreenkomstig regulasie B16;

(g) vir die eerste keer in 'n opvoederspos in die Departement aangestel word en die betrokke persoon nie voorheen 'n pos van opvoeder in 'n onderwysdepartement van enige van die provinsies of in enige onderwysdepartement of Staatsdepartement van die Republiek beklee het nie;

(h) op eie versoek om gesondheids- of ander goedgekeurde redes verplaas word;

(i) by aanstelling met bevordering verplaas word na 'n pos met 'n hoër graad ooreenkomstig die toepaslike vorderingstelsel, nadat hy daarom aansoek gedoen het en 'n werklike verandering van hoofkwartier soos omskryf in Staatsdiensregulasie A1.1 plaasvind; of

(j) behoedens die bepalings van Staatsdiensregulasie F5.1, in die geval van 'n vroulike opvoeder wat minstens 10 jaar aaneenlopende diens voltooi het, uit die diens van die Departement tree met die oog op haar huwelik nadat die bepalings van regulasie B10.1 nagekom is;

is die bepalings van Hoofstukke D, E en F van die Staatsdiensregulasies *mutatis mutandis* van toepassing op sodanige opvoeder ten opsigte van die betaling van reiskoste, verblyftoelaes en verplasingskoste en die toestaan van vervoervoorregte.

Rail warrant for the purpose of an interview

B50.1. A rail warrant for a return journey may be issued to a person who is required for an interview by a school committee or an officer of the Department in connection with the filling of a vacant post of principal of any school, with the exception of a primary school with an established enrolment of less than 200 pupils: Provided that rail warrants shall not be issued to more than three applicants in respect of any one such vacancy without the approval of the Director-General: Proved further that if such person cannot make use of a railway or road motor service for the whole or part of his journey, he may be refunded travelling expense in respect of his travelling other than by train or road motor service, at a rate not exceeding the current Government transport rates.

Educators employed at schools far from a railway station

B50.2. The Director-General may, on application by an educator employed at a school situated more than 80 kilometres, by the shortest route from the nearest railway station, authorise payment of travelling expenses to such educator once in each financial year, if he is proceeding on vacation or is on leave of absence, which travelling expenses shall be calculated as follows:

(a) Where no public conveyance is available and he makes use of his private or of hired transport, at a rate not exceeding the current Government transport rates for each kilometre travelled in excess of 160 kilometres on the whole journey to and from such nearest railway station; or

(b) where a public conveyance is available for (i) the whole journey or (ii) a portion of such journey, the return fare for the distance travelled by the educator in such public conveyance, plus, in the case of (ii), an amount calculated at a rate not exceeding the current Government transport rates for any portion of the journey for which a public conveyance is not available and for which he makes use of his private or of hired transport: Provided that the amount payable in accordance with this paragraph shall not exceed the amount calculated at the aforementioned rate for each kilometre travelled in excess of 160 kilometres.

Starting point of journey

B50.3. For the purposes of these regulations the starting point of a journey shall be deemed to be either the place at which the educator normally resides or another place determined by the Director-General and such starting point shall be within the borders of the Republic.

HOURS OF DUTY OF EDUCATORS AND ADDITIONAL REMUNERATION***Hours of Duty***

B51.1. An educator is normally required to give 27 hours of instruction per week: Provided that the hours of duty of an educator who gives workshop and other practical instruction in any school, may be increased to 36 hours per week or to such other maximum as the Director-General may determine.

Spoorwegorder vir die doel van 'n onderhoud

B50.1. 'n Spoorwegorder vir 'n retoerreis kan uitgereik word aan 'n persoon van wie vereis word om 'n onderhoud te hê met 'n skoolkomitee of 'n beampte van die Departement in verband met die vulling van 'n vakante pos van prinsipaal van enige skool, uitgesonderd 'n primêre skool met 'n gehandhaafde inskrywing van minder as 200 leerlinge: Met dien verstande dat spoorwegorders nie aan meer as drie applikante ten opsigte van een sodanige vakature sonder die goedkeuring van die Direkteur-generaal uitgereik mag word nie: Met dien verstande voorts dat indien sodanige persoon vir sy hele reis of 'n gedeelte daarvan nie van 'n spoorweg- of padmotordiens gebruik kan maak nie, hy vir reiskoste ten opsigte van sy reis op 'n ander wyse as per trein of padmotordiens vergoed kan word teen 'n tarief wat nie die heersende Regeringsvervoertariewe oorskry nie.

Opvoeders in diens by skole wat ver van 'n spoorwegstasie geleë is

B50.2. Die Direkteur-generaal kan op aansoek van 'n opvoeder in diens by 'n skool wat met die kortste roete meer as 80 kilometer van die naaste spoorwegstasie geleë is, magtiging verleen vir die betaling van reiskoste een keer in elke boekjaar aan sodanige opvoeder as hy met vakansie gaan of met verlof afwesig is, welke reiskoste soos volg bereken word:

(a) Waar geen openbare vervoermiddel beskikbaar is nie en hy van sy private of van gehuurde vervoer gebruik maak, teen 'n tarief wat nie die heersende Regeringsvervoertariewe oorskry nie, vir elke kilometer bo 160 kilometer op die hele reis na en van sodanige naaste spoorwegstasie afgeleë; of

(b) waar 'n openbare vervoermiddel vir (i) die hele reis of (ii) 'n gedeelte van sodanige reis beskikbaar is, die retoerreisgeld vir die afstand deur die opvoeder met sodanige openbare vervoermiddel afgeleë plus, in die geval van (ii), 'n bedrag bereken teen 'n tarief wat nie die heersende Regeringsvervoertariewe oorskry nie, vir enige gedeelte van die reis waarvoor 'n openbare vervoermiddel nie beskikbaar is nie en waarvoor hy van sy private of van gehuurde vervoer gebruik maak: Met dien verstande dat die bedrag betaalbaar ingevolge hierdie paragraaf nie die bedrag bereken teen voornoemde tarief vir elke kilometer bo 160 kilometer afgeleë, oorskry nie.

Aanvangspunt van reis

B50.3. Vir die toepassing van hierdie regulasies word die plek waar die opvoeder gewoonlik woonagtig is of die ander plek, wat die Direkteur-generaal bepaal, as die aanvangspunt van 'n reis beskou, en sodanige aanvangspunt moet binne die grense van die Republiek wees.

DIENSURE VAN OPVOEDERS EN BYKOMENDE VERGOEDING***Diensure***

B51.1. 'n Opvoeder moet normaalweg 27 uur per week onderrig gee: Met dien verstande dat die diensure van 'n opvoeder wat werkwinkel- en ander praktiese onderrig in enige skool gee verleng kan word tot 36 uur per week of tot sodanige ander maksimum as wat die Direkteur-generaal bepaal.

B51.2. Where classes at a school are so arranged that an educator does not give instruction for at least 27 hours per week, or workshop and other practical instruction for at least 36 hours per week or such other hours as the Director-General may determine, the Director-General may, in respect of the shortfall of hours of duty, require such educator to give instruction at a part-time class, a double-shift class or any other class attached to such school or to perform other school duties allocated to him by the principal without receiving additional remuneration therefor.

B51.3. An educator shall not be entitled to claim additional remuneration in respect of extra duties performed by or require of him, except as provided for in regulation B51.4.

Additional remuneration for extra duties

B51.4. Where an educator, with the approval of the Director-General, gives instruction at both a school and a part-time, double-shift or other class for hours which in the aggregate exceed the weekly hours of duty prescribed in regulation B51.2, he may, in respect of such excess, receive additional remuneration at the rate applicable to such class.

B51.5. In calculating the total hours of duty per term in respect of which additional remuneration in accordance with regulation B51.4 may be paid, portions of an hour of 30 minutes or more shall be reckoned as one hour and periods of less than 30 minutes shall be disregarded: Provided that extra duty of less than 15 minutes on a particular day shall be disregarded.

Supervision duties and remuneration therefore at industrial and reform schools

B51.6. (a) An educator in service at an industrial or a reform school shall perform supervision duties at such school if directed to do so by the principal, in which case the principal may require him to reside in official quarters.

(b) An educator who undertakes supervision duties at an industrial or a reform school shall be remunerated for such duties by means of a non-pensionable allowance determined or prescribed from time to time in terms of section 11 (1) of the Act.

Additional remuneration apart from approved salary

B51.7. Apart from the salary and other remuneration payable to him in accordance with these regulations, no salary, allowances, remuneration, bonus, gratuity, honorarium or privilege shall be paid or granted to an educator from State Funds without the approval of the Director-General given on the recommendation of the Commission for Administration: Provided that the provisions of this regulation shall not apply to any salary, allowances, remuneration, bonus, gratuity, honorarium, or privilege which accrues or accrue to an educator in terms of any Act, regulation or general instruction, and which is or are not subject to such approval.

B51.2. Waar klasse by 'n skool so gereël is dat 'n opvoeder nie onderrig vir minstens 27 uur per week, of werkwinkel- en ander praktiese onderrig vir minstens 36 uur per week of sodanige ander ure as wat die Direkteur-generaal bepaal, gee nie, kan die Direkteur-generaal ten opsigte van die tekort aan diensure, van sodanige opvoeder vereis om onderrig te gee in 'n deeltydse klas, 'n dubbelskofklas of enige ander klas wat aan sodanige skool verbonde is, of om ander skoolpligte wat die prinsipaal aan hom toewys, te verrig sonder om bykomende vergoeding daarvoor te ontvang.

B51.3. 'n Opvoeder het, behalwe soos by regulasie B51.4 bepaal, geen aanspraak op bykomende vergoeding ten opsigte van enige ekstra diens wat deur hom verrig of van hom vereis word nie.

Bykomende vergoeding vir ekstra diens

B51.4. Waar 'n opvoeder met die goedkeuring van die Direkteur-generaal, by sowel 'n skool as in 'n deeltydse dubbelskof- of ander klas onderrig gee vir ure wat altesaam meer is as die weeklikse diensure by regulasie B51.2 voorgeskryf, kan hy ten opsigte van die ekstra diensure bykomende vergoeding ontvang teen die tarief wat op sodanige klas van toepassing is.

B51.5. By die berekening van die totale diensure per kwartaal ten opsigte waarvan bykomende vergoeding ooreenkomstig regulasie B51.4 betaal kan word, word uurgedeeltes van 30 minute of meer gereken as een uur en word tydperke van minder as 30 minute buite rekening gelaat: Met dien verstande dat ekstra diens van minder as 15 minute op enige spesifieke dag buite rekening gelaat word.

Toesigdiens en vergoeding daarvoor by nywerheid- en verbeteringskole

B51.6. (a) 'n Opvoeder in diens by 'n nywerheid- of verbeteringskool moet toesigdiens by sodanige skool verrig indien hy deur die prinsipaal aangesê word om dit te doen, in welke geval die prinsipaal van hom kan vereis om in amptelike kwartiere in te woon.

(b) 'n Opvoeder wat by 'n nywerheid- of verbeteringskool toesigdiens verrig, word vir sodanige diens vergoed by wyse van 'n nie-pensioengewende toelae wat van tyd tot tyd ingevolge artikel 11 (1) van die Wet bepaal of voorgeskryf word.

Bykomende vergoeding benewens goedgekeurde salaris

B51.7. Benewens die salaris en ander vergoeding wat ingevolge hierdie regulasies aan hom betaalbaar is, mag daar nie uit Staatsgelde aan 'n opvoeder enige salaris, toelaes, vergoeding, bonus, gratifikasie honorarium of voorreg sonder die goedkeuring van die Direkteur-generaal verleen op aanbeveling van die Kommissie vir Administrasie, betaal of toegestaan word nie: Met dien verstande dat die bepalinge van hierdie regulasie nie van toepassing is nie op enige salaris, toelaes, vergoeding, bonus, gratifikasie, honorarium of voorreg wat aan 'n opvoeder ingevolge enige Wet, regulasie of algemene voorskrif toeval en wat nie aan sodanige goedkeuring onderworpe is nie.

Medical Aid

B52. The provisions of regulation A15 of the Public Service Regulations, promulgated under Government Notice No. 2047 dated 11 December 1959, as amended, shall *mutatis mutandis* apply with effect from 1 January 1969 to White educators in respect of compulsory membership of the Public Service Medical Aid Association.

ACCEPTANCE OF NOMINATION AS A CANDIDATE FOR ELECTION TO PARLIAMENT OR A PROVINCIAL COUNCIL

B53.1. If an educator seeks election as a member of Parliament or a provincial council, he shall be deemed to have voluntarily retired from the service of the Department with effect from the date on which he is nominated, in accordance with the provisions of the Electoral Act, 1979 (Act No. 45 of 1979), as a candidate for the election.

B53.2. An educator shall not become or be a member of a committee, a divisional council, a municipal council, a local authority or any other statutory body without the Director-General's consent given either specifically in respect of a particular person or generally in respect of any group of educators after he is satisfied that such membership will not be detrimental to the interests of education.

B53.3. No educator shall hold any office which, in the opinion of the Director-General, will interfere with the performance of his duties as an educator.

B53.4. Before coming to a decision in the exercise of his discretion under regulation B53.2 or regulation B53.3, the Director-General shall give the educator concerned an opportunity to submit, through the school committee (or manager) and regional board, such representations as he may wish to make, and any such representations shall be accompanied by the comments of the school committee (or manager) and regional board.

B53.5 In the event of a dispute arising between the Government and the council, committee or authority referred to in regulation B53.2, an educator who is a member of such council, committee or authority shall not take part in the discussion or give any vote on such dispute."

DEPARTMENT OF AGRICULTURE

No. R. 1621

12 July 1991

MARKETING ACT, 1968
(ACT No. 59 OF 1968)

WINTER CEREAL SCHEME: AMENDMENT

I, André Isak van Niekerk, Minister of Agriculture, acting under section 14, as applied by section 15 (3), of the Marketing Act, 1968 (Act No. 59 of 1968), hereby—

(a) publish the amendment set out in the Schedule, of the Winter Cereal Scheme published by Proclamation No. R. 162 of 1974, as amended; and

(b) declare that the said amendment shall come into operation on the date of publication hereof.

A. I. VAN NIEKERK,
Minister of Agriculture.

Mediese Hulp

B52. Die bepalings van regulasie A15 van die Staatsdiensregulasies, afgekondig by Goewermentskennisgewing No. 2047 van 11 Desember 1959, soos gewysig, is met ingang van 1 Januarie 1969 *mutatis mutandis* van toepassing op Blanke opvoeders met betrekking tot verpligte lidmaatskap van die Mediese Hulpvereniging van Staatsampnare.

AANVAARDING VAN NOMINASIE AS KANDIDAAT VIR VERKIESING TOT DIE PARLEMENT OF 'N PROVINSIALE RAAD

B53.1. Indien 'n opvoeder hom as lid van die Parlement of 'n provinsiale raad verkiesbaar stel, word hy geag vrywillig uit die diens van die Departement te getree het met ingang van die datum waarop hy ooreenkomstig die bepalings van die Kieswet, 1979 (Wet No. 45 van 1979), as kandidaat vir die verkiesing genoemineer is.

B53.2. 'n Opvoeder mag nie lid van 'n komitee, 'n afdelingsraad, 'n munisipale raad, 'n plaaslike owerheid of enige ander statutêre liggaam word of wees nie sonder die Direkteur-generaal se toestemming wat spesifiek ten opsigte van 'n bepaalde persoon of in die algemeen ten opsigte van enige groep opvoeders verleen is nadat hy hom daarvan vergewis het dat sodanige lidmaatskap nie nadelig vir die belange van die onderwys sal wees nie.

B53.3. 'n Opvoeder mag nie enige amp beklee wat na die oordeel van die Direkteur-generaal die uitvoering van sy pligte as opvoeder sal belemmer nie.

B53.4. Voordat die Direkteur-generaal tot 'n belissing geraak by die uitoefening van sy diskresie kragtens regulasie B53.2 of regulasie B53.3, moet hy die betrokke opvoeder 'n geleentheid gee om deur bemiddeling van die skoolkomitee (of bestuurder) en streekraad die verhoë voor te lê wat hy wil rig, en enige sodanige verhoë moet vergesel gaan van die opmerkings van die skoolkomitee (of bestuurder) en streekraad.

B53.5 In die geval waar 'n geskil tussen die Regering en die raad, komitee of owerheid bedoel in regulasie B53.2 ontstaan, mag 'n opvoeder wat lid van sodanige raad, komitee of owerheid is, nie aan die bespreking of stemming oor sodanige geskilpunt deelneem nie."

DEPARTEMENT VAN LANDBOU

No. R. 1621

12 Julie 1991

BEMARKINGSWET, 1968
(WET No. 59 VAN 1968)

WINTERGRAANSKEMA: WYSIGING

Ek, André Isak van Niekerk, Minister van Landbou, handelende kragtens artikel 14, soos toegepas by artikel 15 (3), van die Bemarkingswet, 1968 (Wet No. 59 van 1968)—

(a) publiseer hiermee die wysiging in die Bylae uiteengesit, van die Wintergraanskema gepubliseer by Proklamasie No. R. 162 van 1974, soos gewysig; en

(b) verklaar hiermee dat genoemde wysiging op die datum van publikasie hiervan in werking tree.

A. I. VAN NIEKERK,
Minister van Landbou.

SCHEDULE**Definition**

1. In this Schedule "the Scheme" means the Winter Cereal Scheme published by Proclamation No. R. 162 of 1974, as amended by Proclamation Nos. R. 188 of 1974, R. 1 of 1978, R. 136 of 1978, R. 124 of 1979 and R. 162 of 1980 and Government Notices Nos. R. 1469 of 11 July 1986, R. 2312 of 7 November 1986, R. 1105 of 22 May 1987 (as corrected by Government Notice No. R. 1246 of 5 June 1987), R. 2216 of 2 October 1987, R. 2533 of 13 November 1987, R. 1934 of 23 September 1988, R. 1730 of 11 August 1989, R. 2206 of 13 October 1989 and R. 89 of 19 January 1990.

Amendment of section 36 of the Scheme

2. Section 36 of the Scheme is hereby amended—

- (a) by the deletion of paragraph (b) of subsection (2);
- (b) by the deletion of subsection (3); and
- (c) by the deletion of subsection (4).

No. R. 1638**12 July 1991**

PLANT IMPROVEMENT ACT, 1976
(ACT No. 53 OF 1976)

**REGULATIONS RELATING TO ESTABLISHMENTS,
VARIETIES, PLANTS AND PROPAGATING MATERIAL:
AMENDMENT**

The Deputy Minister of Agriculture acting on behalf of the Minister of Agriculture, has under section 34 of the Plant Improvement Act, 1976 (Act No. 53 of 1976), made the regulations in the Schedule.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 1064 of 23 May 1980, as amended by the regulations published by Government Notices Nos. R. 1621 of 22 July 1983, R. 2173 of 28 September 1984, R. 1287 of 14 June 1985 (as corrected by Government Notice No. R. 1524 of 12 July 1985), R. 1522 of 12 July 1985, R. 256 of 14 February 1986, R. 1489 of 11 July 1986, R. 1903 of 12 September 1986, R. 1389 of 26 June 1987, R. 1700 of 7 August 1987, R. 86 of 22 January 1988, R. 2496 of 9 December 1988, R. 1518 of 14 July 1989 (as corrected by Government Notice No. R. 1976 of 15 September 1989), R. 2092 of 29 September 1989 and R. 76 of 18 January 1991.

Amendment of regulation 2 of the Regulations

2. Regulation 2 of the Regulations is hereby amended by the substitution for subregulation (1) of the following subregulation:

"2. (1) An application for the registration of any premises in respect of a business shall be lodged on the form, obtainable from the Registrar for this purpose."

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Skema" die Wintergraanskema gepubliseer by Proklamasie No. R. 162 van 1974, soos gewysig deur Proklamasie Nos. R. 188 van 1974, R. 1 van 1978, R. 136 van 1978, R. 124 van 1979 en R. 162 van 1980 en Goewermentskennisgewings Nos. R. 1469 van 11 Julie 1986, R. 2312 van 7 November 1986, R. 1105 van 22 Mei 1987 (soos verbeter by Goewermentskennisgewing No. R. 1246 van 5 Junie 1987), R. 2216 van 2 Oktober 1987, R. 2533 van 13 November 1987, R. 1934 van 23 September 1988, R. 1730 van 11 Augustus 1989, R. 2206 van 13 Oktober 1989 en R. 89 van 19 Januarie 1990.

Wysiging van artikel 36 van die Skema

2. Artikel 36 van die Skema word hiermee gewysig—

- (a) deur paragraaf (b) van subartikel (2) te skrap;
- (b) deur subartikel (3) te skrap; en
- (c) deur subartikel (4) te skrap.

No. R. 1638**12 Julie 1991**

PLANTVERBETERINGSWET, 1976
(WET No. 53 VAN 1976)

**REGULASIES MET BETREKKING TOT ONDERNEMINGS,
VARIËTEITE, PLANTE EN VOORTPLANTINGSMATERIAAL: WYSIGING**

Die Adjunk-minister van Landbou handelende namens die Minister van Landbou, het kragtens artikel 34 van die Plantverbeteringswet, 1976 (Wet No. 53 van 1976), die regulasies in die Bylae uitgevaardig.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 1064 van 23 Mei 1980, soos gewysig deur die regulasies gepubliseer by Goewermentskennisgewings Nos. R. 1621 van 22 Julie 1983, R. 2173 van 28 September 1984, R. 1287 van 14 Junie 1985 (soos verbeter by Goewermentskennisgewing No. R. 1524 van 12 Julie 1985), R. 1522 van 12 Julie 1985, R. 256 van 14 Februarie 1986, R. 1489 van 11 Julie 1986, R. 1903 van 12 September 1986, R. 1389 van 26 Junie 1987, R. 1700 van 7 Augustus 1987, R. 86 van 22 Januarie 1988, R. 2496 van 9 Desember 1988, R. 1518 van 14 Julie 1989 (soos verbeter deur Goewermentskennisgewing No. R. 1976 van 15 September 1989), R. 2092 van 29 September 1989 en R. 76 van 18 Januarie 1991.

Wysiging van regulasie 2 van die Regulasies

2. Regulasie 2 van die Regulasies word hiermee gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"2. (1) 'n Aansoek om die registrasie van 'n perseel ten opsigte van 'n besigheid moet op die vorm gedoen word wat vir die doel van die Registrateur verkrygbaar is."

Amendment of regulation 3 of the Regulations

3. Regulation 3 of the Regulations is hereby amended by—

(a) the substitution for subregulation (1) of the following subregulation:

“3. (1) An application for the renewal of a registration shall be lodged on the form, obtainable from the Registrar for this purpose.”; and

(b) the deletion of subregulation (3).

Amendment of regulation 16 of the Regulations

4. Regulation 16 of the Regulations is hereby amended by the substitution for paragraph (a) of subregulation (1) of the following paragraph:

“(a) be lodged on the form, obtainable from the Registrar for this purpose; and”.

Insertion of regulation 19A in the Regulations

5. The following regulation is hereby inserted after regulation 19 of the Regulations:

“Varieties included in the varietal list

19A. The applicable particulars of paragraph 3 of Table 3 of the Regulations in regard to the varieties which are included in the varietal list, shall be published in terms of section 15 (6) of the Act.”.

Insertion of regulation 41B in the Regulations

6. The following regulation is hereby inserted after regulation 41A of the Regulations:

“Requirements for imported strawberry plants

41B. Strawberry plants that are imported into the Republic shall be true to variety.”.

Insertion of regulation 42B in the Regulations

7. The following regulation is hereby inserted after regulation 42A of the Regulations:

“Marking and labelling of containers of imported strawberry plants

42B. A container in which strawberry plants are imported shall be marked in clearly legible symbols, letters and figures with, or be furnished with a label on which is likewise indicated—

(a) the name, as indicated in a notice under section 2 of the Act, of the kind of plant concerned;

(b) the denomination of the variety to which those plants belong, in the manner required in terms of section 13 (1) (a) and (b) of the Act; and

(c) the name and address of the person who imported that plants.”.

Amendment of regulation 45A of the Regulations

8. Regulation 45A of the Regulations is hereby amended by—

(a) the substitution for subregulation (1) of the following subregulation:

“45A. (1) Subject to the provisions of subregulation (3), an application for a certificate that authorises the export of seed shall be lodged on the form obtainable from the Registrar for this purpose.”; and

Wysiging van regulasie 3 van die Regulasies

3. Regulasie 3 van die Regulasies word hiermee gewysig—

(a) deur subregulasie (1), deur die volgende subregulasie te vervang:

“3. (1) 'n Aansoek om die hernuwing van 'n registrasie moet op die vorm gedoen word wat vir die doel van die Registrateur verkrygbaar is.”; en

(b) deur subregulasie (3) te skrap.

Wysiging van regulasie 16 van die Regulasies

4. Regulasie 16 van die Regulasies word hiermee gewysig deur paragraaf (a) van subregulasie (1) deur die volgende paragraaf te vervang:

“(a) op die vorm wat vir die doel by die Registrateur verkrygbaar is, ingedien word; en”.

Invoeging van regulasie 19A in die Regulasies

5. Die volgende regulasie word hiermee na regulasie 19 van die Regulasies ingevoeg:

“Variëteite in die variëteitslys ingesluit

19A. Die toepaslike besonderhede in paragraaf 3 van Tabel 3 van die Regulasies aangaande die variëteite wat in die variëteitslys ingesluit is, moet ingevolge artikel 15 (6) van die Wet gepubliseer word.”.

Invoeging van regulasie 41B in die Regulasies

6. Die volgende regulasie word hiermee na regulasie 41A van die Regulasies ingevoeg:

“Vereistes vir ingevoerde aarbeiplante

41B. Aarbeiplante wat in die Republiek ingevoer word, moet variëteitseg wees.”.

Invoeging van regulasie 42B in die Regulasies

7. Die volgende regulasie word hiermee na regulasie 42A van die Regulasies ingevoeg:

“Merk en etikettering van houers van ingevoerde aarbeiplante

42B. 'n Houer waarin aarbeiplante in die Republiek ingevoer word, moet in duidelik leesbare simbole, letters en syfers gemerk wees met, of voorsien wees van, 'n etiket waarop insgelyks aangedui word—

(a) die naam, soos in 'n kennisgewing kragtens artikel 2 van die Wet aangedui, van die betrokke soort plant;

(b) die benaming van die variëteit waartoe daardie plante behoort, op die wyse ingevolge artikel 13 (1) (a) en (b) van die Wet vereis; en

(c) die naam en adres van die persoon wat daardie plante ingevoer het.”.

Wysiging van regulasie 45A van die Regulasies

8. Regulasie 45A van die Regulasies word hiermee gewysig—

(a) deur subregulasie (1) deur die volgende subregulasie te vervang:

“45A. (1) Behoudens die bepalings van subregulasie (3), moet 'n aansoek om 'n sertifikaat wat die uitvoer van saad magtig, op die vorm wat vir die doel by die Registrateur verkrygbaar is, ingedien word.”; en

(b) the insertion after subregulation (2) of the following subregulation:

"(3) The provisions of section 27 (1) of the Act shall not apply to the export of seed of which the mass per kind and variety does not exceed 50 kg."

Deletion of regulation 46 of the Regulations

9. Regulation 46 of the Regulations is hereby deleted.

Deletion of Schedules A, B, C, E, F, and M of the Regulations

10. Schedules A, B, C, E, F and M of the Regulations are hereby deleted.

Amendment of Table 2 of the Regulations

11. Table 2 for the Regulations is hereby amended by—

(a) the substitution for the expression "*Digitaria smutsii* Stent" where it appears in column 1, of the expression "*Digitaria eriantha* Steud"; and

(b) the insertion of the following entries respectively after the entries "*Festuca arundinacea* Schreb", "*Rhizinus communis* L." and "*Trifolium vesiculosum* Savi" in alphabetically correct positions:

(b) deur die invoeging van die volgende subregulasie na subregulasie (2):

"(3) Die bepalings van artikel 27 (1) van die Wet is nie van toepassing op die uitvoer van saad waarvan die massa per soort en variëteit nie 50 kg oorskry nie."

Skrapping van regulasie 46 van die Regulasies

9. Regulasie 46 van die Regulasies word hiermee geskrap.

Skrapping van Bylaes A, B, C, E, F en M van die Regulasies

10. Bylaes A, B, C, E, F en M van die Regulasies word hiermee geskrap.

Wysiging van Tabel 2 van die Regulasies

11. Tabel 2 van die Regulasies word hiermee gewysig—

(a) deur die uitdrukking "*Digitaria smutsii* Stent" waar dit in kolom 1 voorkom, deur die uitdrukking "*Digitaria eriantha* Steud" te vervang; en

(b) deur onderskeidelik na die inskrywings "*Festuca arundinacea* Schreb", "*Rhizinus communis* L." en "*Trifolium vesiculosum* Savi", die volgende inskrywings in alfabeties-korrekte posisies in te voeg:

TABLE 2 • TABEL 2

Kind of plant Soort plant		Examination fee Ondersoek geld (R)*	Period for evaluation (years) Tydperk vir evaluasie (jare)
Botanical name Botaniese naam	Common name Gewone naam		
" <i>Fragaria ananassa</i> Duch	Strawberry/Aarbei	6	3
<i>Secale cereale</i> L.....	Rye/Rog	6	4
<i>Triticosecale</i> Witt	Triticale/Tritikale, Korog	6	4"

Amendment of table 3 of the Regulations

12. Table 3 of the Regulations is hereby amended by the insertion of the following paragraph after paragraph 2:

No.	Onderwerp van publikasie Subject of publication	Besonderhede wat gepubliseer moet word Particulars to be published
"3.	Variëteite wat in die variëteitslys ingesluit is/Varieties to be included in the variety list	Soort plant (botaniese en gewone naam)/Kind of plant (botanical and common name) Benaming van variëteit/Denomination of variety".

Wysiging van Tabel 3 van die Regulasies

12. Tabel 3 van die Regulasies word hiermee gewysig deur die volgende paragraaf na paragraaf 2 in te voeg:

Amendment of Table 4 of the Regulations

13. Table 4 of the Regulations is hereby amended by—

(a) the insertion of the following entries respectively after the entries "*Rhizinus communis* L." and "*Trifolium vesiculosum* Savi" in alphabetically-correct positions in the applicable columns thereof; and (b) by the insertion in paragraph 2 of the footnote of the expression "*Trifolium repens* L." in an alphabetically-correct position.

Wysiging van Tabel 4 van Regulasies

13. Tabel 4 van die Regulasies word hiermee gewysig—

(a) deur onderskeidelik na die inskrywings "*Rhizinus communis* L." en "*Trifolium vesiculosum* Savi" die volgende inskrywings in alfabeties-korrekte posisies in die toepaslike kolomme daarvan by te voeg; en

(b) deur in paragraaf 2 van die voetnoot die uitdrukking "*Trifolium repens* L." in 'n alfabeties-korrekte posisie in te voeg.

Kind of plant Soort plant		Maximum other matter content (%) in— Maksimum inhoud ander materiaal (%) in—		Maximum other seed content (%) Maksimum inhoud ander saad (%)	Minimum percentage germination of— Minimum persentasie ontkieming van—		Maximum mass (g) per container Maksimum massa (g) per houer		Maximum mass (kg) of a seed lot Maksimum massa (kg) van 'n saadlot
Botanical name Botaniese naam	Common name Gewone naam	Prepacked and imported seed Vooraf- verpakte en ingevoerde saad	Other seed than that referred to in column 2 Ander saad as dié in kolom 2 vermeld		Prepacked and imported seed Vooraf- verpakte en ingevoerde saad	Other seed than that referred to in column 5 Ander saad as dié in kolom 5 vermeld	Prepacked seed Vooraf- verpakte saad	Exempted from indication "Prepacked Seed" Vrygestel van aanduiding "Vooraf- verpakte Saad"	
	1	2	3	4	5	6	7	8	9
" <i>Secale cereale</i> L.....	Rye/Rog.....	2	5	0.2	80	70	5 000	500	20 000
<i>Triticosecale</i> Witt.....	Triticale, Korog.....	2	5	0.5	80	70	5 000	500	20 000"

No. R. 1639

12 July 1991

PLANT IMPROVEMENT ACT, 1976
(ACT No. 53 OF 1976)

APPLICATION OF ACT: AMENDMENT

I, Anthon Tobias Meyer, Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture under section 2 of the Plant Improvement Act, 1976 (Act No. 53 of 1976), hereby further amend Government Notice No. R. 1901 of 12 September 1986, as amended, to the extent set out in the Schedule.

A. T. MEYER,

Deputy Minister of Agriculture.

SCHEDULE

Definition

1. In this Schedule "the Notice" means Government Notice No. R. 1901 of 12 September 1986, as amended by Government Notices Nos. R. 1387 of 26 June 1987 and R. 2503 of 9 December 1988.

Insertion of paragraph (c)A in the Notice

2. The following paragraph is hereby inserted after paragraph (c) of the Notice:

"(c)A. hereby declare that all the provisions of the said Act, except sections 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26 and 27 shall apply with regard to tubers and plants of the kinds specified in Schedule D, which is tested, examined and analysed by a test laboratory."

Amendment of paragraph (d) of the Notice

3. Paragraph (d) of the Notice is hereby amended by the deletion of the expression "and" where it appears at the end of the paragraph.

Insertion of paragraph (d)A in the Notice

4. The following paragraph is hereby inserted after paragraph (d) of the Notice:

"(d)A. hereby declare that all the provisions of the said Act, except sections 6, 7, 8, 9, 10, 11, 12, 14 and 27 shall apply with regard to plants of the kinds indicated in Schedule F; and"

Amendment of Schedule C of the Notice

5. Schedule C of the Notice is hereby amended by the insertion of the following entries after the entries "*Ricinus communis* L." and "*Trifolium vesiculosum* Savi" in alphabetically correct positions in the respective columns:

Botanical name Botaniese naam	Common name Gewone naam
" <i>Secale cereale</i>	Rye/Rog.
<i>Triticosecale</i> Wittin	Triticale/Triticale, Korog."

Amendment of Schedule D of the Notice

6. Schedule D of the Notice is hereby amended by the substitution for the heading thereof of the following heading:

No. R. 1639

12 Julie 1991

PLANTVERBETERINGSWET, 1976
(WET No. 53 van 1976)

TOEPASSING VAN WET: WYSIGING

Ek, Anthon Tobias Meyer, Adjunk-minister van Landbou, handelende namens die Minister van Landbou, wysig hiermee kragtens artikel 2 van die Plantverbeteringswet, 1976 (Wet No. 53 van 1976), Goewermentskennisgewing No. R. 1901 van 12 September 1986, soos gewysig, verder in die mate in die Bylae uiteengesit.

A. T. MEYER,

Adjunk-minister van Landbou.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Kennisgewing" Goewermentskennisgewing No. R. 1901 van 12 September 1986, soos gewysig deur Goewermentskennisgewings Nos. R. 1387 van 26 Junie 1987 en R. 2503 van 9 Desember 1988.

Invoeging van paragraaf (c)A in die Kennisgewing

2. Die volgende paragraaf word hiermee na paragraaf (c) van die Kennisgewing ingevoeg:

"(c)A. verklaar hierby dat al die beplaings van genoemde Wet, behalwe artikels 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26 en 27 van toepassing is op die knolle en plante van die soorte in Bylae D vermeld wat deur 'n toetslaboratorium getoets, ondersoek en ontleed word."

Wysiging van paragraaf (d) van die Kennisgewing

3. Paragraaf (d) van die Kennisgewing word hiermee deur die uitdrukking "en" waar dit aan die einde van die paragraaf voorkom, te skrap.

Invoeging van paragraaf (d)A in die Kennisgewing

4. Die volgende paragraaf word hiermee na paragraaf (d) van die Kennisgewing ingevoeg:

"(d)A. verklaar hiermee dat al die bepalings van genoemde Wet, behalwe artikels 6, 7, 8, 9, 10, 11, 12, 14 en 27 van toepassing is op die plante van die soorte in Bylae F; en"

Wysiging van Bylae C van die Kennisgewing

5. Bylae C van die Kennisgewing word hiermee gewysig deur na die inskrywing "*Ricinus communis* L." en "*Trifolium vesiculosum* Savi" die volgende inskrywings in alfabeties-korrekte posisies in die onderskeie kolomme in te voeg:

Wysiging van Bylae D van die Kennisgewing

6. Bylae D van die Kennisgewing word hiermee gewysig deur die opskrif daarvan deur die volgende opskrif te vervang:

"KINDS OF PLANTS OF WHICH THE TUBERS ARE SUBJECT TO ALL PROVISIONS EXCEPT SECTIONS 6, 7, 8, 9, 10, 11, 12, 14 (a) and (c) and 27 AND KINDS OF PLANTS OF WHICH THE TUBERS AND PLANTS ARE BEING TESTED, EXAMINED OR ANALYSED BY A TEST LABORATORY WHICH ARE SUBJECT TO ALL PROVISIONS EXCEPT SECTIONS 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26 AND 27 • SOORTE PLANTE WAARVAN DIE KNOLLE AAN ALLE BEPALINGS BEHALWE ARTIKELS 6, 7, 8, 9, 10, 11, 12, 14 (a) EN (c) EN 27 ONDERHEWIG IS EN SOORTE PLANTE WAARVAN DIE KNOLLE EN PLANTE WAT DEUR 'N TOETSLABORATORIUM GETOETS, ONDERSOEK OF ONTLEED WORD AAN ALLE BEPALINGS BEHALWE ARTIKELS 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26 EN 27 ONDERHEWIG IS."

Insertion of Schedule F in the Notice

7. The following Schedule is hereby inserted after Schedule E of the Notice:

Invoeging van Bylae F in die Kennisgewing

7. Die volgende bylae word hiermee na Bylae E van die Kennisgewing ingevoeg:

"SCHEDULE F • BYLAE F

KINDS OF PLANTS WHICH ARE SUBJECT TO ALL PROVISIONS EXCEPT SECTIONS 6, 7, 8, 9, 10, 11, 12, 14 AND 27
SOORTE PLANTE WAT AAN ALLE BEPALINGS BEHALWE ARTIKELS 6, 7, 8, 9, 10, 11, 12, 14 EN 27 ONDERHEWIG IS

Botanical name Botaniese naam	Common name Gewone naam
<i>Fragaria ananassa</i> Bailey	Strawberry/Aarbei."

No. R. 1640

17 July 1991

LIVESTOCK IMPROVEMENT ACT, 1977 (ACT No. 25 OF 1977)

APPLICATION OF ACT: AMENDMENT

I, Anthon Tobias Meyer, Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture under section 2 of the Livestock Improvement Act, 1977 (Act No. 25 of 1977), hereby amend Government Notice No. R. 893 of 26 April 1991 by the insertion after the expression "Bunte Deutsche Edelziege" in column 2 of the Table of the expression "Gorno Altai".

A. T. MEYER,

Deputy Minister of Agriculture.

No. R. 1640

12 Julie 1991

VEEVERBETERINGSWET, 1977 (WET No. 25 VAN 1977)

TOEPASSING VAN WET: WYSIGING

Ek, Anthon Tobias Meyer, Adjunk-minister van Landbou, handelende namens die Minister van Landbou kragtens artikel 2 van die Veeverbeteringswet, 1977 (Wet No. 25 van 1977), wysig hierby Goewermmentskennisgewing No. R. 893 van 26 April 1991 deur na die uitdrukking "Bunte Deutsche Edelziege" in kolom 2 van die Tabel die uitdrukking "Gorno Altai" in te voeg.

A. T. MEYER,

Adjunk-minister van Landbou.

DEPARTMENT OF FINANCE

No. R. 1622

12 July 1991

CORRECTION NOTICE

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (1/2/49)

Government Notice No. R. 1387 in *Government Gazette* No. 13321 of 21 June 1991 is hereby corrected by—

(a) inserting the word "not" before the word "exceeding" where it appears in item 124.75.20 under the portion reading "with effect from 17 November 1989"; and

(b) deleting the word "not" before the word "exceeding" where it appears in item 124.75.30 under the portion reading "with effect from 17 November 1989".

DEPARTEMENT VAN FINANSIES

No. R. 1622

12 Julie 1991

VERBETERINGSKENNISGEWING

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (1/2/49)

Goewermmentskennisgewing No. R. 1387 in *Staatskoerant* No. 13321 van 21 Junie 1991 word hiermee reggestel deur—

(a) die woord "not" in te voeg in die Engelse teks voor die woord "exceeding" waar dit in item 124.75.20 onder die deel "met werking vanaf 17 November 1989" verskyn; en

(b) die woord "not" in die Engelse teks voor die woord "exceeding" waar dit in item 124.75.30 onder die deel "met werking vanaf 17 November 1989" verskyn, te skrap.

DEPARTMENT OF JUSTICE**No. R. 1627****12 July 1991****ADMINISTRATION OF ESTATES ACT, 1965
(ACT No. 66 OF 1965)****AMENDMENT OF REGULATIONS**

The Minister of Justice has, under section 103 of the Administration of Estates Act, 1965 (Act No. 66 of 1965), made the regulations in the Schedule.

SCHEDULE

1. In this Schedule "the Regulations" means the regulations published under Government Notice No. R. 473 of 24 March 1972, as amended by Government Notices Nos. R. 817 of 13 May 1977, R. 1209 of 13 June 1980, R. 2542 of 20 November 1981, R. 2482 of 1 November 1985, R. 655 of 11 April 1986, R. 2738 of 11 December 1987, R. 610 of 31 March 1989, R. 1208 of 9 June 1989, R. 1921 of 17 August 1990 and R. 1602 of 1 July 1991.

2. Regulation 10 of the Regulations is hereby amended by the substitution for paragraph (a) of sub-regulation (1) of the following paragraph:

"(a) When own conveyance is used, R1,00 per kilometre."

DEPARTMENT OF MANPOWER**No. R. 1631****12 July 1991****MANPOWER TRAINING ACT, 1981
(ACT No. 56 OF 1981)****APPRENTICESHIP TRAINING BOARD FOR LOCAL
AUTHORITIES: DESIGNATION OF TRADES AND
PRESCRIPTION OF CONDITIONS OF APPREN-
TICESHIP**

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate, with effect from the second Monday after the date of publication of his notice, the under-mentioned trades as trades to which the Act shall apply for the Local Authority Undertaking in the Republic of South Africa:

- (1) Auto Body Repairer; (5)
- (2) Automotive Electrician; (6)
- (3) Blacksmith; (2)
- (4) Bricklayer; (4)
- (5) Carpenter and Joiner; (10)
- (6) Electrician; (1)
- (7) Fitter and Turner; (7)
- (8) Painter and Decorator; (9)
- (9) Plater/Welder; (8)
- (10) Plumber; (3)
- (11) Vehicle Mechanic; (11);

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out below as Conditions of Apprenticeship in respect of the trades in the Industry and the area mentioned in paragraph (a); and

DEPARTEMENT VAN JUSTISIE**No. R. 1627****12 Julie 1991****BOEDELWET, 1965
(WET No. 66 VAN 1965)****WYSIGING VAN REGULASIES**

Die Minister van Justisie het kragtens artikel 103 van die Boedelwet, 1965 (Wet No. 66 van 1965), die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 473 van 24 Maart 1972, soos gewysig by Goewermentskennisgewings Nos. R. 817 van 13 Mei 1977, R. 1209 van 13 Junie 1980, R. 2542 van 20 November 1981, R. 2482 van 1 November 1985, R. 655 van 11 April 1986, R. 2738 van 11 Desember 1987, R. 610 van 31 Maart 1989, R. 1208 van 9 Junie 1989, R. 1921 van 17 Augustus 1990 en R. 1602 van 1 Julie 1991.

2. Regulasie 10 van die Regulasies word hierby gewysig deur paragraaf (a) van subregulasie (1) deur die volgende paragraaf te vervang:

"(a) Wanneer eie vervoer gebruik word, R1,00 per kilometer."

DEPARTEMENT VAN MANNEKRAG**No. R. 1631****12 Julie 1991****WET OP MANNEKRAGOPLEIDING, 1981
(WET No. 56 VAN 1981)****VAKLEERLINGOPLEIDINGSRAAD VIR PLAASLIKE
OWERHEDE: AANWYSING VAN AMBAGTE EN
VOORSKRYWING VAN LEERVOORWAARDES**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby vir die Plaaslike Owerheidsonderneming in die Republiek van Suid-Afrika die ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is:

- (1) Elektriesiën; (6)
- (2) Grofsmid; (3)
- (3) Loodgieter; (10)
- (4) Messelaar; (4)
- (5) Motorbakhersteller; (1)
- (6) Motorelektriesiën; (2)
- (7) Passer en draaier; (7)
- (8) Plaatwerker/Sweiser; (9)
- (9) Skilder en versierwerker; (8)
- (10) Timmerman en skrynwerker; (5)
- (11) Voertuigwerktuigkundige; (11);

(b) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervooraardes hieronder uiteengesit, voor as Leervooraardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en die gebied daarin genoem; en

(c) withdraw Government Notices Nos. R. 2858 of 28 December 1979 (as applied by Government Notice No. R. 706 of 11 April 1980) and 2558 of 24 November 1989 with effect from the second Monday after the date of publication of this notice: Provided that clauses 2, 3, 4, 6 and 7 of Government Notices Nos. R. 2858 of 28 December 1979 and 2558 of 24 November 1989 remain applicable with regard to apprentices whose contracts of apprenticeship have been entered into prior to the date of the coming into operation of this notice.

For the purpose of this notice—

“employer” means a Local Authority as defined herein;

“Local Authority” means a local authority as defined in the Promotion of Local Government Affairs Act, 1983 (Act No. 91 of 1983), and also a joint services council established in terms of section 4 of the Joint Services for KwaZulu and Natal Act, 1990 (Act No. 84 of 1990); and

“Local Authority Undertaking” means the industry in which Local Authorities and their employees are associated for the purpose of the instituting, continuing and finishing of any act, scheme or activity which may be undertaken by a Local Authority.

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

CONDITIONS OF APPRENTICESHIP

1. Qualifications for commencing apprenticeship

The minimum age, educational qualifications and competencies to commence apprenticeship are—

(1) 16 years; and

(2) (a) for all the trades, excluding the trade of electrician, Standard VII or a statement of attainment issued by or on behalf of the school attended by the apprentice, in which is confirmed that he passed at the Standard VII level, or an introductory technical college certificate or the elementary technical certificate, or any other qualification deemed by the Apprentice Training Board for Local Authorities (hereinafter referred to as “the Board”) to be equivalent; or

(b) for the trade electrician Standard VIII or a statement of attainment issued by or on behalf of the school attended by the apprentice, or the National Technical Certificate, Part 1 (N1), or any other qualification deemed by the Board to be equivalent; and

(3) meeting the selection criteria as determined by the Board.

2. Period of apprenticeship

(1) The period of apprenticeship for all the trades shall be determined by the apprentice's progress through the modules, but shall not exceed three years (156 weeks).

(c) trek hierby Goewermentskennissgewings Nos. R. 2858 van 28 Desember 1979 (soos toegepas by Goewermentskennissgewing No. R. 706 van 11 April 1980) en 2558 van 24 November 1989 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing: Met dien verstande dat klousules 2, 3, 4, 6 en 7 van Goewermentskennissgewings Nos. R. 2858 van 28 Desember 1979 en 2558 van 24 November 1989 van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing.

Vir die doeleindes van hierdie kennisgewing beteken—

“Plaaslike Owerheid” ’n plaaslike owerheid soos omskryf in die Wet op die Bevordering van Plaaslike Owerheidsaangeleenthede, 1983 (Wet No. 91 van 1983), en ook ’n gesamentlike diensteraad ingestel kragtens artikel 4 van die Wet op Gesamentlike Dienste vir Kwazulu en Natal, 1990 (Wet No. 84 van 1990);

“Plaaslike Owerheidsonderneming” die nywerheid waarin Plaaslike Owerhede en hul werknemers geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur ’n Plaaslike Owerheid onderneem mag word; en

“werkgewer” ’n Plaaslike Owerheid soos hierin omskryf.

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

LEERVOORWAARDES

1. Kwalifikasies om met vakleerlingskap te begin

Die minimum ouderdom, opvoedkundige kwalifikasies en bevoegdhede om met vakleerlingskap te begin, is—

(1) 16 jaar; en

(2) (a) vir al die ambagte, uitgesonderd die ambag elektrisiën, standerd VII of ’n verklaring van prestasie uitgereik deur of namens die skool wat deur die vakleerling bygewoon is, waarin gemeld word dat hy op die standerd VII-vlak geslaag het, of ’n inleidende tegniese kollege sertifikaat of die elementêre tegniese sertifikaat, of enige ander kwalifikasie wat deur die Vakleerlingopleidingsraad vir Plaaslike Owerhede (hierna “die Raad” genoem) geag word gelykwaardig te wees; of

(b) vir die ambag elektrisiën standerd VIII of ’n verklaring van prestasie uitgereik deur of namens die skool wat deur die vakleerling bygewoon is, of die Nasionale Tegniese Sertifikaat Deel 1 (N1), of enige ander kwalifikasie wat deur die Raad geag word gelykwaardig te wees; en

(3) voldoening aan die keuringskriteria soos voorgeskryf deur die Raad.

2. Leertyd

(1) Die leertyd vir al die ambagte sal bepaal word deur die vakleerling se vordering deur die modules maar sal nie drie jaar (156 weke) oorskry nie.

(2) (a) The maximum period of apprenticeship of three years (156 weeks) shall include normal holiday leave, sick leave of up to 30 days per annum and time spent at technical institutions and shall exclude all other absences including sick leave in excess of 30 days per annum and time spent on compulsory military or police service in terms of the Defence Act, 1957 (Act No. 44 of 1957), or the Police Act, 1958 (Act No. 7 of 1958).

(b) The minimum period of practical in-service experience is 52 weeks and is included in the maximum period of three years.

(3) The employer of an apprentice shall notify the Board within seven days after the commencement of any absence not included in terms of subclause (2) (a) in the maximum period of apprenticeship and shall do likewise within seven days after the return of the apprentice from such absence.

(4) The minimum period referred to in subclause (2) (b) may be reduced by the Board with periods proportionate to previous appropriate experience and/or training as evaluated and approved by the Board: Provided that the minimum period of practical experience so determined, shall not be less than 26 weeks.

(5) Where an apprentice performs sub-standard in respect of his modules or, in terms of his conditions of service, is guilty of any misconduct which may be detrimental to his performance and after disciplinary procedures have been instituted by his employer, the employer may apply to the Board for termination of the contract of apprenticeship, which may be of immediate effect as soon as the application has been approved.

3. Wages

(1) An employer shall remunerate an apprentice monthly at the following minimum percentages of the commencing salary or wage of a qualified artisan as applicable to the employer concerned, and which is applicable to the relevant trade:

<i>Year of recognised service</i>	<i>Rate per month</i>
First year	50%
Second year	60%
Third year	70%
Fourth year	80%
Fifth year	85%
Sixth year	90%

(2) For the purpose of this subclause "recognised service" shall include the period of uninterrupted training or service referred to in clause 2 (2) (a), whether undergone or performed prior to or after indenturing of the apprentice.

(3) (a) (i) During training or service in terms of the Defence Act, 1957, or the Police Act, 1958, the apprentice shall receive a salary according to the rate applicable to the number of years of recognised service, as indicated in subclauses (1) and (2).

(ii) Should an apprentice prefer, for whatever reason, not to receive a salary during his period of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, subclause (3) (a) (i) shall not apply.

(2) (a) Die maksimum leertyd van drie jaar (156 weke) sluit normale vakansieverlof, siekteverlof to 30 dae per jaar en tyd deurgebring aan tegniese inrigtings in en sluit alle ander afwesighede, insluitend siekteverlof wat 30 dae per jaar oorskry en tyd bestee aan verpligte militêre of polisiediens ingevolge die Verdedigingswet, 1957 (Wet No. 44 van 1957), of die Polisiewet, 1958 (Wet No. 7 van 1958), uit.

(b) Die minimum tydperk van praktiese indiensondervinding is 52 weke en is ingesluit by die maksimum tydperk van drie jaar.

(3) Die werkgewer van 'n vakleerling moet die Raad binne sewe dae na die aanvang van enige afwesigheid wat nie ingevolge subklousule (2) (a) by die maksimum leertyd ingesluit is nie van sodanige afwesigheid in kennis stel en moet insgelyks handel binne sewe dae ná die vakleerling se terugkeer van sodanige afwesigheid.

(4) Die minimum tydperk bedoel in subklousule (2) (b) kan deur die Raad verkort word met tydperke eweredig aan vorige toepaslike ondervinding en/of opleiding soos deur die Raad geëvalueer en goedgekeur: Met dien verstande dat die minimum tydperk van praktiese ondervinding aldus bepaal, nie minder as 26 weke sal wees nie.

(5) Waar 'n vakleerling onder standaard presteer ten opsigte van sy modules of in terme van sy diensvoorwaardes hom aan enige wangedrag skuldig maak wat sy prestasie sou benadeel en nadat dissiplinêre prosedures deur sy werkgewer gevolg is, kan die werkgewer by die Raad aansoek doen om beëindiging van die kontrak van vakleerlingskap, wat onmiddellik in werking kan tree sodra die aansoek goedgekeur is.

3. Lone

(1) 'n Werkgewer moet 'n vakleerling maandeliks besoldig teen minstens die volgende persentasies van die aanvangsalaris of -loon van 'n gekwalifiseerde ambagsman soos van toepassing by die betrokke werkgewer, wat op die betrokke ambag van toepassing is:

<i>Jaar van erkende diens</i>	<i>Skaal per maand</i>
Eerste jaar	50%
Tweede jaar	60%
Derde jaar	70%
Vierde jaar	80%
Vyfde jaar	85%
Sesde jaar	90%

(2) Vir die doeleindes van hierdie subklousule sluit "erkende diens" die tydperk van ononderbroke opleiding of diens bedoel in klousule 2 (2) (a) in, hetsy ondergaan of verrig voor of na inboeking van die vakleerling.

(3) (a) (i) Gedurende opleiding of diens ingevolge die Verdedigingswet, 1957 of Polisiewet, 1958, sal die vakleerling 'n loon ontvang volgens die skaal wat van toepassing is op die aantal jare erkende diens, soos aangedui in subklousules (1) en (2).

(ii) Indien 'n vakleerling sou verkies, vir watter rede ookal, om nie loon gedurende sy tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, te ontvang nie, geld subklousule (3) (a) (i) nie.

(b) Prior to granting special leave for the first period of training or service in terms of the Defence Act, 1957, or section 34A (11) of the Police Act, 1958, a written agreement must be entered into. Failing such agreement, special leave without pay for the period of absence from service shall be granted for this purpose.

4. Technical studies

(1) An apprentice who is not in possession of the minimum qualifications as stated in clause 6 (2) (b), shall attend the technical courses to obtain such technical qualifications, either by means of full-time study during working hours or by correspondence courses after hours, unless otherwise determined by the Board.

(2) (a) Where facilities exist for the attendance of technical classes by continuous course of study, within a radius of 20 km of the apprentice's residence, an apprentice shall attend such classes five days per week during normal working hours for the duration of the course, unless otherwise determined by the Board.

(b) Where facilities as contemplated in paragraph (a) do not exist within that radius, the apprentice shall follow appropriate correspondence courses, unless the employer and the apprentice agree that technical classes are to be attended on a full-time basis.

(3) (a) Where an apprentice has complied with the requirement of clause 6 (2) (b), he is entitled to continue attending further classes, in the manner prescribed in subclause (2).

(b) Further attendance of any class, course or subject, where an apprentice has not passed his first examination in the applicable course, shall be done outside working hours and at his own cost.

(4) An apprentice may not be permitted or required to report for work for the duration of a course attended in terms of subclause (2) (a).

(5) The provisions of subclause (3) are *mutatis mutandis* applicable to an apprentice who is following a correspondence course in terms of subclause 2 (b).

(6) An apprentice who is unable to attend technical classes for the duration of a continuous course of study or at least attend half an academic year of technical classes, or to follow a correspondence course, as the case may be, as a result of absence for the purpose of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, may not be required to continue his studies during such a year.

(7) The provisions of subclause (3) are *mutatis mutandis* applicable to an apprentice who has complied with the provisions of clause 6 (2) (b) and who continues voluntarily with further studies related to the trade in which he is indentured.

(8) In the case of an apprentice who has to study by means of a correspondence course the apprentice will be required to write the examination by not later than at the end of the year.

(b) Alvorens spesiale verlof vir die eerste tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957, of artikel 34A (11) van die Polisiewet, 1958, aan 'n vakleerling toegestaan word, moet 'n skriftelike onderneming aangegaan word. By gebrek aan sodanige ooreenkoms, moet spesiale verlof sonder betaling van die tydperk van afwesigheid van diens vir dié doel toegestaan word.

4. Tegniese studies

(1) 'n Vakleerling wat nie in besit is van die minimum kwalifikasies soos gemeld in klousule 6 (2) (b) nie, moet dié tegniese kursusse bywoon ter verwerwing van sodanige tegniese kwalifikasies, hetsy deur middel van voltydse studie gedurende werkure of korrespondensie kursusse buite werkure, tensy die Raad anders besluit.

(2) (a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus binne 'n straal van 20 km van die woning van 'n vakleerling bestaan, moet 'n vakleerling sodanige klasse vir die duur van die kursus vyf dae per week gedurende sy gewone werkure bywoon, tensy anders deur die Raad goedgekeur.

(b) Waar die fasiliteite bedoel in paragraaf (a) nie binne daardie straal bestaan nie, moet die vakleerling die toepaslike korrespondensiekursus volg, tensy die werkgever en die vakleerling ooreenkom dat tegniese klasse op 'n voltydse basis bygewoon sal word.

(3) (a) Waar 'n vakleerling aan die vereiste in klousule 6 (2) (b) voldoen, is hy geregtig om voort te gaan om verdere klasse by te woon op die wyse in subklousule (2) voorgeskryf.

(b) Verdere bywoning van enige klas, kursus of vak, waarin 'n vakleerling nie tydens sy eerste eksamen in die betrokke kursus geslaag het nie, moet buite werkure en op eie koste plaasvind.

(4) Van 'n vakleerling, wat ingevolge subklousule (2) (a) klasse bywoon, mag daar nie vereis word en ook mag hy nie toegelaat word om hom vir die duur van sodanige kursus vir werk aan te meld nie.

(5) Die bepalings van subklousule (3) is *mutatis mutandis* van toepassing op 'n vakleerling wat 'n korrespondensiekursus kragtens subklousule 2 (b) volg.

(6) Van 'n vakleerling wat as gevolg van afwesigheid vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om vir die duur van 'n aaneenlopende studiekursus tegniese klasse by te woon, of minstens die helfte van 'n akademiese jaar tegniese klasse by te woon, of 'n korrespondensiekursus te volg nie, na gelang van die geval, mag daar nie vereis word om sy studie gedurende sodanige jaar voort te sit nie.

(7) Die bepalings van subklousule (3) is *mutatis mutandis* van toepassing op 'n vakleerling wat voldoen het aan die bepalings van klousule 6 (2) (b) wat verdere studies in verband met die ambag waarin hy ingeboek is, vrywillig voortsit.

(8) In die geval waar 'n vakleerling deur middel van 'n korrespondensiekursus moet studeer, sal van die vakleerling verwag word om die eksamen nie later nie as aan die einde van die jaar af te lê.

5. Payment of class or course fees and examination fees

Subject to the provisions of clause 4 (3) (b), an employer shall pay to the relevant technical institution the class or course fees and the examination fees for which an apprentice who is required in terms of clause 4 (1), to attend courses or do correspondence courses, is liable in respect of the first attempt to obtain the relevant certificate.

6. Trade tests

(1) (a) Every apprentice in a designated trade must pass a trade test to qualify as an artisan.

(b) Trade tests shall be conducted at a test centre, which is accredited by the Board, on a date that is mutually determined by the Board and the test centre.

(2) To be accepted as a candidate for a trade test referred to in subclause (1) (a), an apprentice shall—

(a) by means of the modular study material successfully complete his institutional as well as in-service training programme which is approved for the trade concerned by the Board;

(b) except in exceptional circumstances, as approved by the Board, have obtained at least the National Technical Certificate, Part II (N2) in four subjects, or the integrated course (N2) or an equivalent technical certificate of which, in all cases referred to above, one subject must be the appropriate trade theory; and

(c) have completed the minimum period of apprenticeship in terms of clauses 2 (2) (b) and 2 (4).

(3) Should an apprentice fail his first attempt in the trade test a further two attempts may be permitted, if approved by the Board, before his maximum period of apprenticeship expires, whereafter the contract shall be terminated.

(4) The costs attached to trade tests (all attempts), as mentioned in subclause (3), shall be advanced by the employer. Should an apprentice fail his trade test such costs incurred by the employer, are to be recovered from the apprentice in four equal instalments.

7. Log-book

A log-book, as approved by the Board, must be kept up to date by all apprentices with regard to all personal and training information. It must be checked from time to time by the training controller.

8. Training

Should an apprentice fail his first attempt in the skills test in any specific module, a further two attempts may be permitted. The maximum period for each attempt is the same. After an apprentice has failed in his third skills test of any specific module or failed more than one attempt in any five modules, further action as contemplated in clause 2 (5) shall apply.

5. Betaling van klas- of kursus- en eksamengelde

Behoudens die bepaling van klousule 4 (3) (b) moet 'n werkgever aan die betrokke tegniese inrigting die klas- of kursusgelde en die eksamengelde betaal wat deur 'n vakleerling verskuldig is en van wie daar vereis word, kragtens klousule 4 (1) om kursusse by te woon of korrespondensiekursusse te volg ten opsigte van die eerste poging om die betrokke sertifikaat te verwerf.

6. Ambagstoetse

(1) (a) Elke vakleerling in 'n aangewese ambag moet in 'n ambagstoets slaag om as ambagsman te kwalifiseer.

(b) Ambagstoetse moet by 'n toetssentrum, wat deur die Raad geakkrediteer is, afgeneem word op 'n datum wat deur die Raad, in samewerking met die toetssentrum, bepaal word.

(2) Om as 'n kandidaat vir 'n ambagstoets, bedoel in subklousule (1) (a), aanvaar te word, moet 'n vakleerling—

(a) deur middel van die modulêre leerstof sy institusionele asook intaakopleidingsprogram, wat deur die Raad vir die betrokke ambag goedgekeur is, suksesvol voltooi;

(b) uitgesonderd in besondere omstandighede, soos deur die Raad goedgekeur, minstens die Nasionale Tegniese Sertifikaat, Deel II (N2), in vier vakke, of die geïntegreerde kursus (N2) of 'n gelykwaardige tegniese sertifikaat verwerf het waarvan, in alle gevalle hierbo genoem, een vak die toepaslike ambagsteorie moet wees; en

(c) die minimum leertyd, soos ingevolge klousules 2 (2) (b) en 2 (4) vasgestel, voltooi.

(3) Wanneer 'n vakleerling met sy eerste poging in die ambagstoets druip, mag 'n verdere twee pogings toegelaat word, indien deur die Raad goedgekeur, voordat sy maksimum leertyd verstryk, waarna die kontrak beëindig word.

(4) Die koste verbonde aan ambagstoetse (alle pogings) soos in subklousule (3) genoem, word deur die werkgever voorgesket. Waar 'n vakleerling sy ambagstoets druip word dié koste, wat deur die werkgever aangegaan is, van die vakleerling in vier gelyke paaiementte verhaal.

7. Logboek

'n Logboek, soos deur die Raad goedgekeur, moet deur alle vakleerlinge op datum gehou word ten opsigte van alle persoonlike en opleidingsinligting. Dit moet van tyd tot tyd deur die opleidingskontroleur nagesien word.

8. Opleiding

Wanneer 'n vakleerling met sy eerste poging in die vaardigheidstoets van enige bepaalde module druip, mag 'n verdere twee pogings toegelaat word. Elke poging se maksimum tyd is dieselfde. Nadat 'n vakleerling in sy derde vaardigheidstoets van enige bepaalde module gedruip het of in enige vyf modules meer as een poging gedruip het, geld verdere optrede soos bedoel in klousule 2 (5).

9. Training courses

An employer must provide an apprentice with modular practical and institutional training or have him trained in the trade for which he is indentured, according to the training schedule and procedure as approved by the Board and issued to the employer from time to time.

No. R 1632

12 July 1991

MANPOWER TRAINING ACT, 1981**TRAINING SCHEME FOR THE CIVIL ENGINEERING INDUSTRY**

I, Eli van der Merwe Louw, Minister of Manpower—

(a) hereby withdraw, in terms of section 39 (6) read with section 39 (3) of the Manpower Training Act, 1981, Government Notice No. R. 2332 of 29 October 1982, as extended by Government Notices Nos. R. 2528 of 8 November 1985 and R. 2623 of 23 December 1988, as amended by Government Notice No. R. 2735 of 15 December 1989, with effect from the second Monday after the date of publication of this notice; and

(b) hereby declares, in terms of section 39 (5) of the said Act, that the provisions of the Scheme which appears in the Schedule hereto, shall be binding, with effect from the second Monday after the date of publication of this notice and for a period ending one year from the said date, upon all employers and employees engaged or employed in the Civil Engineering Industry in the Republic of South Africa.

E. VAN DER M. LOUW,

Minister of Manpower.

SCHEDULE

The Training Scheme for the Civil Engineering Industry, hereinafter referred to as "the Industry", has been established by the South African Federation of Civil Engineering Contractors for the training of employees in the Industry and provides for the establishment of a Fund for the purposes of the Scheme; the payment of contributions to the Fund by employers in the Industry; and the appointment of the Civil Engineering Industry Training Board to administer the Fund, which shall be called the "Civil Engineering Industry Training and Development Fund".

1. NAME OF THE SCHEME

The name of the Scheme shall be the "Civil Engineering Industry Training Scheme".

2. SCOPE OF APPLICATION OF THE SCHEME

The provisions of the Scheme shall be observed by all employers and employees who are engaged or employed in the Civil Engineering Industry in the Republic of South Africa.

9. Opleidingskursusse

'n Werkgewer moet 'n vakleerling modulêre, praktiese en institusionele onderrig gee of laat onderrig in die ambag waarvoor hy ingeboek is, volgens die opleidingskedule en prosedure wat deur die Raad goedgekeur en van tyd tot tyd aan die werkgewer beskikbaar gestel word.

No. R. 1632

12 Julie 1991

WET OP MANNEKRAGOPLEIDING, 1981**OPLEIDINGSKEMA VIR DIE SIVIELE INGENIEURSNYWERHEID**

Ek, Eli van der Merwe Louw, Minister van Mannekrag—

(a) trek hierby, kragtens artikel 39 (6) saamgelees met artikel 39 (3) van die Wet op Mannekragopleiding, 1981, Goewermentskennisgewing No. R. 2332 van 29 Oktober 1982, soos verleng by Goewermentskennisgewings Nos. R. 2528 van 8 November 1985 en R. 2623 van 23 Desember 1988, soos gewysig by Goewermentskennisgewing No. R. 2735 van 15 Desember 1989, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, in; en

(b) verklaar hierby, kragtens artikel 39 (5) van genoemde Wet, dat die bepalings van die Skema wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat een jaar vanaf genoemde datum eindig, bindend is vir alle werkgevers en werknemers wat betrokke is by of in diens is in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.

E. VAN DER M. LOUW,

Minister van Mannekrag.

BYLAE

Die Opleidingskema vir die Siviele Ingenieursnywerheid, hierna genoem "die Nywerheid", is ingestel deur die Suid-Afrikaanse Federasie van Aannemers vir Siviele Ingenieurswerk vir die opleiding van werknemers in die Nywerheid en maak voorsiening vir die instelling van 'n Fonds vir die doeleindes van die Skema; die betaling van bydraes aan die Fonds deur werkgevers in die Nywerheid; en die aanwysing van die Siviele Ingenieursnywerheid Opleidingsraad om die Fonds, wat as die "siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds" bekend sal staan, te administreer.

1. NAAM VAN DIE SKEMA

Die naam van die Skema is die "Opleidingskema van die Siviele Ingenieursnywerheid".

2. TOEPASSINGSBESTEK VAN DIE SKEMA

Die bepalings van die Skema moet nagekom word deur alle werkgevers en werknemers in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.

3. DEFINITIONS

Any expression used in this Scheme which is defined in the Manpower Training Act, 1981, shall have the same meaning as in the Act and any reference to the Act shall include any amendments to the Act and any regulations made in terms of the Act and, unless inconsistent with the context—

"Act" means the Manpower Training Act, 1981 (Act No. 56 of 1981);

"Board" means the Civil Engineering Industry Training Board;

"Civil Engineering Industry" or **"Industry"** means (subject to the provisions of the demarcation determination published under Government Notice No. R. 1831 of 11 October 1968, as amended from time to time), the industry in which employers (other than local authorities and the State) and employees are associated for the purpose of carrying out work of a civil engineering character and includes such work in connection with any one or more of the following activities:

(a) The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons, rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbours; quays or wharves; earthworks; encasements, housings or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defence works; mine headgears; pipelines; piers; railways; reservoirs; river works; roads or streets; sewage works; sewers; shafts or tunnels; silos; sportsfields or grounds; swimming baths; viaducts or water treatment plants;

(b) excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures;

(c) the asphaltting, concreting, gravelling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes—

(i) any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and

(ii) the making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in paragraphs (a) to (c) inclusive,

but excluding—

(aa) work in connection with any one or more of the activities specified in (b) above where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, are carried out by employers erecting such structures;

(ab) work in connection with any one or more of the activities specified in (c) above when undertaken as incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures; and

3. WOORDOMSKRYWINGS

Enige uitdrukking wat in hierdie Skema gebruik en in die Wet op Mannekragopleiding, 1981, omskryf word, het dieselfde betekenis as in die Wet en enige verwysing na die Wet omvat enige wysigings aan die Wet en enige regulasies uitgevaardig ingevolge die Wet en, tensy onbestaanbaar met die sinsverband, beteken—

"Federasie" die Suid-Afrikaanse Federasie van Aannemers vir Siviele Ingenieurswerk;

"Fonds" die Siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds bedoel in klousule 5;

"Raad" die Siviele Ingenieursnywerheid Opleidingsraad;

"Registrateur" die Registrateur van Mannekragopleiding aangestel kragtens die Wet;

"Siviele Ingenieursnywerheid" of **"Nywerheid"** (behoudens die bepaling van die afbakeningsvasstelling gepubliseer by Goewermentskennisgewing No. R. 1831 van 11 Oktober 1968, soos van tyd tot tyd gewysig) die Nywerheid waarin werkgewers (uitgesonderd plaaslik owerhede en die Staat) en werknemers met mekaar geassosieer is vir die verrigting van werk van siviele ingenieursaard, en omvat dit sodanige werk wat verband hou met een of meer van die volgende werksaamhede:

(a) Die konstruksie van vliegveldaanloopbane of -laaiblaaie; waterkanale; opgaarkuile of brandstofruime; brûe; kabelgange; caissons, vlotte of ander skeepstrukture; kanale; koeltorings, watertorings of ander torings; damme; dokke; hawens; kaaie of skeepswerwe; grondwerke; bedekkings, omhulsels of stutte vir installasies, masjinerie of uitrusting; fabriek- of werkeskoorstene; filtreerbeddings; land- of seeverdedigingswerke; mynskagtorings; pypleidinge; piere; treinspore; reservoirs; rivierwerke; paaie of strate; rioolwerke; riole; skagte of tonnels; silo's sportvelde of -terreine; swembaddens; viadukte of waterbehandelingsinstallasies;

(b) uitgrawingswerk of die konstruksie van fondamente, hyserskagte, heiwerke, keermure, trapkuile, ondergrondse parkeergarages of ander ondergrondse strukture;

(c) die asfaltering, betonnering, begruising, gelyk-making of bestrating van parkeergebiede, syppaadjies, paaie, strate, vliegveldaanloopbane of laaiblaaie, persele of terreine; en omvat dit verder—

(i) alle werk van 'n soortgelyke aard of werk wat gepaard gaan met of voortspruit uit enige van voormelde werksaamhede; en

(ii) die maak, herstel, nagaan of opknapping van gereedskap, voertuie, installasies, masjinerie of uitrusting in werkwinkels wat bedryf word deur werkgewers wat betrokke is by enige een van die werksaamhede wat in paragraaf (a) tot en met (c) bedoel word,

maar uitgesonderd—

(aa) werk wat verband hou met een of meer van die werksaamhede in (b) hierbo uiteengesit, waar sodanige werk, wanneer dit onderneem word in verband met die oprigting van strukture wat die algemene kenmerk van geboue het en, ongeag of sodanige werk probleme van siviele ingenieursaard behels al dan nie, gedoen word deur die werkgewers wat sodanige strukture oprig;

(ac) any work falling within the scope of the Iron, Steel, Engineering and Metallurgical Industries as defined in the Agreement published under Government Notice No. R. 479 of 29 March 1974;

"employee" means any employee, as defined in the Act, who is employed by or who performs work for an employer in the Industry;

"employer" means any employer, as defined in the Act, who employs or provides work for any employee in the Industry;

"Federation" means the South African Federation of Civil Engineering Contractors;

"Fund" means the Civil Engineering Industry Training and Development Fund referred to in clause 5;

"Registrar" means the Registrar of Manpower Training appointed in terms of the Act; and

"Scheme" means the Civil Engineering Industry Training Scheme.

4. OBJECTS OF THE SCHEME

The objects of the Scheme shall be—

(a) to provide the necessary funds to ensure an adequate supply of trained employees for the Industry and to assist financially with the training and development of employees for the Industry at all levels in order that all contributing employers will have equal opportunities for the training and development of their employees; and

(b) to finance the administration and the objects of the Board as set out in its constitution.

5. CIVIL ENGINEERING INDUSTRY TRAINING AND DEVELOPMENT FUND

(1) The Civil Engineering Industry Training Fund, established in terms of Government Notice No. R. 2352 of 22 December 1972, is hereby continued and shall, with effect from the date of coming into operation of this Scheme be known as the Civil Engineering Industry Training and Development Fund.

(2) The Fund shall be administered by the Board.

(3) Into the Fund shall be paid—

(a) training levies in terms of clause 7 of this Scheme;

(b) interest and/or capital appreciation derived from the investment of any monies of the Fund; and

(c) any other monies to which the Fund may become entitled.

(4) The monies of the Fund shall be used for the attainment of the objects of the Scheme as set out in clause 4.

6. ESTABLISHMENT AND FUNCTIONS OF THE CIVIL ENGINEERING INDUSTRY TRAINING BOARD

(1) The Civil Engineering Industry Training Board has been established by the South African Federation of Civil Engineering Contractors in accordance with a constitution approved by the Registrar.

(ab) werk wat verband hou met een of meer van die werksaamhede in (c) hierbo uiteengesit, wanneer dit onderneem word as 'n bykomstige werksaamheid in verband met die oprigting van strukture wat die algemene kenmerk van geboue het of wanneer dit onderneem word deur die werkgewers wat sodanige strukture oprig, en

(ac) enige werk wat binne die bestek van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede val, soos omskryf in die Ooreenkoms wat by Goewermentskennisgewing No. R. 479 van 29 Maart 1974 gepubliseer is;

"Skema" die Opleidingskema vir die Siviele Ingenieursnywerheid;

"werkgewer" enige werkgewer soos in die Wet omskryf, wat enige werknemer in diens het of van werk voorsien in die Nywerheid;

"werknemer" enige werknemer soos in die Wet omskryf, wat in diens is by of werk vir 'n werkgewer in die Nywerheid; en

"Wet" die Wet op Mannekragopleiding, 1981 (Wet No. 56 van 1981).

4. DOELSTELLINGS VAN DIE SKEMA

Die doelstellings van die Skema is—

(a) om die nodige fondse te voorsien ten einde te verseker dat voldoende opgeleide werknemers vir die Nywerheid beskikbaar is en om die opleiding en ontwikkeling van werknemers op alle vlakke in die Nywerheid finansiële te ondersteun sodat alle bydraende werkgewers gelyke geleenthede vir die opleiding en ontwikkeling van hul werknemers sal hê; en

(b) om die administrasie en doelstellings van die Raad, soos in sy konstitusie uiteengesit, te finansier.

5. SIVIELE INGENIEURSNYWERHEID OPLEIDINGS- EN ONTWIKKELINGSFONDS

(1) Die Opleidingsfonds vir die Siviele Ingenieursnywerheid, ingestel ingevolge Goewermentskennisgewing No. R. 2352 van 22 Desember 1972, word hiermee voortgesit en sal vanaf die datum van inwerking-treding van hierdie Skema bekend staan as die Siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds.

(2) Die Fonds sal deur die Raad geadministreer word.

(3) In die Fonds word inbetaal—

(a) opleidingsheffings kragtens klousule 7 van hierdie Skema;

(b) rente en/of kapitaal aanwas wat voortvloei uit die belegging van enige geld van die Fonds; en

(c) enige ander gelde waarop die Fonds geregtig mag word.

(4) Die gelde van die Fonds word aangewend vir die bereiking van die doelstellings van die Skema soos uiteengesit in klousule 4.

6. INSTELLING EN FUNKSIES VAN DIE SIVIELE INGENIEURSNYWERHEID OPLEIDINGSRAAD

(1) Die Siviele Ingenieursnywerheid Opleidingsraad is deur die Suid-Afrikaanse Federasie van Aannemers vir Siviele Ingenieurswerk ingestel in ooreenstemming met die konstitusie wat deur die Registrateur goedgekeur is.

(2) The Board has the power to deal with all matters falling within the scope of the objects of the Scheme as set out in clause 4.

7. RETURNS AND CONTRIBUTIONS TO THE FUND

(1) From the Scheme's date of coming into operation every employer in the Industry shall—

(a) submit to the Board, at P.O. Box 644, Bedfordview, 2008, or such other address as may be advised by the Board in writing to the employer, by the 21st day of the second month following the end of each quarter, a return showing the total salaries and wages paid by him to all his employees, excluding Directors, employed in the Industry, as well as the total number of such employees employed by him, during the three calendar months proceeding 31 March, 30 June, 30 September and 31 December of each year, which returns shall be certified annually by a public auditor or in the case of a Close Corporation, by an accounting officer;

(b) pay, by cheque, to the Civil Engineering Industry Training and Development Fund, a levy of 0,6 per cent of the total salaries and wages paid by him to all such employees as were employed by him in the Industry during the period covered by the return referred to in paragraph (a), which cheque shall accompany the said return.

(2) If any employee is employed partly in the Civil Engineering Industry and partly in another industry, the proportion of the total salaries and wages of such an employee to which the levy is to be applied, shall be the same proportion as the ratio of work done in the Civil Engineering Industry to the total work done by the employee.

(3) The costs incurred in collecting late levies or contributions shall be charged to and paid by the employer concerned.

8. INFORMATION

The Board shall furnish every employer in the Industry with details concerning the Schedule in such form as the Board may from time to time determine: Provided that such details shall include at least the constitutions of the Scheme and of the Board, the contributions to be made or levies payable to the Fund, the financial incentives to be provided under the Scheme and the procedure to be followed for the lodging of claims against the Fund.

9. FINANCE

(1) All moneys received shall be deposited in a banking account in the name of the Fund within seven (7) days of receipt thereof: Provided that one sixth of the 0,6 per cent contribution, being 0,1 per cent of the total salary and wage return as received in terms of clause 7 (1) (b), shall be deposited in a separate account for the purpose of financing Faculties of Civil Engineering Departments at Universities in the Republic of South Africa for the benefit of the Industry.

(2) Die Raad het die bevoegdheid om met alle sake binne die bestek van die doelstellings van hierdie Skema, soos in klousule 4 uiteengesit, te handel.

7. OPGAWES EN BYDRAES TOT DIE FONDS

(1) Vanaf die datum van inwerkingtreding van hierdie Skema moet elke werkgever in die Nywerheid—

(a) by die Raad te Posbus 644, Bedfordview, 2008, of sodanige ander adres as wat die Raad skriftelik aan die werkgever mag verwittig, teen die 21ste dag van die tweede maand wat volg op die einde van elke kwartaal, 'n opgawe indien van die totale salarisse en lone wat deur hom betaal is aan al sy werknemers, Direkteure uitgesluit, wat in die Nywerheid in diens was, asook van die getal sodanige werknemers wat in sy diens was, gedurende die drie kalendermaande wat 31 Maart, 30 Junie, 30 September en 31 Desember van elke jaar voorafgaan, welke opgawes jaarliks deur 'n openbare ouditeur, of in die geval van 'n Beslote Korporasie, deur 'n rekenpligtige amptenaar gesertifiseer moet wees; en

(b) aan die Siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds 'n heffing betaal, per tjek, van 0,6 persent van die totale salarisse en lone wat die werkgever betaal het aan alle sodanige werknemers wat by hom in diens was in die Nywerheid gedurende die tydperk gedek deur die opgawe in paragraaf (a) bedoel, welke tjek die genoemde opgawe moet vergeesel.

(2) Indien 'n werknemer gedeeltelik in die Siviele Ingenieursnywerheid en gedeeltelik in 'n ander nywerheid in diens is, moet die gedeelte van die totale salarisse en lone van sodanige werknemers waarop die heffing betaalbaar is, in dieselfde verhouding wees as die verhouding waarin die werk deur die werknemer in die Siviele Ingenieursnywerheid verrig, staan tot die totale werk deur hom verrig.

(3) Die koste verbonde aan die insameling van laat heffings of bydraes word verhaal op en betaal deur die betrokke werkgever.

8. INLIGTING

Die Raad moet elke werkgever in die Nywerheid voorsien van besonderhede rakende die Skema in sodanige vorm as wat die Raad van tyd tot tyd bepaal: Met dien verstande dat sodanige besonderhede minstens die konstitusies van die Skema en die Raad, die heffings wat aan die Fonds betaal moet word of die bydraes wat aan die Fonds gemaak moet word, die opleidingsaansporings wat ingevolge die Skema verskaf word en die prosedure wat vir die instelling van eise teen die Fonds gevolg moet word, moet insluit.

9. FINANSIES

(1) Alle gelde wat ontvang word, moet inbetaal word in 'n bankrekening in die naam van die Fonds binne (7) sewe dae na ontvangs daarvan: Met dien verstande dat een sesde van die 0,6 persent bydrae, te wete 0,1 persent van die totale salaris- en loonopgawe, soos ontvang ooreenkomstig klousule 7 (1) (b), in 'n aparte rekening gedeponeer word vir die doeleindes van die finansiering van die Fakulteite van Siviele Ingenieursdepartemente aan universiteite in die Republiek van Suid-Afrika tot voordeel van die Nywerheid.

(2) All payments made out of the Fund shall be made by cheque drawn on the banking account and shall be signed by the Director of the Board and co-signed by any other person authorized thereto in writing by the Board.

(3) Funds which are not required for immediate use shall at the discretion of the Board be invested in—

(a) internal registered stock as contemplated in section 21 of the Exchequer Act, 1975 (Act No. 66 of 1975);

(b) National Savings Certificates;

(c) Post Office savings accounts or certificates;

(d) savings accounts, permanent shares or fixed deposits in building societies or banks,

or in such other manner as may be approved by the Registrar.

(4) The Board shall annually appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund for the period ending on 30 June. Two copies of the audited accounts shall be made available to the Federation and a copy shall be forwarded to the Registrar. Copies shall also be furnished to all contributors to the Fund, on request.

10. DISSOLUTION OF THE FUND

(1) Upon the termination of the Scheme, the assets of the Fund shall be transferred to the Board for disposal in accordance with its constitution, after consultation with the Federation.

(2) All administrative charges and liabilities of the Scheme shall then be charged against the Board.

(3) The Registrar shall be notified in good time of the termination of the Scheme.

11. AGENTS

(1) The Board may appoint agents to give effect to the objects of the Scheme on such terms and under such conditions as the Board may deem fit.

(2) The agent shall be empowered to enter any establishment in the Industry and question the employer or any employee for the purpose of ascertaining whether or not the provisions of clause 7 are being observed.

(3) The appointment of an agent may be withdrawn by the Board at any time and for any reason.

12. INDEMNITY

The members of the Board shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or arising from any act performed in their *bona fide* administration of the Fund, or arising from the negligence or fraud of any person employed by the Board, or by reason of any act or omission by members, or by reason of any other matter or thing, save individual wilful or fraudulent acts on the part of such members as can be held responsible and any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising from an allegation involving bad faith in which judgment is given in his favour or in which he is acquitted.

(2) Alle betalings wat uit die Fonds gemaak word moet geskied by wyse van 'n tjek getrek teen die bankrekening van die Skema en geteken deur die Direkteur van die Raad en medeonderteken deur enige ander persoon wat skriftelik deur die Raad daartoe gemagtig is.

(3) Fondse wat nie vir onmiddellike gebruik nodig is nie, moet na die goeddunke van die Raad belê word in—

(a) binnelandse geregistreerde effekte soos bedoel in artikel 21 van die Skatkiswet, 1975 (Wet No. 66 van 1975);

(b) Nasionale Spaarsertifikate;

(c) Posspaarbankrekenings of -sertifikate;

(d) spaarrekenings, permanente aandele of vaste deposito's in bougenootskappe of banke, of op sodanige ander wyse as wat die Registrateur mag goedkeur.

(4) Die Raad moet jaarliks 'n openbare ouditeur aanstel, wat uit die Fonds betaal moet word, om die rekening van die Fonds te audit vir die periode wat op 30 Junie eindig. Twee afskrifte van die geouditeerde state moet beskikbaar gestel word aan die Federasie en 'n afskrif moet aan die Registrateur versend word. Afskrifte moet ook op versoek beskikbaar gestel word aan alle bydraers tot die Fonds.

10. ONTBINDING VAN DIE FONDS

(1) By die beëindiging van die Skema, moet die bates van die Fonds aan die Raad oorgedra word, wat in ooreenstemming met sy konstitusie en na oorleg met die Federasie daarvoor moet beskik.

(2) Alle administratiewe koste en skulde van die Skema word dan teen die Raad in berekening gebring.

(3) Die Registrateur moet vroegtydig van die beëindiging van die Skema in kennis gestel word.

11. AGENTE

(1) Die Raad kan agente aanstel om uitvoering aan die doelstellings van die Skema te gee, op sodanige voorwaardes en onderhewig aan sodanige beheer as wat die Raad goeddink.

(2) 'n Agent het die mag om enige instelling in die Nywerheid te betree en die werkgewer of enige werknemer te ondervra ten einde vas te stel of die bepalinge van klousule 7 nagekom word al dan nie.

(3) Die aanstelling van 'n agent kan te eniger tyd en om watter rede ookal deur die Raad teruggetrek word.

12. VRYWARING

Die lede van die Raad is nie aanspreeklik nie vir enige verlies vir die Fonds wat voortspruit uit enige onbehoorlike belegging gemaak te goeder trou, of deur enige optrede in hul *bona fide*-administrasie van die Fonds, of deur die nalatigheid of bedrog van enige persoon in diens van die Raad, of as gevolg van 'n handeling of versuim deur lede, of as gevolg van enige ander saak, uitgesluit individuele opsetlike of bedrieglike optrede van die kant van sodanige lede wat aanspreeklik gehou kan word en enige sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid opgeloop deur hom in die verdediging van enige vervolging, hetsy sivil of strafregtelik, voortspruitend uit 'n bewering waarby kwade trou betrokke is en waarin regspraak in sy guns gelewer word of waarvan hy vrygespreek word.

13. EXEMPTIONS

Any application for exemption from any provision of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, must be submitted to the Civil Engineering Industry Training Board, P.O. Box 644, Bedfordview, 2008, which shall forward such application together with any recommendation by the Board to the Director-General: Manpower.

No. R. 1636**12 July 1991****LABOUR RELATIONS ACT, 1956****ELECTRICAL INDUSTRY (NATAL): RENEWAL OF AGREEMENT FOR THE ELECTRICAL CONTRACTING SECTION**

I, Dennis van der Walt, 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. 2748 of 11 December 1987, R. 1660 of 19 August 1988, R. 398 of 23 February 1990 and R. 136 of 25 January 1991, to be effective from the date of publication of this notice and for the period ending 30 September 1991.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 1637**12 July 1991****LABOUR RELATIONS ACT, 1956****CLOTHING INDUSTRY, EASTERN PROVINCE: RENEWAL OF PROVIDENT FUND AGREEMENT**

I, Dennis van der Walt, 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 Notice No. R. 706 of 5 April 1991 to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,

Director: Labour Relations.

DEPARTMENT OF TRADE AND INDUSTRY**No. R. 1606****12 July 1991****PRICE CONTROL ACT, 1964****MAXIMUM DEPOSITS IN RESPECT OF RETURNABLE SOFT DRINK BOTTLES**

I, Hermanus Hendrikus Jacobus Steyn, Price Controller, do hereby in terms of section 5 of the Price Control Act, 1964 (Act No. 25 of 1964), prescribe as follows:

13. VRYSTELLINGS

Enige aansoek om vrystelling van enige bepaling van hierdie Skema, wat kragtens artikel 47 van die Wet deur die Minister verleen kan word, moet by die Siviele Ingenieursnywerheid Opleidingsraad, Posbus 644, Bedfordview, 2008, ingedien word, wat sodanige aansoek tesame met enige aanbeveling deur die Raad moet deurstuur na die Direkteur-generaal: Mannekrag.

No. R. 1636**12 Julie 1991****WET OP ARBEIDSVERHOUDING, 1956****ELEKTROTEGNIËSE NYWERHEID (NATAL): HERNUWING VAN OOREENKOMS VIR DIE ELEKTROTEGNIËSE AANNEMINGSEKSIE**

Ek, Dennis van der Walt, 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. 2748 van 11 Desember 1987, R. 1660 van 19 Augustus 1988, R. 398 van 23 Februarie 1990 en R. 136 van 25 Januarie 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1991 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 1637**12 Julie 1991****WET OP ARBEIDSVERHOUDINGE, 1956****KLERASIENYWERHEID, OOSTELIKE PROVINSIE: HERNUWING VAN VOORSORGFONDSOOREENKOMS**

Ek, Dennis van der Walt, 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 Goewermentskennisgewing No. R. 706 van 5 April 1991 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

DEPARTEMENT VAN HANDEL EN NYWERHEID**No. R. 1606****12 Julie 1991****WET OP PRYSBEHEER, 1964****MAKSIMUM DEPOSITO'S TEN OPSIGTE VAN TERUGSTUURBARE KOELDRANKBOTTELS**

Ek, Hermanus Hendrikus Jacobus Steyn, Pryscontroleur, bepaal hierby ingevolge artikel 5 van die Wet op Prysbeheer, 1964 (Wet No. 25 van 1964), soos volg:

1. The maximum deposit per bottle which any seller may charge a person who buys soft drinks from him in returnable bottles, are the amounts specified in the Schedule hereto and the amounts so specified are refunded by a seller of soft drinks to any person who hands to him a returnable empty undamaged soft drink bottle of a brand and size in which he deals.

2. Government Notice No. R. 1507 of 14 July 1989 is hereby withdrawn.

H. H. J. STEYN,
Price Controller.

SCHEDULE

- | | |
|--|-----|
| 1. (a) Per bottle with a content of 750 ml and less..... | 30c |
| (b) Per bottle with a content of 1 000 ml and more..... | 80c |

1. Die maksimum deposito per bottel wat enige verkoper van 'n persoon wat koeldrank in terugstuurbare bottels van hom koop, kan eis, is die bedrae wat in die Bylae hiervan aangegee word en die bedrae aldus aangegee word deur 'n verkoper van sodanige koeldrank uitbetaal aan enigiemand wat 'n terugstuurbare leë onbeskadigde koeldrankbottel van 'n merk en grootte waarin hy handel aan hom aanbied.

2. Goewermentskennisgewing No. R. 1507 van 14 Julie 1989 word hierby herroep.

H. H. J. STEYN,
Pryskontroleur.

BYLAE

- | | |
|--|-----|
| 1. (a) Per bottel met 'n inhoud van 750 ml en minder | 30c |
| (b) Per bottel met 'n inhoud van 1 000 ml en meer | 80c |

Save a drop—and save a million

Water conservation is very important to the community and industry to ensure their survival. So save water!



Spaar 'n druppel—en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad

IMPORTANT ANNOUNCEMENT*Closing times PRIOR TO PUBLIC HOLIDAYS for***LEGAL NOTICES
GOVERNMENT NOTICES 1991***The closing time is 15:00 sharp on the following days:*

- ▶ **21 March**, Thursday, for the issue of Thursday **28 March**
- ▶ **27 March**, Wednesday, for the issue of Friday **5 April**
- ▶ **25 April**, Thursday, for the issue of Friday **3 May**
- ▶ **2 May**, Thursday, for the issue of Friday **10 May**
- ▶ **23 May**, Thursday, for the issue of Thursday **30 May**
- ▶ **3 October**, Thursday, for the issue of Friday **11 October**
- ▶ **12 December**, Thursday, for the issue of Friday **20 December**
- ▶ **17 December**, Tuesday, for the issue of Friday **27 December**
- ▶ **19 December**, Thursday, for the issue of Friday **3 January**

Late notices will be published in the subsequent issue. If, under special circumstances, a late notice is being accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING*Sluitingstye VOOR VAKANSIEDAE vir***WETLIKE KENNISGEWINGS
GOEWERMENSKENNISGEWINGS 1991***Die sluitingstyd is stiptelik 15:00 op die volgende dae:*

- ▶ **21 Maart**, Donderdag, vir die uitgawe van Donderdag **28 Maart**
- ▶ **27 Maart**, Woensdag, vir die uitgawe van Vrydag **5 April**
- ▶ **25 April**, Donderdag, vir die uitgawe van Vrydag **3 Mei**
- ▶ **2 Mei**, Donderdag, vir die uitgawe van Vrydag **10 Mei**
- ▶ **23 Mei**, Donderdag, vir die uitgawe van Donderdag **30 Mei**
- ▶ **3 Oktober**, Donderdag, vir die uitgawe van Vrydag **11 Oktober**
- ▶ **12 Desember**, Donderdag, vir die uitgawe van Vrydag **20 Desember**
- ▶ **17 Desember**, Dinsdag, vir die uitgawe van Vrydag **27 Desember**
- ▶ **19 Desember**, Donderdag, vir die uitgawe van Vrydag **3 Januarie**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n **APARTE Staatskoerant** verlang word moet die kopie drie kalenderweke voor publikasie ingedien word

BELANGRIK!!

Plasing van tale:

Staatskoerante

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* jaarliks geskied met die eerste uitgawe in Oktober.
2. Vir die tydperk 1 Oktober 1990 tot 30 September 1991 word Engels EERSTE geplaas.
3. Hierdie reëling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.*

—oOo—

IMPORTANT!!

Placing of languages:

Government Gazettes

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be effected annually from the first issue in October.
2. For the period 1 October 1990 to 30 September 1991, English is to be placed FIRST.
3. This arrangement is in conformity with Gazettes containing Act of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. *It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.*

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