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GOVERNMENT NOTICES

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 1967 16 August 1991

UNIVERSITIES ACT, 1955

UNIVERSITY OF THE ORANGE FREE STATE

AMENDMENT OF STATUTE

The Council of the University of the Orange Free State has, with the approval of the Minister of Education and Culture, under section 17 (1) of the Universities Act, No. 61 of 1955, framed the statutes set out in the Schedule hereto.

SCHEDULE

1. In this Schedule the expression "the Statute" means the Statute published under Government Notice No. R. 429 of 22 March 1963, as amended by Government Notices Nos. R. 1418 of 13 September 1963, R. 634 of 23 April 1971, R. 1525 of 25 August 1972, R. 521 of 5 April 1973, R. 348 of 8 March 1974, R. 512 of 1 April 1977, R. 2231 of 10 November 1978, R. 296 of 23 February 1979, R. 283 of 15 February 1980, R. 2405 of 28 November 1980, R. 1253 of 19 June 1981, R. 2836 of 31 December 1981, R. 175 of 28 January 1983, R. 567 of 15 March 1985, R. 2592 of 15 November 1985, R. 316 of 21 February 1986 and R. 2661 of 8 December 1989.

2. Paragraph 13 (1) (d) of the Statute is hereby amended by inserting the expression "in opinion of the Council, should" at the beginning of the paragraph.

3. Paragraph 14 of the Statute is hereby amended by adding the following proviso: "Provided that when members are nominated by the Council it shall be endeavoured, taking into consideration the existing Councillors, to nominate persons from the following sectors:

- (a) Agriculture;
- (b) mining and industries;

GOEWERMENSKENNISGEWINGS

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 1967 16 Augustus 1991

WET OP UNIVERSITEITE, 1955

UNIVERSITEIT VAN DIE ORANJE-VRYSTAAT

WYSIGING VAN STATUUT

Die Raad van die Universiteit van die Oranje-Vrystaat het kragtens artikel 17 (1) van die Wet op Universiteite, No. 61 van 1955, met die goedkeuring van die Minister van Onderwys en Kultuur, die statute in die Bylae hiervan opgestel.

BYLAE

1. In hierdie Bylae beteken die uitdrukking "die Statuut" die Statuut wat gepubliseer is by Goewermenskennisgewing No. R. 429 van 22 Maart 1963, soos gewysig by Goewermenskennisgewings Nos. R. 1418 van 13 September 1963, R. 634 van 23 April 1971, R. 1525 van 25 Augustus 1972, R. 521 van 5 April 1973, R. 348 van 8 Maart 1974, R. 512 van 1 April 1977, R. 2231 van 10 November 1978, R. 296 van 23 Februarie 1979, R. 283 van 15 Februarie 1980, R. 2405 van 28 November 1980, R. 1253 van 19 Junie 1981, R. 2836 van 31 Desember 1981, R. 175 van 28 Januarie 1983, R. 567 van 15 Maart 1985, R. 2592 van 15 November 1985, R. 316 van 21 Februarie 1986 en R. 2661 van 8 Desember 1989.

2. Paragraaf 13 (1) (d) van die Statuut word hierby gewysig deur die woorde "na die oordeel van die Raad" aan die begin van die paragraaf in te voeg.

3. Paragraaf 14 van die Statuut word hierby gewysig deur die volgende voorbehoudsbepaling by te voeg: "Met dien verstande dat by die benoeming van lede deur die Raad daar gepoog moet word om, met inagneming van die bestaande Raadslede, persone uit die volgende sektore te benoem:

- (a) Die landbou;
- (b) die mynbou en nywerhede;

- (c) education;
- (d) the legal profession;
- (e) the business community and financial institutions;
- (f) welfare organisations;
- (g) the security forces; and
- (h) medicine."

4. Paragraph 29 (c) of the Statute is hereby amended by deleting the expression "subject to the provisions of subsection (2) of section thirteen of the Act,".

5. Paragraph 56 (1) and (2) of the Statute is hereby amended by the substitution for the words "three times in three Afrikaans newspapers and three English newspapers" of the words "once each in an Afrikaans Sunday newspaper and an English Sunday newspaper and a local daily newspaper".

6. Paragraph 79 of the Statute is hereby amended by the substitution for the words "the Chairman of the Senate" of the words "the Acting Rector".

- (c) die onderwys;
- (d) die regsberoep;
- (e) die sakegemeenskap en finansiële instellings;
- (f) welsynsorganisasies;
- (g) die veiligheidsmagte; en
- (h) die geneeskunde."

4. Paragraaf 29 (c) van die Statuut word hierby gewysig deur die uitdrukking "behoudens die bepalinge van subartikel (2) van artikel dertien van die Wet," te skrap.

5. Paragraaf 56 (1) en (2) van die Statuut word hierby gewysig deur die woorde "drie maal in drie Afrikaanse koerante en drie Engelse koerante" te vervang deur die woorde "een maal elk in 'n Afrikaanse Sondagkoerant en 'n Engelse Sondagkoerant en 'n plaaslike dagblad".

6. Paragraaf 79 van die Statuut word hierby gewysig deur die uitdrukking "as dié vakant is, die Voorsitter van die Senaat" te vervang deur die uitdrukking "in sy afwesigheid, van die waarnemende Rektor".

DEPARTMENT OF AGRICULTURE

No. R. 1970

16 August 1991

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

APPLICATION OF ACT: AMENDMENT

CORRECTION NOTICE

Government Notice No. R. 1639 of 12 July 1991 published by *Government Gazette* No. 13397 of the said date is hereby corrected as follows:

(a) The Table of Schedule C is substituted by the following table:

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

(b) The expression "*Fragaria ananassa* Bailey" where it occurs in the Table of Schedule F is substituted by the expression "*Fragaria x ananassa* Duch".

No. R. 1971

16 August 1991

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

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

CORRECTION NOTICE

Government Notice No. R. 1638 of 12 July 1991 published by *Government Gazette* R. 13397 of the said date is hereby corrected as follows:

(a) The expressions "*Fragaria ananassa* Duch" and "*Triticosecale* Witt" where it occurs in the first column of Table 2 is substituted by the expressions "*Fragaria x ananassa* Duch" and "*x Triticosecale* Witt".

(b) The expression "*Triticosecale* Witt" where it occurs in Table 4 is substituted by the expression "*x Triticosecale* Witt".

DEPARTEMENT VAN LANDBOU

No. R. 1970

16 Augustus 1991

PLANTVERBETERINGSWET, 1976
(WET No. 53 VAN 1976)

TOEPASSING VAN WET: WYSIGING

VERBETERINGSKENNISGEWING

Goewermentskennisgewing No. R. 1639 van 12 Julie 1991 gepubliseer in *Staatskoerant* No. 13397 van vermeldde datum word hierby as volg verbeter —

(a) Die Tabel by Bylae C deur die volgende tabel te vervang:

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

(b) Die uitdrukking "*Fragaria ananassa* Bailey" waar dit in die Tabel by Bylae F voorkom, word deur die uitdrukking "*Fragaria x ananassa* Duch" vervang.

No. R. 1971

16 Augustus 1991

PLANTVERBETERINGSWET, 1976
(WET No. 53 VAN 1976)

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

VERBETERINGSKENNISGEWING

Goewermentskennisgewing No. R. 1638 van 12 Julie 1991 gepubliseer in *Staatskoerant* No. 13397 van vermeldde datum word hierby as volg verbeter —

(a) Die uitdrukkings "*Fragaria ananassa* Duch" en "*Triticosecale* Witt" waar dit in die eerste kolom van Tabel 2 voorkom, word deur die uitdrukkings "*Fragaria x ananassa* Duch" en "*x Triticosecale* Witt" vervang.

(b) Die uitdrukking "*Triticosecale* Witt" waar dit in Tabel 4 voorkom, word deur die uitdrukking "*x Triticosecale* Witt" vervang.

DEPARTMENT OF FINANCE

No. R. 1894

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/93)

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

J. A. VAN WYK,

Deputy Minister of Finance.

DEPARTEMENT VAN FINANSIES

No. R. 1894

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 4 (No. 4/93)

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II			Description	III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.			
407.00				By the substitution for Note 2 of the following: "2. The rebate of duty specified in item 407.02 shall not apply to golf clubs and fire-arms acquired abroad or at any duty-free shop and imported by residents of the Republic returning after an absence of less than 6 months". By the substitution for Note 5 of the following: "5. The rebate of duty specified in rebate item 407.02/00.00/02.00 is only applicable if the total value of the goods declared under this item (excluding goods provided for item 407.01) does not exceed R2 500".		
407.02	"00.00	02.00	02	By the substitution for rebate code 02.00 to tariff heading No. 00.00 of the following: Additional goods, new or used, of a total value not exceeding R2 000 per person (excluding goods of a class or kind specified in rebate items 407.02/22.00, 407.02/24.02, 407.02/24.03 and 407.02/33.03)	Full duty less 20%"	

Note.—The effect of this amendment is that the flat-rate allowance is increased from R1 000 to R2 000 and that watches and apparel of fur skin acquired or in any duty-free shop and imported by returning residents from the Republic after an absence of less than 6 months, be included in the duty-free allowance.

BYLAE

I Korting- Item	II			Beskrywing	III Mate van Korting	Annota- sies
	Tarief pos	Korting- kode	T. S.			
407.00				Deur Opmerking 2 deur die volgende te vervang: "2. Die korting op reg in item 407.02 vermeld, is nie van toepassing op gholfstokke en vuurwapens in die buiteland of by enige belastingvrye winkel verkry en ingevoer deur terugkerende inwoners van die Republiek na 'n afwesigheid van minder as 6 maande nie". Deur Opmerking 5 deur die volgende te vervang: "5. Die korting op reg in kortingitem 407.02/00.00/02.00 vermeld, is slegs van toepassing indien die totale waarde van die goedere wat onder hierdie item (uitgesonderd goedere waarvoor in item 407.01 voorsien word) verklaar word, hoogste R2 500 is".		
407.02	"00.00	02.00	02	Deur kortingkode No. 02.00 by tariefpos No. 00.00 deur die volgende te vervang: Addisionele goedere, nuut of gebruik, met 'n totale waarde van hoogstens R2 000 per persoon (uitgesonderd goedere van 'n klas of soort soos vermeld in kortingitems 407.02/22.00, 407.02/24.02, 407.02/24.03 en 407.02/33.03)	Volle reg min 20%"	

Opmerking.—Die uitwerking van hierdie wysiging is dat die aanslag teen 'n eenvormige skaal van reg vir passasiers van R1 000 na R2 000 verhoog word en dat horlosies en kledingstukke van pelsvel in die buiteland of enige belastingvrye winkel verkry en ingevoer deur terugkerende inwoners van die Republiek na 'n afwesigheid van minder as 6 maande, by die belastingvrytoegewings ingesluit word.

No. R. 1895**16 August 1991****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 3 (No. 3/149)**

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1895**16 Augustus 1991****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 3 (No. 3/149)**

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.	Description		
312.01	"39.00	01.02	23	By the substitution for tariff headings Nos. 39.00, 39.07, 39.16, 39.17, 39.19, 39.20, 39.21 and 3926.90 of the following: Plastics (excluding polymers of ethylene having a specific gravity of less than 0,94 and polymers of vinyl chloride) and articles thereof (excluding those of polymers of vinyl chloride)	Full duty"	

Note. — The existing rebate provisions for plastics for the manufacture of footwear are combined.

BYLAE

I Korting- Item	II				III Mate van Korting	Annotations
	Tarief pos	Korting kode	T. S.	Beskrywing		
312.01	"39.00	01.02	23	Deur tariefposte Nos. 39.00, 39.07, 39.16, 39.17, 39.19, 39.20, 39.21 en 3926.90 deur die volgende te vervang: Plastieke (uitgesonderd polimere van etileen met 'n spesifieke digtheid van minder as 0,94 en polimere van vinielchloried) en artikels daarvan (uitgesonderd dié van polimere van vinielchloried)	Volle reg"	

Opmerking. — Die bestaande kortingsvoorsienings vir plastieke vir die vervaardiging van skoeisel word gekombineer.

No. R. 1896**16 August 1991****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 3 (No. 3/148)**

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1896**16 Augustus 1991****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 3 (No. 3/148)**

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.	Description		
307.01				By the deletion of rebate code 03.00 to tariff heading No. 39.19.		

Note. — The provision for a rebate of the duty on certain plates, sheets, film, foil and strip, of vinyl chloride polymers and copolymers, self-adhesive, of a thickness exceeding 0,05 mm, but not exceeding 0,08 mm and of a width exceeding 150 mm, for cutting into strip of a width not exceeding 150 mm, is withdrawn.

BYLAE

I Korting- Item	II				III Mate van Korting	Annota- sies
	Tarief pos	Korting- kode	T. S.	Beskrywing		
307.01				Deur kortingkode 03.00 by tariefpos No. 39.19 te skrap.		

Opmerking.—Die voorsiening vir 'n korting van die reg op sekere plate, velle, film, foelie en reep, van vinylchloriedpolimere en -kopolimere, selfklewend, met 'n dikte van meer as 0,05 mm maar hoogstens 0,08 mm en met 'n wydte van meer as 150 mm, vir die sny van reep met 'n wydte van hoogstens 150 mm, word ingetrek.

No. R. 1897

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/397)

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1897

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/397)

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
23.09			By the insertion after subheading No. 2309.90.40 of the following: Preparations put up as crustacean food	kg	free"	
	".50	2				

Note.—Separate provision is made for preparations put up as crustacean food, and the rate of duty thereon is reduced from 20% to free.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno- tasies
23.09			Deur na subpos No. 2309.90.40 die volgende in te voeg: Vorbereidings as skaaldierkos bemark	kg	vry"	
	".50	2				

Opmerking.—Afsonderlike voorsiening word gemaak vir voorbereidings as skaaldierkos bemark en die skaal van reg daarop word van 20% na vry verlaag.

No. R. 1898

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/398)

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1898

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/398)

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

Heading	Subhead- ing	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
30.03			By the insertion after subheading No. 3003.90.30 of the following: Medicaments with a basis of zidovudine	kg	free"	
30.04			By the insertion after subheading No. 3004.90.30 of the following: Medicaments with a basis of zidovudine	kg	free"	
	".33	3				
	".33	7				

Note.—Specific provision is made for medicaments with a basis of zidovudine and the rate of duty thereon is reduced from 20% to free.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
30.03			Deur na subpos No. 3003.90.30 die volgende in te voeg:			
	“.33	3	Geneesmiddels met 'n basis van sidovudien	kg	vry"	
30.04			Deur na subpos No. 3004.90.30 die volgende in te voeg:			
	“.33	7	Geneesmiddels met 'n basis van sidovudien	kg	vry"	

Opmerking.—Spesifieke voorsiening word gemaak vir geneesmiddels met 'n basis van sidovudien en die skaal van reg daarop word van 20% na vry verlaag.

No. R. 1899

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/399)

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1899

16 Augustus 1991

DOEANE- EN AKSYNS WET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/399)

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
30.06			By the substitution for subheading No. 3006.60.10 of the following:			
	“.20	9	Preparations based on hormones	kg	free"	

Note.—The effect of this amendment is that the rate of duty on oral contraceptives based on hormones is reduced from 20% to free.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
30.06			Deur subpos No. 3006.60.10 deur die volgende te vervang:			
	“.20	9	Preparate wat op hormone gebaseer is	kg	vry"	

Opmerking.—Die uitwerking van hierdie wysiging is dat die skaal van reg op slukvoorbewoedmiddels wat op hormone gebaseer is van 20% na vry verlaag word.

No. R. 1900

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/147)

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1900

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/147)

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II			III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D. Description		
306.01			By the deletion of rebate code 01.00 to tariff heading No. 29.17.		

Note.—The provision for a rebate of duty on maleic anhydride for the manufacture of tartaric acid, fumaric acid and malic acid is withdrawn.

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
306.01				Deur kortingkode 01.00 by tariefpos No. 29.17 te skrap.		

Opmerking. — Die voorsiening vir 'n korting op reg op maleïensuuranhidried vir die vervaardiging van wynsteensuur, fumaarsuur en appelsuur word ingetrek.

No. R. 1901

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/92)

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

J. A. VAN WYK,
Deputy Minister of Finance.

No. R. 1901

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 4 (No. 4/92)

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

J. A. VAN WYK,
Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
460.06				By the deletion of rebate code 02.00 to tariff heading No. 29.17.		

Note. — The provision for a rebate of duty on maleic anhydride is withdrawn.

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
460.06				Deur kortingkode 02.00 by tariefpos No. 29.17 te skrap.		

Opmerking. — Die voorsiening vir 'n korting op reg op maleïensuuranhidried word ingetrek.

No. R. 1902

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/401)

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

J. A. VAN WYK,
Deputy Minister of Finance.

No. R. 1902

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/401)

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

J. A. VAN WYK,
Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
61.15			By the substitution for heading No. 61.15 of the following: Panty hose, tights, stockings, socks and other hosiery, including stockings for varicose veins and footwear without applied soles, knitted or crocheted.			
"61.15	6115.1 6115.11	8	Panty hose and tights: Of synthetic fibres, measuring per single yarn less than 67 dtex: Of polyurethane elastomeric yarn, designed to give relief to persons suffering from blood circulatory problems	pr.	free	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
	.90	9	Other	pr.	20%	
	6115.12		Of synthetic fibres, measuring per single yarn 67 dtex or more:			
	.20	4	Of polyurethane elastomeric yarn, designed to give relief to persons suffering from blood circulatory problems	pr.	free	
	.90	5	Other	pr.	20%	
	6115.19	4	Of other textile materials	pr.	20%	
	6115.20		Women's full-length or knee-length hosiery, measuring per single yarn 67 dtex or more:			
	.30	3	Of polyurethane elastomeric yarn, designed to give relief to persons suffering from blood circulatory problems	pr.	free	
	.90	7	Other	pr.	20%	
	6115.9		Other:			
	6115.91		Of wool or fine animal hair:			
	.15	8	Socks, with a foot length not exceeding 160 mm or 110 mm in respect of "stretch" type socks	pr.	20% or 140c/pr. less 80%	
	.25	2	Other socks	pr.	20% or 170c/pr. less 80%	
	.90	5	Other	pr.	20%	
	6115.92		Of cotton:			
	.15	4	Socks, with a foot length not exceeding 160 mm or 110 mm in respect of "stretch" type socks	pr.	20% or 140c/pr. less 80%	
	.25	1	Other socks	pr.	20% or 170c/pr. less 80%	
	.90	1	Other	pr.	20%	
	6115.93		Of synthetic fibres:			
	.15	0	Of polyurethane elastomeric yarn, designed to give relief to persons suffering from blood circulatory problems	pr.	free	
	.25	8	Socks, with a foot length not exceeding 160 mm or 110 mm in respect of "stretch" type socks	pr.	20% or 140c/pr. less 80%	
	.35	8	Other socks	pr.	20% or 170c/pr. less 80%	
	.90	8	Other	pr.	20%	
	6115.99		Of other textile materials:			
	.15	9	Socks, with a foot length not exceeding 160 mm or 110 mm in respect of "stretch" type socks	pr.	20% or 140c/pr. less 80%	
	.25	6	Other socks	pr.	20% or 170c/pr. less 80%	
	.90	6	Other	pr.	20% "	

Note. — The effect of this amendment is that—

(a) heading No. 61.15 is restated and the rates of duty on certain hosiery are amended; and

(b) a separate duty free provision is made for certain hosiery of polyurethane elastomeric yarn, designed to give relief to persons suffering from blood circulatory problems.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
61.15			Deur pos No. 51.15 deur die volgende te vervang:			
"61.15			Broekiekouse, spanbroeke, kouse, sokkies en ander kousware, met inbegrip van kouse vir spat-are en skoelisel sonder aangehegte sole, gebrei of gehekel.			
	6115.1		Broekiekouse en spanbroeke:			
	6115.11		Van sintetiese vesels, met 'n afmeting per enkelgaring van minder as 67 dtex:			
	.20	8	Van poliuretaanelastomeergaring, ontwerp om verligting te gee aan persone wat aan bloedsomloopprobleme ly	pr.	vry	

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
	.90	9	Ander	pr.	20%	
	6115.12		Van sintetiese vesels, met 'n afmeting per enkelgaring van minstens 67 dtex:			
	.20	4	Van poliuretaanelastomeergaring, ontwerp om verligting te gee aan persone wat aan bloedsomloopprobleme ly	pr.	vry	
	.90	5	Ander	pr.	20%	
	6115.19	4	Van ander tekstielstowwe	pr.	20%	
	6115.20		Vroue vollengte of knielengte kousware, met 'n afmeting per enkelgaring van minstens 67 dtex:			
	.30	3	Van poliuretaanelastomeergaring, ontwerp om verligting te gee aan persone wat aan bloedsomloopprobleme ly	pr.	vry	
	.90	7	Ander	pr.	20%	
	6115.9		Ander:			
	6115.91		Van wol of fyn dierehaar:			
	.15	8	Sokkies, met 'n voetlengte van hoogstens 160 mm of 110 mm ten opsigte van "rek"-tipe sokkies	pr.	20% of 140c/pr. min 80%	
	.25	2	Ander sokkies	pr.	20% of 170c/pr. min 80%	
	.90	5	Ander	pr.	20%	
	6115.92		Van katoen:			
	.15	4	Sokkies, met 'n voetlengte van hoogstens 160 mm of 110 mm ten opsigte van "rek"-tipe sokkies	pr.	20% of 140c/pr. min 80%	
	.25	1	Ander sokkies	pr.	20% of 170c/pr. min 80%	
	.90	1	Ander	pr.	20%	
	6115.93		Van sintetiese vesels:			
	.15	0	Van poliuretaanelastomeergaring, ontwerp om verligting te gee aan persone wat aan bloedsomloopprobleme ly	pr.	vry	
	.25	8	Sokkies, met 'n voetlengte van hoogstens 160 mm of 110 mm ten opsigte van "rek"-tipe sokkies	pr.	20% of 140c/pr. min 80%	
	.35	8	Ander sokkies	pr.	20% of 170c/pr. min 80%	
	.90	8	Ander	pr.	20%	
	6115.99		Van ander tekstielstowwe:			
	.15	9	Sokkies, met 'n voetlengte van hoogstens 160 mm of 110 mm ten opsigte van "rek"-tipe sokkies	pr.	20% of 140c/pr. min 80%	
	.25	6	Ander sokkies	pr.	20% of 170c/pr. min 80%	
	.90	6	Ander	pr.	20%	

Opmerking.— Die uitwerking van hierdie wysiging is dat—

- (a) pos No. 61.15 herskryf word en die skale van reg op sekere kousware gewysig word; en
- (b) 'n afsonderlike doeanevryvoorsiening geskep word vir sekere kousware van poliuretaanelastomeergaring, ontwerp om verligting te gee aan persone wat aan bloedsomloopprobleme ly.

No. R. 1903

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/94)

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

J. A. VAN WYK,
Deputy Minister of Finance.

757—B

No. R. 1903

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 4 (No. 4/94)

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

J. A. VAN WYK,
Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
411.00				By the deletion of tariff heading No. 61.15.		

Note.—The provision for a rebate of duty on stockings and panty hose containing polyurethane elastomeric yarns, designed to give relief to persons suffering from blood circulatory problems, for example, varicose veins, is withdrawn.

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
411.00				Deur tariefpos No. 61.15 te skrap.		

Opmerking.—Die voorsiening vir 'n korting op reg op kouse en broekiekouse, wat poliuretaan elastomeergarings bevat, ontwerp om verligting te gee aan persone wat aan bloedsomloopprobleme, byvoorbeeld spatare, ly, word ingetrek.

No. R. 1904

16 August 1991

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/400)

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

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1904

16 Augustus 1991

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (1/1/400)

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
58.11			By the substitution for heading No. 58.11 of the following:			
"58.11	5811.00		Quilted textile products in the piece, composed of one or more layers of textile materials assembled with padding by stitching or otherwise (excluding embroidery of Heading No. 58.10).			
	5811.00.45	2	Of tulle and other net fabrics, not woven, knitted or crocheted, figured, not impregnated, coated, covered or laminated	m ²	free	
	.90		Other	m ²	25%"	

Note.—The rate of duty on quilted textile products (excluding those of tulle or other net fabrics, not woven, knitted, crocheted, figured, not impregnated, coated, covered or laminated) in the piece, composed of one or more layers of textile materials assembled with padding by stitching or otherwise, is equalised at a rate of duty of 25%.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
58.11			Deur pos No. 58.11 deur die volgende te vervang:			
"58.11	5811.00		Kwilttekstielprodukte in die stuk, wat uit een of meer lae tekstielstowwe bestaan wat deur middel van stikwerk of andersins met opstopseel saamgevoeg is (uitgesonderd borduurwerk van Pos No. 58.10).			
	5811.00.45	2	Van tulle en ander netstowwe, nie geweef, gebrei of gehekel nie, gefigureer, nie geïmpregneer, bestryk, bedek of gelamelleer nie	m ²	vry	
	90	8	Ander	m ²	25%"	

Opmerking.—Die skale van reg op kwilttekstielprodukte (uitgesonderd die van tulle of ander netstowwe, nie geweef, gebrei of gehekel nie, gefigureer, nie geïmpregneer, bestryk, bedek of gelamelleer nie) in die stuk, wat uit een of meer lae tekstielstowwe bestaan werk deur middel van stikwerk of andersins met opstopseel saamgevoeg is, word teen 25% gelyk gestel.

No. R. 1976**16 August 1991****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 1 (No. 1/1/402)**

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

J. A. VAN WYK,

Deputy Minister of Finance.

No. R. 1976**16 Augustus 1991****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 1 (No. 1/1/402)**

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

J. A. VAN WYK,

Adjunkminister van Finansies.

SCHEDULE

Head- ing	Subhead- ing	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
02.04	"0204.22	0	By the substitution for subheading No. 0204.22 of the following: Other cuts with bone in	kg	20% or 560c/ kg less 80%"	
	"0204.42	2	By the substitution for subheading No. 0204.42 of the following: Other cuts with bone in	kg	20% or 560c/ kg less 80%"	

Notes. — 1. The effect of this amendment is that the rate of duty on certain cuts of meat of sheep is amended from 20% or 400c/kg less 80% to 20% or 560c/kg less 80%.

2. Meat of sheep of subheadings Nos. 0204.22 and 0204.42 which comply with the conditions of rebate item 460.22 may be entered under rebate of duty under that rebate item and for this purpose the Board of Trade and Industry has certified that the amendment of the rate of duty is as a result of an application for tariff protection not previously published in the *Government Gazette* for general information.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
02.04	"0204.22	0	Deur subpos No. 0204.22 deur die volgende te vervang: Ander snitte met been in	kg	20% of 560c/ kg min 80%"	
	"0204.42	2	Deur subpos No. 0204.42 deur die volgende te vervang: Ander snitte met been in	kg	20% of 560c/ kg min 80%"	

Opmerkings. — 1. Die uitwerking van hierdie wysiging is dat die skaal van reg op sekere snitte van vleis van skape van 20% of 400c/kg min 80% na 20% of 560c/kg min 80% gewysig word.

2. Vleis van skape van subposte Nos. 0204.22 en 0204.42 wat aan die vereistes van kortingitem 460.22 voldoen, kan by dié kortingitem met korting op reg geklaar word en die Raad van Handel en Nywerheid het vir dié doel gesertifiseer dat die wysiging van die skaal van reg as gevolg van 'n aansoek om tariefbeskerming is wat nie vooraf vir algemene inligting in die *Staatskoerant* gepubliseer is nie.

DEPARTMENT OF MANPOWER**No. R. 1909****16 August 1991****MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983 (ACT No. 6 OF 1983)****DRAFT REGULATIONS: ELECTRICAL
INSTALLATION REGULATIONS, 1991**

The Minister of Manpower, on the recommendation of the Advisory Council for Occupational Safety, hereby publishes under section 35 of the Machinery and Occupational Safety Act, 1983 (Act No. 6 of 1983), the draft regulations in the Schedule for general information and comment. Any comments or representations on these draft regulations should be lodged in writing with the Director-General: Manpower, Private Bag X117, Pretoria, 0001, within 90 days from the date of publication of this notice.

DEPARTEMENT VAN MANNEKRAG**No. R. 1909****16 Augustus 1991****WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983 (WET No. 6 VAN 1983)****KONSEPREGULASIES: ELEKTRIESE
INSTALLASIEREGULASIES, 1991**

Die Minister van Mannekrag publiseer hiermee, ingevolge artikel 35 van die Wet op Masjinerie en Beroepsveiligheid, 1983 (Wet No. 6 van 1983), op aanbeveling van die Adviesraad vir Beroepsveiligheid die konsepregulasies in die Bylae vervat, vir algemene inligting en kommentaar. Enige kommentaar of vertoë met betrekking daartoe moet skriftelik by die Direkteur-generaal: Mannekrag, Privaat Sak X117, Pretoria, 0001, binne 90 dae vanaf die datum van publikasie van hierdie kennisgewing ingedien word.

SCHEDULE**DRAFT REGULATIONS: ELECTRICAL
INSTALLATION REGULATIONS****Definitions**

1. In these regulations, "the Act" means the Machinery and Occupational Safety Act, 1983 (Act No. 6 of 1983), and any expression to which a meaning has been assigned in the Act shall have the meaning so assigned and, unless the context otherwise indicates—

"**Annexure**" means an annexure to these regulations;

"**certificate of compliance**" means an appropriate certificate in the form of Annexure 1 or Annexure 2 issued by a class 1 or class 2 electrical contractor, as the case may be, for an electrical installation or part of an installation subsequent to an inspection and test carried out by him stating that the installation is safe and complies with the provisions of these regulations;

"**class 1 electrical contractor**" means a person registered as an electrical contractor in terms of regulation 8 and who has been approved by the chief inspector for the verification and certification of the construction, test and inspection of any electrical installation;

"**class 2 electrical contractor**" means a person registered as an electrical contractor in terms of regulation 8 and who has been approved by the chief inspector for the verification and certification of the construction, test and inspection of electrical installations in detached single unit domestic dwellings or similar supplied by a single phase electricity supply;

"**electrical contractor**" means a class 1 or a class 2 electrical contractor;

"**electrical installation**" means any machinery, in or on any premises, used for the transmission of electrical energy from a point of control to a point of consumption anywhere on the premises, including any article forming part of such installation which is not part of the electrical circuit, but excluding—

- any machinery of the supplier related to the supply of electricity on the premises;
- any machinery used for the transmission of electrical energy of which the voltage cannot exceed 50 V where such energy is not derived from the mains supply of a supplier; and
- any machinery which transmits electrical energy in telecommunication, television or radio circuits;

Provided that where a point of outlet is used to supply electricity to an electrical installation, such secondary installation shall be deemed to be part of the electrical installation terminating in that point of outlet;

"**installation work**" means the installation, extension, modification or repair of an electrical installation, including the connection of machinery at the supply terminals of such machinery;

"**point of consumption**" means any point of outlet or the supply terminals of machinery which is not connected to a point of outlet and which converts electrical energy to another form of energy: Provided that in the case of machinery which has been installed for any specific purpose as a complete unit, the point of consumption shall be the supply terminals which have been provided on the unit of machinery for that purpose;

BYLAE**KONSEPREGULASIES: ELEKTRIESE
INSTALLASIEREGULASIES****Woordomskrywing**

1. In hierdie regulasies beteken "die Wet" die Wet op Masjinerie en Beroepsveiligheid, 1983 (Wet No. 6 van 1983), en enige uitdrukking waaraan 'n betekenis in die Wet geheg is, het die betekenis aldus daaraan geheg en, tensy uit die samehang anders blyk, beteken—

"**beheerpunt**" die punt waar die elektriese installasie op of in enige perseel deur die gebruiker afgeskakel kan word van die elektriese distribusiestelsel van die leweransier;

"**Bylae**" 'n bylae tot hierdie regulasies;

"**die leweransier**", met betrekking tot 'n bepaalde elektriese installasie, enige plaaslike owerheid, statutêre liggaam of persoon wat elektrisiteit lewer of ooreenkom of daartoe instem om elektrisiteit aan daardie installasie te lewer;

"**elektriese kontrakteur**" 'n klas 1 of 'n klas 2 elektriese kontrakteur;

"**elektriese installasie**" enige masjinerie, in of op enige perseel, wat gebruik word vir die oorbring van elektriese energie vanaf 'n beheerpunt na 'n verbruikspunt waar ook al op die perseel, met inbegrip van enige artikel wat 'n deel uitmaak van sodanige installasie en wat nie deel van die elektriese stroombaan is nie, maar met uitsluiting van—

- enige masjinerie van die leweransier wat verband hou met die lewering van elektrisiteit op die perseel;
- enige masjinerie wat gebruik word vir die oorbring van elektriese energie waarvan die spanning 50 V nie kan oorskry nie waar sodanige energie nie verkry is van die hooftoevoer van die leweransier nie; en
- enige masjinerie wat elektriese energie in telekommunikasie, televisie of radiostroombane oorbring: Met dien verstande dat waar 'n uitgangspunt gebruik word om elektrisiteit aan 'n elektriese installasie te voorsien, word sodanige sekondêre installasie geag deel te wees van die elektriese installasie wat by daardie uitgangspunt eindig;

"**installasiewerk**" die installering, uitbreiding, wysiging of herstel van 'n elektriese installasie, met inbegrip van die aansluiting van masjinerie by die toevoeraansluiters van sodanige masjinerie;

"**klas 1 elektriese kontrakteur**" 'n persoon wat ingevolge regulasie 8 as 'n elektriese kontrakteur geregistreer is en wat deur die hoofinspekteur goedgekeur is om die konstruksie, toets en inspeksie van enige elektriese installasies te verifieer en te sertifiseer;

"**klas 2 elektriese kontrakteur**" 'n persoon wat ingevolge regulasie 8 as 'n elektriese kontrakteur geregistreer is en wat deur die hoofinspekteur goedgekeur is om die konstruksie, toets en inspeksie van elektriese installasies in losstaande enkelwooneenhede of soortgelyk wat van enkelfase elektriese krag voorsien word, te verifieer en te sertifiseer;

"point of outlet" means any termination of the installation which has been provided for connecting any electrical machinery without the use of tools;

"point of control" means the point at which the electrical installation on or in any premises can be switched off by the user from the electrical distribution system of the supplier;

"regional director" means the regional director as defined in regulation 1 of the General Administrative Regulations published under Government Notice No. R. 2206 of 5 October 1984 as amended;

"SABS 0142" means the code of practice for the wiring of premises, SABS 0142, published by the SABS;

"supply terminals" means the connection points where power is connected to machinery installed as a complete unit;

"the supplier", in relation to a particular electrical installation, means any local authority, statutory body or person who supplies or contracts or agrees to supply electricity to that installation.

Responsibility for electrical installations

2. The responsibility for the safety, safe use and maintenance of any electrical installation shall lie with the user of such an installation.

Certificate of compliance

3. (1) Every user of an electrical installation shall have a valid certificate of compliance in respect of every such installation as well as for any subsequent addition or alteration thereto: Provided that such certificate is transferable.

(2) Every user shall on request produce his certificate of compliance to an inspector or the supplier.

(3) Subregulation (1) shall not apply to installations existing prior to the coming into force of these regulations: Provided that, if a change of ownership of the premises on which the installation exists takes place or when any alteration or addition to the electrical installation is effected, a certificate of compliance for the whole installation shall be obtained.

(4) The supplier may at any time inspect or test any electrical installation: Provided that the supplier shall not charge a fee for such an inspection or test.

(5) If after an inspection or test by an inspector or the supplier, any fault or defect is detected in any electrical installation, the inspector or the supplier may require the user of the installation to obtain a new certificate of compliance: Provided that if such fault or defect in the opinion of the inspector or the supplier constitutes an immediate danger to persons, the inspector or the supplier shall take immediate steps to have the supply to the circuit in which the fault or defect was detected, disconnected.

"SABS 0142" die gebruikskode vir die bedrading van persele, SABS 0142, uitgegee deur die SABS;

"sertifikaat van nakoming" 'n toepaslike sertifikaat in die vorm van Aanhangsel 1 of Aanhangsel 2 uitge-reik deur 'n klas 1 of klas 2 elektriese kontrakteur, na gelang van die geval, ten opsigte van 'n elektriese installasie of deel van 'n installasie nadat hy 'n inspek-sie en toets uitgevoer het waarin verklaar word dat die installasie veilig is en voldoen aan die bepalings van hierdie regulasies;

"streekdirekteur" die streekdirekteur soos omskryf in regulasie 1 van die Algemene Administratieweregulasies afgekondig by Goewermentskennisgewing No. R. 2206 van 5 Oktober 1984, soos gewysig;

"uitgangspunt" enige eindpunt van die installasie wat voorsien is om enige elektriese masjinerie sonder die gebruik van gereedskap aan te sluit;

"verbruikspunt" enige uitgangspunt of die toevoeraansluiters van masjinerie wat nie gekoppel is aan 'n uitgangspunt nie en wat elektriese energie omsit in 'n ander vorm van energie: Met dien verstande dat in die geval van masjinerie wat vir enige spesifieke doel as 'n volledige eenheid geïnstalleer is, die verbruikspunt die toevoeraansluiters is wat op die masjinerie-eenheid vir daardie doel voorsien is;

"toevoeraansluiters" die verbindingspunte waar die energie gekonnekteer is aan masjinerie wat as 'n volledige eenheid geïnstalleer is.

Verantwoordelikheid vir elektriese installasies

2. Die verantwoordelikheid vir die veiligheid, veilige gebruik en instandhouding van enige elektriese installasie rus op die gebruiker van sodanige installasie.

Sertifikaat van nakoming

3. (1) Elke gebruiker van 'n elektriese installasie moet oor 'n geldige sertifikaat van nakoming beskik ten opsigte van iedere sodanige installasie asook ten opsigte van enige latere toevoeging of wysiging daarvan: Met dien verstande dat sodanige sertifikaat oordraagbaar is.

(2) Elke gebruiker moet op versoek sy sertifikaat van nakoming aan 'n inspekteur of die leweransier toon.

(3) Subregulasie (1) is nie van toepassing nie op installasies wat bestaan het voordat hierdie regulasies in werking getree het: Met dien verstande dat indien daar 'n verwisseling van eienaarskap ten opsigte van die perseel waarop die installasie is, plaasvind of wanneer enige toevoeging of wysiging aan die elektriese installasie gedoen word, 'n sertifikaat van nakoming ten opsigte van die hele installasie verkry moet word.

(4) Die leweransier kan te eniger tyd die elektriese installasie inspekteer of toets: Met dien verstande dat die leweransier geen fooi vir sodanige inspeksie of toets mag hef nie.

(5) Indien 'n inspekteur of die leweransier na 'n inspeksie of toets enige fout of defek in enige elektriese installasie ontdek, kan die inspekteur of die leweransier vereis dat die gebruiker van die installasie 'n nuwe sertifikaat van nakoming bekom: Met dien verstande dat indien sodanige fout of defek volgens die oordeel van die inspekteur of die leweransier onmiddellike gevaar vir persone inhou, moet die inspekteur of leweransier onmiddellike stappe neem om die toevoer van krag aan die stroombaan waarin die fout of defek ontdek is, te laat afsluit.

Construction

4. (1) No person shall install, permit or require the installation of an electrical installation, otherwise than in accordance with SABS 0142 or a safety standard incorporated into these regulations under section 36 of the Act: Provided that items of an electrical installation not covered by SABS 0142 or such safety standard, shall be installed in accordance with the by-laws or regulations of the supplier.

(2) No supplier shall restrict the application of a safety standard referred to in subregulation (1) when electrical installations are installed, except where the distribution system of such supplier may be adversely affected by such application thereof.

Commencement of and permission to connect installation work

5. (1) No person shall commence with installation work which would require a new electrical supply or an increase in electrical supply capacity unless the supplier has been notified in the form approved by the chief inspector: Provided that the supplier may waive this requirement in respect of types of work as specified by him.

(2) No supplier may connect or give permission for the connection of an electrical installation to the electricity supply unless a certificate of compliance for that installation has been produced by the user of such electrical installation.

(3) No person shall connect or permit the connection of any completed or partially completed electrical installation, to the electricity supply unless it has been inspected and tested by an electrical contractor who has issued a certificate of compliance for such an installation.

Issuing of a certificate of compliance

6. (1) Only an electrical contractor may, after having satisfied himself that an electrical installation complies with the requirements of regulation 4 (1) above, issue a certificate of compliance in the form of Annexure 1 or 2, as the case may be: Provided that for electrical installations installed before 1 January 1982, the electrical contractor shall state on the certificate that the installation is safe and in accordance with the requirements for electrical installations which were in force at the time the electrical installation was installed.

(2) If at any time prior to issuing a certificate of compliance any fault or defect is detected in any portion of the installation, the electrical contractor shall refuse to issue such certificate: Provided that if such fault or defect in the opinion of the electrical contractor constitutes an immediate danger to persons, he shall take immediate steps to disconnect the supply to the circuit in which the fault or defect was detected.

Konstruksie

4. (1) Niemand mag 'n elektriese installasie installeer of 'n ander persoon toelaat of van hom vereis om 'n elektriese installasie te installeer nie, behalwe ooreenkomstig die bepalings van SABS 0142 of 'n veiligheidsstandaard wat kragtens artikel 36 van die Wet by hierdie regulasies ingelyf is nie: Met dien verstande dat items van 'n elektriese installasie waarvoor daar nie in SABS 0142 of sodanige veiligheidsstandaard voorsien word nie, ingevolge die verordeninge of regulasies van die leweransier installeer moet word.

(2) Geen leweransier mag by die installering van 'n elektriese installasie die toepassing van 'n veiligheidsstandaard bedoel in subregulasie (1) beperk nie, behalwe waar die toepassing daarvan die leweransier se distribusiestelsel nadelig kan beïnvloed.

Aanvang van en toestemming om installasiewerk aan te sluit

5. (1) Niemand mag met installasiewerk begin wat 'n nuwe elektrisiteitstoevoer of 'n vergroting van die elektrisiteitstoevoer vereis nie tensy die leweransier daarvan in kennis gestel is in die vorm goedgekeur deur die hoofinspekteur: Met dien verstande dat die leweransier van hierdie vereiste kan afsien ten opsigte van tipes werk soos deur hom bepaal.

(2) Geen leweransier mag 'n elektriese installasie by die elektrisiteitstoevoer aansluit of toelaat dat dit aangesluit word nie, tensy die gebruiker van sodanige elektriese installasie 'n sertifikaat van nakoming vir daardie installasie voorlê.

(3) Niemand mag 'n voltooide of deels voltooide elektriese installasie by die elektrisiteitstoevoer aansluit of toelaat dat dit aldus aangesluit word nie, tensy dit geïnspekteer en getoets is deur 'n elektriese kontrakteur, wat 'n sertifikaat van nakoming vir sodanige installasie uitgereik het.

Uitreik van sertifikaat van nakoming

6. (1) Slegs 'n elektriese kontrakteur mag, nadat hy homself tevrede gestel het dat 'n elektriese installasie voldoen aan die vereistes van regulasie 4 (1) hierbo, 'n sertifikaat van nakoming uitreik in die vorm van Aanhangel 1 of 2, na gelang van die geval: Met dien verstande dat vir elektriese installasies wat voor 1 Januarie 1982 geïnstalleer is, moet die elektriese kontrakteur op die sertifikaat verklaar dat die installasie veilig is en dat dit voldoen aan die vereistes vir elektriese installasies wat van krag was toe die elektriese installasie geïnstalleer was.

(2) Indien daar te eniger tyd voordat 'n sertifikaat van nakoming uitgereik word enige fout of defek ontdek word in enige gedeelte van die installasie, moet die elektriese kontrakteur weier om sodanige sertifikaat uit te reik: Met dien verstande dat indien sodanige fout of defek volgens die oordeel van die elektriese kontrakteur onmiddellik gevaar vir persone inhou, moet hy onmiddellike stappe neem om die toevoer van krag aan die stroombaan waarin die fout of defek ontdek is, af te sluit.

Appeals

7. (1) Should a dispute arise over the interpretation of a safety standard referred to in regulation 4, the user or the electrical contractor may appeal against that interpretation to the chief inspector through the regional director.

(2) (a) The person who appeals under subregulation (1) shall serve a notice of appeal, setting out fully the grounds of the appeal, on both the regional director and the electrical contractor or the supplier, as the case may be, by personally delivering it or sending it by registered post.

(b) The electrical contractor or the supplier shall, within 14 days from the date on which he received the notice of appeal, forward the notice of appeal and the reasons for his decision to the regional director.

(c) The regional director shall forward the notice of appeal and the electrical contractor's or the supplier's reasons for his decision on receipt thereof, to the chief inspector.

(3) The chief inspector shall, after he has considered the grounds of the appeal and the electrical contractor's or the supplier's reasons for his interpretation, confirm, set aside or vary the electrical contractor's or the supplier's interpretation or substitute for such interpretation any other interpretation which the electrical contractor or the supplier, in the chief inspector's opinion, ought to have given.

Application for registration as an electrical contractor

8. (1) Application for registration as a class 1 or class 2 electrical contractor shall be made to the chief inspector in the form of Annexure 3.

(2) Any natural person who satisfies the chief inspector that he—

- (a) has gained sufficient experience in and knowledge of a trade relevant to the qualifications for registration; and
- (b) has gained sufficient knowledge of the theory and rules appropriate to electrical installations and possesses the minimum qualifications laid down by him,

shall at the discretion of the chief inspector be registered as either a class 1 or a class 2 electrical contractor and the chief inspector shall furnish him with a certificate of registration in the form set out in Annexure 4 or Annexure 5, as the case may be, subject to such conditions or restrictions as he may deem necessary.

(3) An electrical contractor shall on request produce his certificate of registration to an inspector, the supplier or any other person to whom he issues or contracts to issue a certificate of compliance.

(4) The chief inspector shall cancel any certificate of registration issued in terms of subregulation (2) of any electrical contractor on which any erasure or alteration has been made otherwise than by himself.

Appèl

7. (1) Indien 'n geskil ontstaan oor die uitleg van 'n veiligheidsstandaard bedoel in regulasie 4, kan die gebruiker of elektriese kontrakteur by die hoofinspekteur deur die streekdirekteur teen daardie uitleg appelleer.

(2) (a) Die persoon wat kragtens subregulasie (1) appelleer, moet deur persoonlike aflewering of per geregistreerde pos 'n kennisgewing van appèl, waarin die gronde van die appèl volledig uiteengesit word, aan beide die streekdirekteur en die elektriese kontrakteur of leweransier, na gelang van die geval, beteken.

(b) Die elektriese kontrakteur of die leweransier moet binne 14 dae vanaf die datum waarop hy die kennisgewing van appèl ontvang het, die kennisgewing van appèl en die redes vir sy besluit aan die streekdirekteur stuur.

(c) Die streekdirekteur moet die kennisgewing van appèl, asook die elektriese kontrakteur of die leweransier se redes vir sy besluit by ontvangs daarvan aan die hoofinspekteur stuur.

(3) Die hoofinspekteur moet, nadat hy die gronde van die appèl en die elektriese kontrakteur of die leweransier se redes vir sy uitleg oorweeg het, die elektriese kontrakteur of die leweransier se uitleg bevestig, tersyde stel of wysig, of sodanige uitleg vervang deur enige ander uitleg wat die elektriese kontrakteur of die leweransier na die mening van die hoofinspekteur moes gegee het.

Aansoek om registrasie as 'n elektriese kontrakteur

8. (1) Aansoek om registrasie as 'n klas 1 of klas 2 elektriese kontrakteur moet by die hoofinspekteur in die vorm van Aanhangel 3 gedoen word.

(2) Enige natuurlike persoon wat die hoofinspekteur tevrede stel dat hy—

- (a) genoegsame ondervinding in en kennis van 'n ambag wat betrekking het op die kwalifikasies vir registrasie opgedoen het; en
- (b) genoegsame kennis van die teorie en reëls van toepassing op elektriese installasies opgedoen het en oor die minimum kwalifikasies deur hom neergelê, beskik,

sal na die oordeel van die hoofinspekteur geregistreer word as of 'n klas 1 of 'n klas 2 elektriese kontrakteur en die hoofinspekteur moet hom van 'n registrasiesertifikaat in die vorm van Aanhangel 4 of Aanhangel 5, na gelang van die geval, voorsien onderworpe aan sodanige voorwaardes en beperkings as wat hy nodig mag ag.

(3) 'n Elektriese kontrakteur moet op aanvraag sy registrasiesertifikaat toon aan 'n inspekteur, die leweransier of enige ander persoon aan wie hy 'n sertifikaat van nakoming uitreik of onderneem om sodanig sertifikaat uit te reik.

(4) Die hoofinspekteur moet enige registrasiesertifikaat, uitgereik ingevolge subregulasie (2), van enige elektriese kontrakteur waarop daar enige uitwissing of verandering aangebring is anders as deur homself, kanselleer.

(5) If in the opinion of the chief inspector an electrical contractor who is the holder of a certificate of registration issued in terms of subregulation (2) has rendered himself guilty of gross negligence in the execution of his duties or has failed to comply with any provision of these regulations which he had to comply with, the chief inspector may endorse, suspend or cancel such certificate of registration.

(6) No person shall give himself out as an electrical contractor unless he has been registered as an electrical contractor in terms of this regulation or employs such a person.

Substitution of lost, damaged or destroyed certificates

9. (1) If a certificate issued in terms of regulation 8 (2) has been lost, damaged or destroyed, the person to whom the certificate has been issued may apply to the chief inspector for a duplicate certificate.

(2) Every application in terms of subregulation (1) shall be accompanied by the fee prescribed in regulation 10.

(3) After proof that a certificate has been lost, damaged or destroyed has been submitted to the satisfaction of the chief inspector, he shall issue a duplicate certificate and he shall ensure that the words "duplicate/duplikaat" appears on every duplicate certificate issued.

Fees payable

10. The fees payable in respect of registration as a class 1 or class 2 electrical contractor or for the issue of a duplicate certificate shall from time to time be determined by the Minister with the approval of the Treasury by notice in the *Gazette* and shall be payable in the form of uncanceled revenue stamps affixed to the application form.

Existing registration certificates

11. A certificate of registration as installation electrician issued or recognised under regulations 11 or 13 of the Electrical Installation Regulations, 1985, published in Government Notice No. R. 2270 of 11 October 1985, shall be deemed to have been issued under these regulations as registration as a class 2 electrical contractor.

Offences and penalties

12. Any person who contravenes or fails to comply with a provision of regulation 2, 3, 4, 5, 6, 8 (3) or 8 (6) shall be guilty of an offence and be liable on conviction to a fine not exceeding R1 000 or to imprisonment for a period not exceeding six months, and, in the case of a continuous offence, to an additional fine of R5 for each day on which the offence continues or to additional imprisonment of one day for each day on which the offence continues: Provided that the period of such additional imprisonment shall in no case exceed 90 days.

Withdrawal of Regulations

13. The Electrical Installation Regulations, 1985, published under Government Notice No. R. 2270 of 11 October 1985 are hereby withdrawn.

Short title

14. These regulations shall be called the **Electrical Installation Regulations, 1991**.

(5) Indien 'n elektriese kontrakteur wat die houer is van 'n registrasiesertifikaat uitgereik ingevolge subregulasie (2), hom na die mening van die hoofinspekteur skuldig gemaak het aan growwe nalatigheid in die uitvoering van sy pligte of versuim het om enige bepaling van hierdie regulasies waaraan hy moes voldoen, na te kom, kan die hoofinspekteur sodanige registrasiesertifikaat endosseer, opskort of kanselleer.

(6) Geen persoon mag homself uitgee as 'n elektriese kontrakteur nie tensy hy as 'n elektriese kontrakteur geregistreer is ingevolge hierdie regulasie of hy sodanige persoon in sy diens het.

Vervanging van verlore, beskadigde of vernietigde registrasiesertifikate

9. (1) Indien 'n sertifikaat wat ingevolge regulasie 8 (2) uitgereik is, verlore geraak het of beskadig of vernietig is, kan die persoon aan wie die sertifikaat uitgereik is, by die hoofinspekteur om 'n duplikaatsertifikaat aansoek doen.

(2) Elke aansoek kragtens subregulasie (2) gaan vergesel van die geld wat in regulasie 10 voorgeskryf is.

(3) Nadat bewys tot bevrediging van die hoofinspekteur gelewer is dat 'n sertifikaat verlore, beskadig of vernietig is, moet hy 'n duplikaatsertifikaat uitreik en hy moet toesien dat die woorde "duplikaat/duplicate" voorkom op elke duplikaatsertifikaat wat uitgereik word.

Geld betaalbaar

10. Die geld betaalbaar in verband met registrasie as 'n klas 1 of klas 2 elektriese kontrakteur of vir die uitreik van 'n duplikaatsertifikaat word van tyd tot tyd deur die Minister met die goedkeuring van die Tesourie by kennisgewing in die *Staatskoerant* bepaal en is betaalbaar in die vorm van ongeroëerde inkomste-seëls wat op die aansoekvorm geplak moet word.

Bestaande registrasiesertifikate

11. 'n Registrasiesertifikaat as installasie-elektrisiën wat uitgereik of aanvaar is ingevolge regulasies 11 of 13 van die Elektriese Installasieregulasies, 1985, gepubliseer in Goewermentskennisgewing No. R. 2270 van 11 Oktober 1985, word geag as uitgereik te wees kragtens hierdie regulasies as registrasie as 'n klas 2 elektriese kontrakteur.

Misdrywe en strafbepalings

12. Enige persoon wat enige bepaling van regulasie 2, 3, 4, 5, 6, 8 (3) of 8 (6) oortree of versuim om daaraan te voldoen, is aan 'n misdryf skuldig en by skuldigbevinding strafbaar met 'n boete van hoogstens R1 000 of met gevangenisstraf vir 'n tydperk van hoogstens ses maande en, in die geval van 'n voortdurende misdryf, met 'n bykomende boete van R5 of bykomende gevangenisstraf van een dag vir elke dag waarop die misdryf voortduur: Met dien verstande dat die duur van sodanige bykomende gevangenisstraf in geen geval 90 dae oorskry nie.

Herroeping van Regulasies

13. Die Elektriese Installasieregulasies, 1985, afgekondig by Goewermentskennisgewing No. R. 2270 van 11 Oktober 1985 word hierby herroep.

Kort titel

14. Hierdie regulasies heet die **Elektriese Installasieregulasies, 1991**.

ANNEXURE 1

CERTIFICATE OF COMPLIANCE BY CLASS 1 ELECTRICAL CONTRACTOR

I,, declare that I
am a Class 1 Registered Electrical Contractor:

Registration Certificate No.

Address

Telephone No. Area Code No.

I further declare that I inspected and tested the installation at:

Stand number

Street address

Name of building

Farm or name

Farm number

Township/Municipality/District

and that the installation is safe.

Brief description of work

I am aware that in terms of regulation 12 of the Electrical Installation Regulations, 1991, I am liable to prosecution in the case of a false declaration to any one of the questions as set out for the Visual Inspection and Testing Procedure in this Certificate.

FULL NAME IN BLOCK LETTERS

SIGNATURE

DATE

SATISFACTORY

Mark with

[illegible]

VALUE

Instrument: Ohm meter.....

Instrument: Ohm meter.....

Instrument: Earth tester

Instrument: Insulation tester

Instrument: Ohm meter or Bell Set.....

Instrument: Phase-earth loop tester

Operation of earth-leakage protection units and moulded case circuit-breakers.....

[illegible]

ANNEXURE 2

CERTIFICATE OF COMPLIANCE BY CLASS 2 ELECTRICAL CONTRACTOR

I,, declare that I am a Class 2 Registered Electrical Contractor holding Certificate No.

My address is: Telephone No. (.....).....

Particulars of electrical installation:

Stand/Farm Number Street address

Township/Municipality/District

Table of compliance with SABS 0142	Yes	No	Number of (1)	Number of (2)	Number of (3)
1 Distribution boards					
2 Switches					
3 Standard socket outlets					
4 Non-standard socket outlets					
5 Cover plates					
6 Circuit breakers					
7 Earth leakage unit					
8 Lighting circuits					
9 Socket circuits					
10 Water heater circuits					
11 Stove circuits					
12 Swimming pool circuits					
13 Bonding					
14 Earthing					
15 Earth electrode					

Table of compliance shall be completed by the contractor before any tests are started on the installations. If items 1–7 do not comply with the applicable specifications, the installation does not comply with SABS 0142. Show compliance in the “Yes” or “No” column by a √. The column “Number Of (1)” is to give the total number of items found on the initial inspection. The columns “Number Of (2)” and “Number Of (3)” are to record additions and alterations to the installation.

Type of wiring system

All tests are to be carried out as per Record of Reading and Operation and the figures obtained for these tests to be recorded. The √ in these columns is not acceptable as a test result.

DETAILS OF ADDITIONS/ALTERATIONS:

I certify that the installation tested above has been inspected and tested, complies with the requirements of SABS 0142—The Wiring of Premises—and that it is safe.

Signed Class 2 Electrical Contractor. Date.....

RECORD OF READINGS AND OPERATION

Electrical Installation Certificate									
Part 1: General Information									
1. Details of the installation									
2. Details of the installer									
3. Details of the inspection and testing									
Are all switches and circuit breakers installed in the phase conductors?									
Insulation reading in MEG OHMS between (Minimum acceptable reading is 1 MEG OHM with all lamps out)									
Conductors									
All conductors bonded together and earth									
All conductors bonded together and neutral									
Neutral and earth									
Continuity of conductors (Minimum acceptable reading is zero)									
Continuity of phase conductor									
Continuity of neutral conductor									
Continuity of earth conductor									
Resistance of earth continuity conductor must comply with table. Record each value in column.									
Resistance of earth electrode. (If not supplied by supplier consult SABS 0199)									
ELCB-test. Record 'C' if ELCB complies with requirements. (Mains supply required for this test)									
Size of bonding conductor minimum 2,5 MM ²									

Maximum resistance of earth continuity path	
1	2
Rated current of protective device, A	Resistance of earth continuity* path * Ω max
6,3	1,7
10	1,1
16	0,70
20	0,55
25	0,53
32	0,41
40	0,33
50	0,26
63	0,24
80	0,19

* In the case of metallic roofs, gutters, downpipes and waste pipes the resistance of the earth continuity path need not be less than $0,2 \Omega$.

SIGNATURE
Class 2 Electrical Contractor
Registration number

ANNEXURE 3

MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983
REGULATION 8 OF THE ELECTRICAL INSTALLATION REGULATIONS
APPLICATION FOR REGISTRATION AS ELECTRICAL CONTRACTOR

The Director-General: Manpower
Private Bag X117
PRETORIA
0001

Affix revenue stamps here

Sir

I hereby apply in terms of regulation 8 to be registered as an electrical contractor and hereby declare that the particulars given hereunder are, to the best of my knowledge and belief, correct. I further declare and I know of no reason why I should not be regarded as being physically able to inspect and test installation work efficiently.

I attach two photographs of myself in the form required by the chief inspector.

Yours faithfully

DATE

SIGNATURE

Notes:

- (i) The applicant must also sign this form in the three spaces provided for specimen signatures at the end of this form.
- (ii) The chief inspector requires the submission of two clear identical unmounted photographs of 30 mm by 25 mm showing the face and shoulders. One of the photographs shall be certified on the back as follows:

"I certify this to be a true photograph of

DATE

SIGNATURE OF MAGISTRATE,
JUSTICE OF THE PEACE OR COMMISSIONER OF OATHS

(The photographs required are similar to those required for passports and can be obtained from any photographer who renders such service.)

1. Surname (block letters)
2. First names (block letters)
3. Postal address..... Code
4. Date and place of birth.....
5. Identity number (Immigration permit number)
6. Details of training appropriate to installation work:

NOTE: Where paragraph (a) hereunder is applicable, applicant must submit with the application, testimonials from employers stating the period and nature of training.

- (a) Training other than under a contract of apprenticeship in terms of the Apprenticeship Act, 1944, or the Manpower Training Act, 1981, as amended, in a trade appropriate to installation work:

Name and address of employer	From	To
.....		
.....		

- (b) Apprenticeship or training served in terms of the Apprenticeship Act, 1944, or the Manpower Training Act, 1981, as amended, in a trade appropriate to installation work:

No. of contract Trade in which trained.....

Name and address of employer	From	To
.....		
.....		

7. Details of practical (other than training referred to in paragraph 6) (documentary proof, such as certificates of service, to be submitted):

Name and address of employer	From	To	Capacity in which employed
.....			
.....			

8. Details as to certificates or diplomas held. (If you have passed qualifying trade test for electrician, electrician (construction), electrician (engineering), electrical wireman or millwright (electro-mechanical), and the subjects Electricians III, Electrotechnics III, Electrical Trade Theory N3, or any equivalent or higher subject, and the National Certificate for the subject Installation Rules, this should be stated and proof thereof submitted.):

.....

.....

.....

NOTE: If originals are enclosed, the application should be forwarded by registered post. True copies certified as correct by a magistrate, justice of the peace or commissioner of oaths will be accepted.

SPECIMEN SIGNATURES OF APPLICANT

NOTE: The specimen signatures should be the normal signature of the applicant and should be carefully completed. One specimen will be affixed to any certificate of registration that may be issued.

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ANNEXURE 4

Department of Manpower
MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983
REGULATION 8 OF THE ELECTRICAL INSTALLATION REGULATIONS
CERTIFICATE OF REGISTRATION AS ELECTRICAL CONTRACTOR

Certificate of registration No.

It is hereby certified that
(full name)whose photograph, identity number and signature appear hereon, has been registered as a **Class 1 Electrical Contractor**.

Date 19.....

CHIEF INSPECTOR

(Page 2)

Conditions/Endorsements

(Page 3)

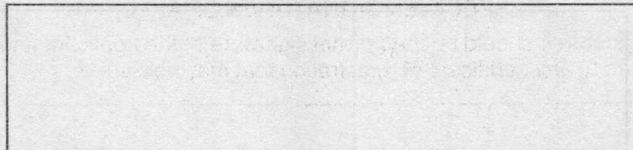
Conditions (continued)

(Page 4)

Photo

Identity number

Signature of electrical contractor



This certificate remains the property of the Department of Manpower and must, on demand by the chief inspector, be returned to him.

Department of Manpower
MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983
REGULATION 8 OF THE ELECTRICAL INSTALLATION REGULATIONS
CERTIFICATE OF REGISTRATION AS ELECTRICAL CONTRACTOR

Certificate of registration No.

It is hereby certified that
(full name)

whose photograph, identity number and signature appear hereon, has been registered as a **Class 2 Electrical Contractor**.

Date19.....
CHIEF INSPECTOR

(Page 2)

Conditions/Endorsements

(Page 3)

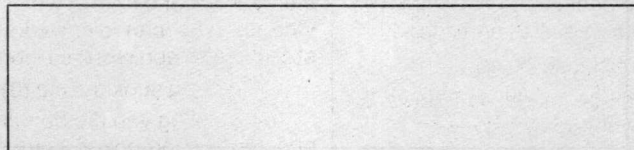
Conditions (continued)

(Page 4)

Photo

Identity number

Signature of electrical contractor



This certificate remains the property of the Department of Manpower and must, on demand by the chief inspector, be returned to him.

AANHANGSEL 1

CERTIFIKAAT VAN NAKOMING DEUR KLAS 1 ELEKTRIESE KONTRAKTEUR

Ek,, verklaar dat ek

'n Klas 1 Geregistreerde Elektriese Kontrakteur is:

Registrasiesertifikaatnommer.....

Adres.....

Telefoonnommer..... Gebiedskodenummer.....

Ek verklaar voorts dat ek die installasie te:

Standplaasnommer.....

Straatadres.....

Naam van gebou.....

Naam van plaas.....

Plaasnommer.....

Dorpsgebied/Munisipaliteit/Distrik.....

geïnspekteer en getoets het en dat die installasie veilig is.

Kort beskrywing van werk

Ek verstaan dat ek my ingevolge regulasie 12 van die Elektriese Installasieregulasies, 1991, blootstel aan vervolging in die geval van 'n valse verklaring vir enige een van die vroeë uiteengesit in hierdie sertifikaat ten opsigte van die Visuele Inspeksie en Toetsprosedure.

VOLLE NAAM IN DRUKSKRIF

HANDTEKENING.....

DATUM.....

BEVREDIGEND

Dui aan

[illegible]

WAARDE

Instrument: Ohm-meter

Instrument: Ohm-meter

Instrument: Aardtoetsingsapparaat

Instrument: Insulasietoetser

Instrument: Ohm-meter of Bell-toestel.

Instrument: Aardfase impedansietoetser

Werking van aardlekbeskermingseenhede en stroombrekers

SERTIFIKAAT VAN NAKOMING DEUR KLAS 2 ELEKTRIESE KONTRAKTEUR

Ek,, verklaar dat ek 'n Geregistreerde Klas 2 Kontrakteur is in besit van Sertifikaat No.
 My adres is: Telefoonnommer (.....).....

Besonderhede van elektriese installasie:

Standplaas/Plaasnommer Straatadres

Dorpsgebied/Munisipaliteit/Distrik

Tabel van nakoming van SABS 0142	Ja	Nee	Aantal (1)	Aantal (2)	Aantal (3)
1 Verdeelborde					
2 Skakelaars					
3 Standaard uitgangskokke					
4 Nie-standaard uitgangskokke					
5 Dekplate					
6 Stroombrekers					
7 Aardlekkasie-eenheid					
8 Verligtingskringe					
9 Sokkringe					
10 Waterverwarmingskringe					
11 Stoofkringloop					
12 Swembadkringlope					
13 Verbinding					
14 Aarding					
15 Aardelektrode					

Die nakomingstabel moet voltooi word deur die kontrakteur voordat enige toetse op die installasies begin word. Indien items 1–7 nie voldoen aan die toepaslike spesifikasies nie, voldoen die installasie nie aan SABS 0142 nie. Dui voldoen in die “Ja”- of “Nee”-kolom met 'n ✓ aan. Die kolom “Aantal (1)” is om die aantal items gevind by die eerste inspeksie aan te dui. Die kolomme “Aantal (2)” en “Aantal (3)” is bedoel om byvoegings en wysigings aan die installasie op te teken.

Tipe bedradingstelsel

Alle toetse moet uitgevoer word soos per Staat van Lesing en Werking en die syfers verkry vir hierdie toetse moet aange-teken word. Die ✓ in hierdie kolomme is nie aanvaarbaar as 'n toetsuitslag nie.

BESONDERHEDE VAN BYVOEGING/WYSIGINGS:

Ek sertifiseer dat die installasie hierbo genoem, geïnspekteer en getoets is, dat dit voldoen aan die vereistes van SABS 0142—Die Bedrading van Persele—en dat dit veilig is.
 Geteken..... Klas 2 Elektriese Kontrakteur. Datum

[illegible]

* In die geval van dakke, geute, geutepype en vuilwaterpype van metaal hoef die weerstand van die aardkontinuïteitspaan nie minder as 0,2 Ω te wees nie.

Registrasiennummer.....

AANHANGSEL 3

WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983
 REGULASIE 8 VAN DIE ELEKTRIESE INSTALLASIEREGULASIES
 AANSOEK OM REGISTRASIE AS ELEKTRIESE KONTRAKTEUR

Die Direkteur-generaal: Mannekrag
 Privaat Sak X117
 PRETORIA
 0001

Plak inkomsteseëls hier

Meneer

Ek doen hierby ingevolge regulasie 8 aansoek om as elektriese kontrakteur geregistreer te word en verklaar hierby dat die besonderhede wat hieronder aangegee word, na my beste wete en oortuiging korrek is. Verder verklaar ek dat ek van geen rede weet waarom ek nie as liggaamlik geskik beskou kan word om installasiewerk te inspekteer en te toets nie.

Ek heg twee foto's van myself aan in die vorm deur die hoofinspekteur voorgeskryf.

Die uwe

.....
 DATUM

.....
 HANDTEKENING

Opmerkings:

- (i) Die applikant moet hierdie vorm ook teken in die drie ruimtes wat vir voorbeeldhandtekeninge aan die einde van die vorm gelaat is.
- (ii) Die hoofinspekteur vereis die indiening van twee duidelike identiese ongemonteerde foto's van 30 mm by 25 mm wat die gesig en skouers van die applikant toon. Een van die foto's moet agterop soos volg gesertifiseer wees:

"Ek sertifiseer dat dit 'n ware foto is van

.....
 DATUM

.....
 HANDTEKENING VAN.....
 LANDDROS, VREDEREGTER OF KOMMISSARIS VAN EDE

(Die foto's wat verlang word, is soortgelyk aan dié wat vir paspoorte vereis word en kan van enige fotograaf verkry word wat so 'n diens lewer.)

1. Van (blokletters)
2. Voorname (blokletters)
3. Posadres Kode
4. Datum en plek van geboorte
5. Identiteitsnommer (Immigrasiepermitnommer)
6. Besonderhede van toepaslike opleiding in installasiewerk:

OPMERKING: Waar paragraaf (a) hieronder van toepassing is, moet die applikant tesame met die aansoek getuigskrifte van werkgewers indien waarin die tydperk en aard van opleiding vermeld word.

- (a) Opleiding, behalwe ooreenkomstig 'n vakleerlingkontrak ingevolge die Wet op Vakleerlinge, 1944, of die Wet op Mannekragopleiding 1981, soos gewysig, in 'n ambag wat toepaslik is op installasiewerk:

Naam en adres van werkgever	Van	Tot
.....		
.....		

- (b) Leerjare uitgedien ooreenkomstig die bepalings van die Wet op Vakleerlinge, 1944, of die Wet op Mannekragopleiding, 1981, soos gewysig, in 'n ambag wat toepaslik is op installasiewerk:

No. van kontrak Ambag waarin opgelei

Naam en adres van werkgever	Van	Tot
.....		
.....		

7. Besonderhede van praktiese ondervinding (behalwe die opleiding in paragraaf 6 bedoel) (dokumentêre bewys, soos dienssertifikate, moet voorgelê word):

Naam en adres van werkgever	Van	Tot	Hoedanigheid waarin in diens
.....			
.....			

8. Besonderhede betreffende sertifikate of diplomas verwerf. (Indien u geslaag het in 'n kwalifiserende vaktoets vir elektrisiën, elektrisiën (konstruksie) elektrisiën (ingenieurswese, elektrotegniese draadwerker of meulmaker (eletromeganies) en in die vakke Elektrisiëns III, Elektrotegniek III, Elektrovakteorie N3, of enige gelykstaande of meer gevorderde vak, en in die Nasionale Sertifikaat vir die vak Installasiereëls, moet dit vermeld word en bewys daarvan voorgelê word.):

.....

.....

.....

OPMERKING: As oorspronklike dokumente ingesluit word, moet die aansoek per geregistreerde pos aangestuur word. Ware afskrifte wat deur 'n landdros, vrederegter of kommissaris van ede as juis getuig is, sal aanvaar word.

VOORBEELDHANDTEKENING VAN APPLIKANT

OPMERKING: Die voorbeeldhandtekening moet die gewone handtekening van die applikant wees en moet sorgvuldig voltooi word. Een voorbeeld sal aan 'n registrasiesertifikaat wat uitgereik word, geheg word.

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AANHANGSEL 4

Departement van Mannekrag
WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983
REGULASIE 8 VAN DIE ELEKTRIESE INSTALLASIEREGULASIES
REGISTRASIESERTIFIKAAT AS ELEKTRIESE KONTRAKTEUR

Registrasiesertifikaat No.

Hierby word gesertifiseer dat (volle name)

wie se foto, identiteitsnommer en handtekening hierop verskyn, geregistreer is as 'n **Klas 1 Elektriese Kontrakteur**.

Datum19.....

HOOFINSPEKTEUR

(Bladsy 2)

Voorwaardes/Endossemente

(Bladsy 3)

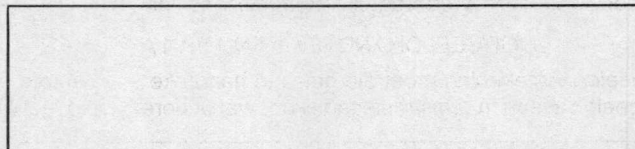
Voorwaardes (vervolg)

(Bladsy 4)

Foto

Identiteitsnommer

Handtekening van elektriese kontrakteur



Hierdie sertifikaat bly die eiendom van die Departement van Mannekrag en moet op versoek van die hoofinspekteur aan hom teruggestuur word.

Departement van Mannekrag
WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983
REGULASIE 8 VAN DIE ELEKTRIESE INSTALLASIEREGULASIES
REGISTRASIESERTIFIKAAT AS ELEKTRIESE KONTRAKTEUR

Registrasiesertifikaat No.

Hierby word gesertifiseer dat
(volle naam)

wie se foto, identiteitsnommer en handtekening hierop verskyn, geregistreer is as **Klas 2 Elektriese Kontrakteur**.

Datum 19.....

.....
HOOFINSPEKTEUR

(Bladsy 2)

Voorwaardes/Endossemente

(Bladsy 3)

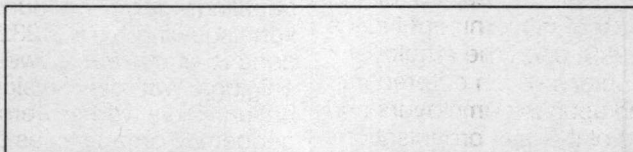
Voorwaardes (vervolg)

(Bladsy 4)

Foto

Identiteitsnommer

Handtekening van elektriese kontrakteur



Hierdie sertifikaat bly die eiendom van die Departement van Mannekrag en moet op versoek van die hoofinspekteur aan hom teruggestuur word.

No. R. 1973

16 August 1991

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions listed in clause 2 (1) of the Government Notice No. R. 2321 of 27 October 1989, to be effective from the date of publication of this notice and for the period ending 31 August 1991.

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

No. R. 1974

16 August 1991

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the date of publication of this notice and for the period ending 31 August 1991 in respect of the provisions listed in clause 2 (1) of Government Notice No. R. 2321 of 27 October 1989, and for the period ending 31 August 1993 in respect of the provisions listed in clause 2 (2) of Government Notice No. R. 2321 of 27 October 1989, and for the period ending 31 December 1991 in respect of the provisions listed in clause 2 (3) of Government Notice No. R. 2321 of 27 October 1989, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (b), 6 and 7, as well as clauses 2 (1) (b) and 2 (2) (b) of Government Notice No. R. 2321 of 27 October 1989, shall be binding, with effect from the date of publication of this notice and for the period ending 31 August 1991 in respect of the provisions listed in clause 2 (1) of Government Notice No. R. 2321 of 27 October 1989, and for the period ending 31 August 1993 in respect of the provisions listed in clause 2 (2) of Government Notice No. R. 2321 of 27 October 1989, and for the period ending 31 December 1991 in respect of the provisions listed in clause 2 (3) of Government Notice No. R. 2321 of 27 October 1989, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

No. R. 1973

16 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: HERNUWING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings gelys in klousule 2 (1) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1991 eindig.

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

No. R. 1974

16 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID: WYSIGING VAN HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1991 eindig ten opsigte van die bepalings gelys in klousule 2 (1) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, en vir die tydperk wat op 31 Augustus 1993 eindig ten opsigte van die bepalings gelys in klousule 2 (2) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, en vir die tydperk wat op 31 Desember 1991 eindig ten opsigte van die bepalings gelys in klousule 2 (3) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (b), 6 en 7 asook klousules 2 (1) (b) en 2 (2) (b) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1991 eindig ten opsigte van die bepalings gelys in klousule 2 (1) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, en vir die tydperk wat op 31 Augustus 1993 eindig ten opsigte van die bepalings gelys in klousule 2 (2) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, en vir die tydperk wat op 31 Desember 1991 eindig ten opsigte van die bepalings gelys in klousule 2 (3) van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

SCHEDULE**THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY****MAIN AGREEMENT**

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

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

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

Motor Industry Employees' Union of South Africa

Motor Industry Staff Association

and the

National Union of Metalworkers of South Africa

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

being the parties to the National Industrial Council for the Motor Industry,

to amend the Main Agreement published under Government Notice No. R. 2321 of 27 October 1989 and amended and extended by Government Notices Nos. R. 2305 of 28 September 1990 and R. 2840 of 30 November 1990 and R. 449 of 1 March 1991 as follows:

DIVISION A**1. CLAUSE 1: SCOPE OF APPLICATION**

(1) Subject to the provisions of subclause (3) of this clause and of clause 1 of Division B, the terms of this Agreement shall be observed in the Motor Industry—

(a) throughout the Republic of South Africa (excluding the port and settlement of Walvis Bay and that area occupied by the Cape Explosives Works Ltd, Somerset West); and

(b) by the employers and the employees in the Motor Industry who are members of the employers' organisations and the trade unions, respectively.

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

(a) apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981; and

(b) trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.

(3) The provisions of this Agreement on ordinary hours of work, overtime and Sunday work as set out in the Schedule to this subclause, shall not apply to managers and foremen who receive not less than—

(a) R300 per week if employed in any of Areas A;

(b) R275 per week if employed in any of Areas B and C.

BYLAE**DIE NASIONALE NYWERHEIDSRAAD VIR DIE MOTOR-
NYWERHEID****HOOFOOREENKOMS**

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

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

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

Motor Industry Employees' Union of South Africa

Motor Industry Staff Association

en die

National Union of Metalworkers of South Africa

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

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

om die Hoofooreenkoms soos gepubliseer by Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989 en gewysig en verleng deur Goewermentskennisgewings Nos. R. 2305 van 28 September 1990, R. 2840 van 30 November 1990 en R. 449 van 1 Maart 1991, soos volg te wysig:

AFDELING A**1. KLOUSULE 1: TOEPASSINGSBESTEK**

(1) Behoudens subklousule (3) van hierdie klousule en klousule 1 van Afdeling B moet hierdie Ooreenkoms in die Motornywerheid nagekom word—

(a) oral in die Republiek van Suid-Afrika (uitgesonderd die hawe en nedersetting van Walvisbaai en die gebied wat geokkupeer word deur die Cape Explosives Works Ltd, Somerset-Wes); en

(b) deur die werkgewers en die werknemers in die Motornywerheid wat lede is van onderskeidelik die werkgewersorganisasies en die vakverenigings.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of voorwaardes wat daarkragtens gestel is nie; en

(b) kwekelinge wat opleiding ingevolge die Wet op Mannekragopleiding, 1981, ondergaan, slegs vir sover dit nie onbestaanbaar is met daardie Wet of voorwaardes wat daarkragtens gestel is nie.

(3) Die bepalinge van hierdie Ooreenkoms betreffende gewone werkure, oortydwerk en Sondagwerk wat in die Bylae van hierdie subklousule uiteengesit word, is nie van toepassing op bestuurders en voormanne wat minstens die volgende ontvang nie:

(a) R300 per week indien hulle in diens is in enigeen van Gebiede A;

(b) R275 per week indien hulle in diens is in enigeen van Gebiede B en C.

SCHEDULE

Division C—Chapter I	Clause 4—Hours of work Clause 5—Overtime Clause 7—Sunday work
Chapter II—Part I	Clause 5—Hours of work Clause 8—Overtime Clause 10—Sunday work
Chapters III, IV and V	Clause 5—Hours of work Clause 6—Overtime Clause 7—Sunday work

1. CLAUSE 1: SCOPE OF APPLICATION

- (a) In subclause (3) (a), substitute "R600" for "R300".
 (b) In subclause (3) (b), substitute "R550" for "R275".

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

Substitute the following for clause 2 of Government Notice No. R. 2321 of 27 October 1989:

"This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 (1) of the Act, and shall remain in operation for the period ending—

- (1) 31 August 1991 in respect of clauses—

(a) 1 (3), 3 (excluding item 56), 14 to 17, 19, 21 [excluding subclauses (3) and (5)], 23, 31, 35 [excluding subclause (1)] and 39 of Division A and Divisions B [excluding clauses 3 and 9 (2) (b), (12) (b) and (13) (b)] and C [excluding clauses 3, 10 (2) (b), 11 (1) and (8) (b) of Chapter I; 4, 6 (2) (b), 7 (2) and (6) of Part I of Chapter II; 4 of Part II of Chapter II; 4, 11 (2) (b), 12 (1) and (3) of Chapter III; 4, 11 (2) (b), 12 (2) (b) and (6) of Chapter IV; 4, 11 (2) (b), 12 (1), (5) and (6) of Chapter V]; and

- (b) 40 and 41 of Division A,

of the Agreement published under Government Notice No. R. 1760 of 29 August 1986 (as amended from time to time) in this Agreement referred to as the "Former Agreement".

- (2) 31 August 1993 in respect of clauses—

(a) 1 (1) and (2), 2, 3 (56), 4, 5 [excluding subclause 10 (f)], 6, 8, 9, 10, 11, 18, 20, 22, 24, 25, 27, 28, 30, 32, 33, 34, 36, 37, 38 and 42 of Division A; and

(b) 5 (10) (f), 7, 12, 13, 26 and 29 of Division A of the Former Agreement.

- (3) 31 December 1991 in respect of clauses—

21 (3) and 21 (5) and 35 (1) of Division A; 3, 9 (2) (b), 9 (12) (b) and 9 (13) (b) of Division B; 3, 10 (2) (b), 11 (1), 11 (8) (b) of Chapter I of Division C; 4, 6 (2) (b), 7 (2), 7 (6) of Part I, Chapter II of Division C; 4 of Part II, Chapter II of Division C; 4, 11 (2) (b), 12 (1), 12 (3) of Chapter III of Division C; 4, 11 (2) (b), 12 (2) (b), 12 (6) of Chapter IV of Division C; 4, 11 (2) (b), 12 (1), 12 (5) and 12 (6) of Chapter V of Division C."

3. CLAUSE 3: DEFINITIONS

(1) In subclause (26), B/A journeyman, substitute "three-and-a-half" for "five" wherever the latter appears in the subclause and in the Note to the subclause.

(2) In subclause (29), body shop assistant, add the following new subclause (n):

"(n) removing and/or replacing—

alarms;
 dashboard component parts;
 electric windows;
 immobilisers;
 locks;

BYLAE

Afdeling C—Hoofstuk I	Klousule 4—Werkure Klousule 5—Oortydwerk Klousule 7—Sondagwerk
Hoofstuk II—Deel I	Klousule 5—Werkure Klousule 8—Oortydwerk Klousule 10—Sondagwerk
Hoofstukke III, IV en V	Klousule 5—Werkure Klousule 6—Oortydwerk Klousule 7—Sondagwerk

1. KLOUSULE 1: TOEPASSINGSBESTEK

- (a) In subklousule (3) (a), vervang "R300" deur "R600".
 (b) In subklousule (3) (b), vervang "R275" deur "R550".

2. KLOUSULE 2: GELDIGHEIDSDUUR VAN OOREENKOMS

Vervang die volgende vir klousule 2 van Goewermentskennisgewing No. R. 2321 van 27 Oktober 1989:

"Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag ingevolge artikel 48 (1) van die Wet vasstel en bly van krag vir die tydperk wat eindig op—

- (1) 31 Augustus 1991 ten opsigte van klousules—

(a) 1 (3), 3 (uitgesonderd item 56), 14 tot 17, 19, 21 [uitgesonderd subklousules (3) en (5)], 23, 31, 35 [uitgesonderd subklousule (1)] en 39 van Afdeling A en Afdelings B [uitgesonderd klousules 3 en 9 (2) (b), (12) (b) en (13) (b)] en C [uitgesonderd klousules 3, 10 (2) (b), 11 (1) en (8) (b) van Hoofstuk I; 4, 6 (2) (b), 7 (2) en (6) van Deel I van Hoofstuk II; 4 van Deel II van Hoofstuk II; 4, 11 (2) (b), 12 (1) en (3) van Hoofstuk III; 4, 11 (2) (b), 12 (2) (b) en (6) van Hoofstuk IV; 4, 11 (2) (b), 12 (1), (5) en (6) van Hoofstuk V]; en

- (b) 40 en 41 van Afdeling A,

van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1760 van 29 Augustus 1986 (soos gewysig van tyd tot tyd) in hierdie Ooreenkoms verwys na as die "Vorige Ooreenkoms";

- (2) 31 Augustus 1993 ten opsigte van klousules—

(a) 1 (1) en (2), 2, 3 (56), 4, 5 [uitgesonderd subklousule (10) (f)], 6, 8, 9, 10, 11, 18, 20, 22, 24, 25, 27, 28, 30, 32, 33, 34, 36, 37, 38 en 42 van Afdeling A; en

(b) 5 (10) (f), 7, 12, 13, 26 en 29 van Afdeling A van die Vorige Ooreenkoms.

- (3) 31 Desember 1991 ten opsigte van klousules—

21 (3) en 21 (5) en 35 (1) van Afdeling A; 3, 9 (2) (b), 9 (12) (b) en 9 (13) (b) van Afdeling B; 10 (2) (b), 11 (1), 11 (8) (b) van Hoofstuk I van Afdeling C; 4, 6 (2) (b), 7 (2), 7 (6) van Deel I, Hoofstuk II van Afdeling C; 4 van Deel II, Hoofstuk II van Afdeling C; 4, 11 (2) (b), 12 (1), 12 (3) van Hoofstuk III van Afdeling C; 4, 11 (2) (b), 12 (2) (b), 12 (6) van Hoofstuk IV van Afdeling C; 4, 11 (2) (b), 12 (1), 12 (5) en 12 (6) van Hoofstuk V van Afdeling C."

3. KLOUSULE 3: WOORDOMSKRYWING

(1) In subklousule (26), B/A-vakman, vervang "vyf" oral waar dit in hierdie subklousule en in die Opmerking by die subklousule voorkom, deur "drie-en-'n-half".

(2) In subklousule (29), bakwinkelassistent, voeg die volgende nuwe subklousule (n) by:

"(n) verwydering en/of vervanging van—

alarms;
 instrumentpaneelkomponentdele;
 elektriese vensters;
 immobiliseerders;
 slotte;

plug-in wiring units;
radios;
self-locking units;
side glasses;
tow bars;"

(3) In subclause (35), clerical employee, add the following at the end of the subclause:

"and who in addition is mainly or exclusively engaged in the operation of hand or electrically activated papertape or card-punching and/or verifying machines, excluding the setting of circuits on such machines";

(4) Add the following new subclause (40) A:

"driver motorcycle and/or scooter" means an employee who mainly or exclusively drives motorcycles and/or scooters;

(5) Add the following new subclause (40) B:

"driver light vehicle" means an employee who mainly or exclusively drives motor vehicles with a gross vehicle mass of up to 3 500 kg, including forklift and tractors;

(6) Add the following new subclause (40) C:

"driver heavy vehicle" means an employee who mainly or exclusively drives motor vehicles with a gross vehicle mass of over 3 500 kg;

(7) In subclause (41), earnings, substitute "(including all allowances and/or commission)" for "(including all allowances)";

(8) Delete subclause 43, engine stripper.

(9) Add the following new subclause (44) A:

"exempted journeyman" means an employee who is employed in a registered vehicle body building establishment and who is engaged mainly or exclusively on aspects of journeyman's work under licence of exemption;

(10) Add the following new subclause (45) A:

"forecourt attendant" means an employee who in a filling and/or service station mainly or exclusively performs any of the following duties:

- attending to the parking of vehicles;
- checking for oil leaks, but only during the process of oiling and greasing;
- compiling oil sheets for vehicles which are to be lubricated;
- connecting and disconnecting batteries;
- draining oil sumps;
- dusting vehicles;
- filling batteries in connection with charging operations, bottles or other containers for stock, differentials, fuel tanks, gear boxes, master cylinders, oil sumps, radiators and steering boxes;
- filling in, by brush, with ready-mixed paint small chip marks or scratches on vehicle bodies;
- fitting, removing and/or replacing batteries, grease nipples, tyres, tubes, rims and road wheels;
- handling money;
- inflating tyres and tubes;
- issuing parking tickets;
- lowering and/or raising motor vehicles by jack or hoist;
- maintaining oil stock records at grease hoists; making and serving tea or similar beverages;
- oiling and greasing of motor vehicles or parts thereof;
- operating credit card machines for the sale of petrol, lubricants and fuels;

inprop-bedradingseenhede;
radio's;
selfsluitende eenhede;
kantruite;
trekstange;"

(3) In subklousule (35), klerk, voeg die volgende in na die woord "telefonis":

"en wat bykomstig, hoofsaaklik of uitsluitlik, hand- of elektris aangedrewe papierlint- of kaartpons- en/of verifieer-masjiene bedien maar nie stroombane op sodanige masjiene stel nie";

(4) Voeg die volgende nuwe subklousule (40) A by:

"drywer motorfiets en/of bromponie" 'n werknemer wat hoofsaaklik of uitsluitlik motorfietse en/of bromponies bestuur;

(5) Voeg die volgende nuwe subklousule (40) B by:

"drywer ligte voertuig" 'n werknemer wat hoofsaaklik of uitsluitlik motorvoertuie, insluitende vrkhyers en trekkers, met 'n bruto voertuigmassa van hoogstens 3 500 kg bestuur;

(6) Voet die volgende nuwe subklousule (40) C by:

"drywer swaar voertuig" 'n werknemer wat hoofsaaklik of uitsluitlik motorvoertuie met 'n bruto voertuigmassa van meer as 3 500 kg bestuur;

(7) In subklousule (41), verdienste, vervang "(met inbegrip van alle toelaes)" deur "(met inbegrip van alle toelaes en/of kommissie)";

(8) Skrap subklousule (43), enjinstroper.

(9) Voeg die volgende nuwe subklousule (44) A by:

"vrygestelde vakman" 'n werknemer wat in 'n geregistreerde voertuigbakboubedryfsinrigting in diens is en wat hoofsaaklik of uitsluitlik aspekte van vakmanswerk verrig kragtens 'n vrystelling verleen;

(10) Voeg die volgende nuwe subklousule (45) A by:

"voorbaanassistent" 'n werknemer wat in 'n vul- en/of diensstasie hoofsaaklik of uitsluitlik enige van die volgende pligte uitvoer:

- Help met die parkering van motorvoertuie;
- kyk of daar olie uitlek, maar slegs gedurende die olie- en smeerproses;
- oliestate opstel vir voertuie wat gesmeer moet word;
- batterye konnekteer en diskonnekteer;
- oliebakke leegtap;
- voertuie afstof;
- batterye in verband met laaiwerk, bottels of ander houers vir voorraad, ewenaars, brandstoftenks, ratkaste, hoofsilinders, oliebakke, verkoelers en stuurkaste volmaak;
- kleinafdopmerkies en skrape aan voertuigbakke deur middel van 'n kwas met vooraf gemengde verf opvul;
- batterye, ghriesnippels, buitebande, binnebande, vellings en padwiele aanbring, verwyder en/of vervang;
- geld hanteer;
- buite- en binnebande oppomp;
- parkeerkaartjies uitreik;
- motorvoertuie deur middel van 'n domkrag of hystoestel laat sak en/of oplig;
- olievoorraadregisters by smeerhystoestelle byhou;
- tee of dergelike drank berei en bedien;
- motorvoertuie of onderdele daarvan olie en smeer;
- kredietkaartmasjiene bedien vir die verkoop van petrol, smeermiddels en brandstof;

painting battery cradles, rims, tyres and road wheels;
 polishing motor vehicles;
 receiving money from customers and giving change;
 removing air, fuel and oil filters of the screw-on-screw-off type;

repairing punctures, including the fitting and reseating of tyre or tube valves;

selling anthracite, braai wood, charcoal, oil, petrol, beverages and/or LP gas in sealed containers; and

tightening bolts and studs on differentials, sumps and transmissions when necessary, but only during the process of oiling and greasing;.

(11) Substitute the following for subclause (47):

“general worker” means—

(a) in relation to all establishments, an employee who is mainly or exclusively engaged in any of the following duties:

Accepting written orders in return for goods delivered outside the employer's premises;

accompanying a traveller on his journey and assisting in driving and in packing, unpacking and displaying of samples;

affixing printed or ready addressed labels on to bottles, boxes, bales or other packages;

applying adhesives, belt dressing, deadener materials or anti-corrosive coatings (excluding primer, surfaces and finishing coats), putty, sealing compounds for purposes of dust-proofing and/or water-proofing;

applying and removing sash clamps, G-clamps, toggle clamps and battery hold-down clamps;

assembling and/or repairing motor-assisted pedal cycles and pedal-assisted motor cycles;

assembling, packing and mass-measuring goods in accordance with instructions and/or packing slips;

assisting on delivery vans;

attending to boilers;

attending to the parking of vehicles;

carrying goods;

cementing tyres;

checking and/or recording identification marks on goods;

cleaning by hand, brush, machine or pickling, or degreasing;

cleaning moulds;

closing or opening bales, boxes or other packages;

collecting spares on employer's requisition;

compounding in connection with the painting of motor vehicles;

conveying on foot, by bicycle, tricycle or hand-propelled vehicle, goods, letters or messages;

cooking of rations;

counting and recording the result;

cutting tyres;

digging and/or removing the soil for foundations, drains and trenches;

dismantling scrap motor vehicles, other than the stripping of engines;

emptying containers;

extracting battery cells for inspection;

batteryrakke, vellings, buitebande en padwiele verf;

motorvoertuie poleer;

geld van klante ontvang en kleingeld gee;

lug-, brandstof en oliefilters van die aanskroef-/afskroeftipe verwyder;

lekplekke heelmaak, met inbegrip van kleppe vir buite- of binnebande aansit en inbed;

antrasiet, braaivleishout, houtskool, olie en petrol, en koel-dranke en/of vloeibare petroleumgas in verseelde houers verkoop;

boute en tapboute aan ewenaar, oliebak en transmissiestel-sel vasdraai wanneer nodig maar slegs gedurende die olie-en smeerproses;.

(11) Vervang subklousule (47) deur die volgende:

“algemene werker”—

(a) met betrekking tot alle bedryfsinrigtings, 'n werknemer wat hoofsaaklik of uitsluitlik een of meer van die volgende pligte uitvoer:

Skriftelike bestellings aanneem in ruil vir goedere wat buite die werkgewer se perseel afgelewer word;

'n handelsreisiger op sy reis vergesel en hom help dryf en monsters verpak, uitpak en vertoon;

gedrukte of reeds geadresseerde etikette op bottels, kiste, bale of ander pakkette aanbring;

kleefstof, bandsmeersel, verdofmateriaal of korrosiewerende lae (uitgesonderd grondlae, oppervlaklae en afwerk-lae), stopverf, digtingsmengsels vir stofdigting en/of waterdigting aanwend;

raamklampe, G-klampe, skarnierhefboomklampe en battervashouklampe aanbring en verwyder;

trapfiets met hulpmotore en motorfiets met hulptrappe inmeekaarsit en/of herstel;

goedere in ooreenstemming met opdragte en/of verpakkingstrokies bymeekaarmaak, verpak en massameet;

hulp op afleweringswaens verleen;

ketels bedien;

help met die parkering van voertuie;

goedere dra;

buitebande sementeer;

identifikasiemerke op goedere nagaan en/of aanteken;

met die hand, 'n borsel, 'n masjien of bytmiddel skoonmaak, of ghries verwyder;

gietvorms skoonmaak;

bale, kiste of ander pakkette toemaak of oopmaak;

reserwedele volgens werkgewer se bestelling bymeekaarmaak;

mengwerk verrig in verband met die verf van motorvoertuie;

goedere, briewe of boodskappe te voet, per fiets, per driewiel of per handvoertuig vervoer;

rantsoene gaarmaak;

optel en die resultaat aanteken;

buitebande opsny;

grond vir fondamente, riole en slote uitgrawe en/of verwyder;

rommelmotorvoertuie uitmeekaarmaak, maar nie die enjins stroop nie;

houers leegmaak;

selle van batterye vir inspeksie uithaal;

filing of body filling, solder, welding and old paint from parts under repair and adjacent parts, solder or welding on new parts and on sheet metal which has been panel beaten;

filing and sorting of standard printed forms into alphabetical, numerical, date, colour or commodity order;

firing and loading ovens and furnaces and removing refuse from furnaces;

fitting and/or removing curing tubes and/or sectional bags to and from tyres and placing tyres in moulds thereafter;

fitting and/or removing registration number plates to and from vehicles;

franking mail matter;

gardening;

greasing and oiling machinery, including lathes and overhead shafting, while stationary;

handling money;

holding parts, materials and/or tools and placing parts and materials into position under the supervision of an employee in a higher wage group;

issuing materials previously recorded by storekeepers;

issuing and/or receiving tools and/or equipment to and from tool room and maintaining a record thereof;

issuing goods from workshop store to workshop personnel and recording same;

issuing parking tickets;

loading and unloading vehicles;

making crates;

marking and/or stencilling packages and/or parts with brush or spraygun or rubber stamps;

masking;

mass-measuring and recording the result;

mixing, by hand or machine, materials, including concrete and mortar, but excluding colour blending and fibre glass constituents;

moving and/or stacking and/or unpacking goods;

operating goods lifts and letter copying or duplicating machines;

operating a passenger lift;

painting buildings, fences, plant and equipment for maintenance purposes only;

painting, by brush and/or gun, axles, brake drums, chassis and undersides of vehicle bodies and, trailers

painting by brush front and rear bumpers, wheels of commercial vehicles or bus chassis;

polishing motor vehicles;

receiving money from customers and giving change;

rough water-proofing paint on canvas;

rough stuff to inside of vehicle bodies;

painting pallets;

polishing by hand or machine in connection with the painting of motor vehicles;

polishing moulds;

preparing food for cooking;

pre-treating metal by chemical process in panel-beating establishments;

recording and/or checking identification marks on goods and registration numbers of vehicles;

recording on bin cards;

recording items on a pre-printed check list to workshop;

removing clip-on body mouldings;

bakvuulsel, soldeersel, sweiswerk en ou verf van onderdele wat herstel word en van aangrensende onderdele, soldeersel of sweiswerk aan nuwe onderdele en plaatmetaal wat vir duikklopwerk gebruik is af- of gelyk vyl;

gedrukte standaardvorme in alfabetiese, numerieke, datum-, kleur- of kommoditeitsvolgorde liasseer en sorteer;

vure in oonde aansteek en stook en afval uit oonde verwyder;

vormbande en/of seksiesakke aanbring aan en/of verwyder uit buitebande, en buitebande daarna in vorms plaas;

registrasienuommerplate aanbring aan en/of verwyder van voertuie;

posstukke frankeer;

tuinwerk verrig;

masjinerie, met inbegrip van draaibanke en boggrondse asaandryfstelsel, smeer en olie terwyl dit nie loop nie;

geld hanteer;

onder toesig van 'n werknemer in 'n hoër loongroep onderdele, materiaal en/of gereedskap vashou en onderdele en materiaal in posisie plaas;

materiaal uitreik wat vooraf deur 'n pakhuisman aange-teken is;

gereedskap en/of uitrusting uitreik aan en/of ontvang van gereedskapkamer en 'n register van sodanige gereedskap byhou;

goedere uit die werkwinkelpakhuis aan die werkwinkelpersoneel uitreik en dit aanteken;

parkeerkaartjies uitreik;

voertuie laai en aflaai;

kratke maak;

pakkette en/of onderdele met 'n kwas of sproeispuut of rubberstempel merk en/of sjabloneer;

maskeerwerk verrig;

massameet en die resultaat aanteken;

materiaal, met inbegrip van beton en dagha, met die hand of 'n masjien meng, maar nie kleure en veselglasbestanddele meng nie;

goedere verskuif en/of opstapel en/of uitpak;

goederehysers en briefkopieer- of afrolmasjiene bedien;

'n passasiershysbak bedien;

geboue, heinings, die masjinerie en uitrusting slegs vir onderhoudsdoeleindes verf;

asse, remtrommels, onderstelle en die onderkant van voertuigbakke en sleepwaens met 'n kwas en/of sproeispuut verf;

voor- en agterstampers, wiele van handelsvoertuie of busonderstelle met 'n kwas verf;

motorvoertuie poleer;

geld van klante ontvang en kleingeld gee;

ruwe waterdigtingsverf aan seildoek aanbring;

die binnekant van motorbakke grofverf;

palette verf;

met die hand of 'n masjien poleerwerk verrig in verband met die verf van motorvoertuie;

gienvorme poleer;

voedsel voorberei wat gaargemaak moet word;

metaal vooraf deur middel van 'n chemiese proses behandel in bedryfsinrigtings wat duikklopwerk verrig;

identifikasiemerke op goedere en registrasienuommers van voertuie aanteken en/of nagaan;

aantekeninge maak op kaarte vir bakke;

removing pitch from batteries;
 repairing curing tubes and sectional bags;
 repairing pallets;
 rough cutting;
 rubbing down of filling, primer and putty;
 sand or shot blasting;
 sandpapering;
 screwing down moulds;
 sealing batteries;
 selecting and placing goods into bins;
 smelting of shavings into ingot forms;
 sorting goods and recording the result;
 stirring materials;
 stripping tyres;
 teasing coir and horsehair;
 trimming tyres;
 washing and polishing motor vehicles;
 waxing moulds;
 wrapping of goods;
 writing of addresses copied from invoices or packing slips;
 Removing but not replacing —
 alternators;
 body badges;
 body mouldings;
 bonnets;
 bulbs;
 bumpers;
 cables—excluding electrical cable levers;
 doors;
 door handles;
 engine mud trays;
 generators;
 damaged glass;
 gravel pans;
 grills;
 lamps;
 oil filters or strainers, and the cleaning thereof;
 rear body lights;
 running boards;
 seats;
 self-starters;
 shock absorbers, excluding struts;
 striker plates;
 sump nuts and bolts;
 valve covers;
 applying protective coating to engines, components or accessories mounted within the engine compartment and to floor mate, seat surfaces, luggage compartments or side-kick plates;
 fitting loose covers when no alterations are required;
 removing paint and preparing surfaces for repainting, excluding the application of lead filler;
 mixing, by hand or machine, materials, including concrete, mortar and fibre glass constituents, but excluding colour blending;
 (b) subject to the provisions of clause 23 of Division A, which fixes the minimum weekly wage, for the driving of vehicles, an employee who, in addition to performing any of the duties enumerated in paragraph (a) of this definition, may also drive vehicles;

items op 'n vooraf gedrukte kontrolelys vir die werkwinkel aanteken;
 aanknipbaklyswerk verwyder;
 pik van batterye verwyder;
 vormbande en seksiesakke heelmaak;
 palette heelmaak;
 ruwe kapwerk;
 vulsel, grondlaag en stopverf af- of gelyk vryf;
 sand- of haelstraling;
 skuurwerk verrig;
 gietvorm vasskroef;
 batterye verseël;
 goedere uitkies en in bakke plaas;
 skaafsels in gietblokvorms smelt;
 goedere sorteer en die resultaat aanteken;
 materiaal roer;
 buitebande stroop;
 klapperhaar en perdehaar pluus;
 buitebande afwerk;
 motorvoertuie was en poleer;
 gietvorms met was bestryk;
 goedere toedraai;
 adresse van fakture of verpakkingstrokies af afskryf;
 Verwydering maar nie die terugsit nie van—
 alternators;
 bakkentekens;
 bakvormwerk;
 enjinkappe;
 gloeilampe;
 buffers;
 kables—uitsluitende elektriese kabelhefbome;
 deure;
 deurhandvatsels;
 enjinmodderbakke;
 opwekkers;
 beskadigde glas;
 gruisbakke;
 roosters;
 lampe;
 oliefilters of oliesiwwe en die skoonmaak daarvan;
 agterste bakligte;
 treeplanke;
 sitplekke;
 selfaansitters;
 skokbrekers, uitsluitende stutte;
 slagpenplaat;
 oliebakmoere en -boute;
 klepdeksels;
 aanbring van beskermingslaag aan enjins, komponente of bybehore wat binne die enjinkompartement gemonteer is, en aan vloermatte, sitplekoppervlakke, bagasieruimtes of syskoplate;
 pas van los sitplekoortreksels waar geen verstelling daar aan benodig word nie;
 verwydering van verf en die voorbereiding van oppervlakke vir die aanbring van verf, maar sluit nie die aanbring van loodvulsel in nie;
 materiaal, met inbegrip van beton, dagha en veselglas-bestanddele, met die hand of masjien meng, maar nie kleure meng nie;

(c) in relation to establishments engaged exclusively in the business of motor graveyards and/or motor scrapyards, an employee who, in addition to performing any of the duties enumerated in paragraph (a) of this definition, may also strip engines other than for repair;

(d) in relation to vehicle body building establishments, an employee who, in addition to performing any of the duties enumerated in paragraph (a) of this definition may perform any of the following duties:

Applying or removing quick release clamps—all types:

grinding or buffing iron or other metals or materials other than in precision work;

heating up lead and dipping;

operating cranes or gantries other than cab-operated cranes or gantries;

removing slave bolts; rivet heating; sand or shot blasting; striking; stripping springs which have been removed from vehicles; touching up screwheads or bolts or similar protruding or hidden parts on new vehicles with paint by brush;

(e) in relation to a registered reconditioning establishment, an employee who strips used components, including derivate-ing.

(12) Substitute the following for subclause (47) A:

'(a) "Grade 1 employee" means an employee who is employed in one or more of the following categories:

Char;

forecourt attendant;

(b) "Grade 2 employee" means an employee employed in one or more of the following categories:

Driver of motorcycle and scooter;

general operative;

general worker;

Grade D employee;

vulcaniser's operative, without wheelbalancing;

(c) "Grade 3 employee" means an employee who is employed in one or more of the following categories:

Battery repairer;

chopper out;

driver of motor vehicles with a gross vehicle mass of up to 3 500 kg, including forklifts and tractors;

new motor vehicles, motorcycle and tricycle assembler;

operative gearbox dismantler;

operative, Grade 1;

operative, Gra;

operative, Grade C;

scooter worker;

(d) "Grade 4 employee" means an employee who is employed in one or more of the following categories:

Cutter;

operative exhaust fitter;

operative, Grade 2;

operative, Grade 3;

operative, Grade AR;

operative, Grade B;

operative, Grade BR;

operative sunroof fitter;

operative upholsterer;

operative wheelbalancer;

pattern cutter maker;

radiator repairer;

supervisor, Grade 3;

vulcaniser's operative with wheel balancing;

(b) behoudens klousule 23 van Afdeling A, wat die minimum weekloon vir die dryf van voertuie vasstel, 'n werknemer wat, benewens die verrigting van enig een van die pligte in paragraaf (a) van hierdie omskrywing opgenoem, ook voertuie kan dryf;

(c) met betrekking tot bedrysinrigtings wat uitsluitlik by die rommel- of sloopwerk van motors betrokke is, 'n werknemer wat, benewens die verrigting van een of meer van die werksaamhede in paragraaf (a) van hierdie omskrywing opgenoem, ook enjins kan stroop vir 'n ander doel as om dit te herstel;

(d) met betrekking tot voertuigbakbouinrigtings, 'n werknemer wat, benewens die verrigting van een of meer van die werksaamhede in paragraaf (a) opgenoem, een of meer van die volgende pligte kan uitvoer:

Alle tipes snellosklampe aansit of verwyder;

yster of ander metale of materiaal skuur of fynskuur, uitgesonderd by presieswerk;

lood opwarm en indompel;

hyskrane of bokkrane bedien, uitgesonderd hyskrane of bokkrane met kajuitbediening;

knegboute verwyder; klinknaels verhit; sand- of haelstraling;

slaan; vere wat uit voertuie verwyder is, uitmekaarhaal;

skroefkoppe of bonte of soortgelyke uitstaande of versteekte dele aan nuwe voertuie deur middel van 'n kwas met verf opknep;

(e) met betrekking tot 'n geregistreerde vernuwingsinrigting, 'n werknemer wat gebruikte komponente uitmekaarhaal, asook klinknaels verwyder.

(12) Vervang subklousule (47) A deur die volgende:

'(a) "graad 1-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

Skoonmaakster;

voorbanaanassistent;

(b) "graad 2-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

Drywer van motorfiets en bromponie;

algemene werkmán;

algemene werker;

graad D-werknemer;

vulkaniseerder se werkmán, sonder wielbalansering;

(c) "graad 3-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

Batteryhersteller;

uitsnyer;

drywer van motorvoertuie met 'n bruto voertuigmassa tot 3 500 kg, insluitende vorkheysers en trekkers;

monteur van nuwe motorvoertuie, motorfiets en diewiele;

werkmán-ratkasdemonteerder;

werkmán graad 1;

werkmán graad C;

bromponiewerker;

(d) "graad 4-werknemer" 'n werknemer wat in enige van die volgende kategorieë in diens is:

Snyer;

werkmán-uitlaatmonteur;

werkmán graad 2;

werkmán graad 3;

werkmán graad AR;

(e) "Grade 5 employee" means an employee who is employed in one or more of the following categories:

Armature winder;
 auto electrician's assistant;
 body shop assistant;
 brake drum skimmer;
 clutch cover assembly setter;
 diesel pumproom assistant;
 driver of motor vehicles with a gross vehicle mass of over 3 500 kg;
 motorcycle mechanic's assistant;
 operative airconditioner fitter;
 operative, Grade 4;
 operative, Grade 5;
 operative, Grade BV;
 operative, Grade CR;
 operative, Grade CV;
 operative, Grade DV;
 operative radio/alarm fitter;
 operative supervisor;
 quality controller;
 repair shop assistant;
 seaming machinist;
 supervisor;
 supervisor, Grade 4;

(f) "Grade 6 employee" means an employee who is employed in one or more of the following categories:

Machine setter;
 operative, Grade A;
 senior quality controller;
 supervisor, Grade 5;
 wheel alignment worker;

(g) "Grade 7 employee" means an employee who is employed in one or more of the following categories:

B/A journeyman;
 exempted journeyman;
 operative engine assembler;

(h) "Grade 8 employee" means an employee who is employed in one or more of the following categories:

Journeyman;
 service supply salesman;.

(13) Add the following new subclause (47) B:

"Grade D employee" means an employee employed in a registered automotive engineering establishment who, in addition to any of the duties enumerated in clause 3 (47) of Division A, is permitted to perform the following:

lapping of valves by hand after the valve and seat have been machined by a journeyman or an operative grade A, B or C, or by an apprentice or a trainee registered in terms of the Manpower Training Act;

painting of engines with protective paint;

mounting by securing and bolting engines to and removing engines from dynamometers under supervision;.

(14) Substitute the following for the existing subclause (51):

"machine setter" means an employee who adjusts and/or sets machine tools and presses or lathes used for machining brake drums, brake discs, flywheel facings or pressure plates and who, with regard to a registered manufacturing establishment, can, in addition, sharpen and form grinding tools;.

werkmán graad B;
 werkmán graad BR;
 werkmán-sondakmonteur;
 werkmán-stoffeerder;
 werkmán-wielbalanseerder;
 patroonsnyermaker;
 verkoelerhersteller;
 opsigter graad 3;
 vulkaniseerder se werkmán, met wielbalansering;

(e) "graad 5-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

Ankerwikkelaar;
 motorelektrisiën se assistent;
 herstelwinkelassistent;
 remtrommelskiller;
 koppelaardeksel-monteursteller;
 dieselpompkamerassistent;
 drywer van motorvoertuie met 'n bruto voertuigmassa van meer as 3 500 kg;

motorfietswerktuigkundige se assistent;
 werkmán-lugversorgermonteur;
 werkmán graad 4;
 werkmán graad 5;
 werkmán graad BV;
 werkmán graad CR;
 werkmán graad CV;
 werkmán graad DV;
 werkmán-radio-alarmmonteur;
 werkmán-toesighouer;
 gehaltekontroleur;
 herstelwinkelassistent;
 masjienstikker;
 toesighouer;
 toesighouer graad 4;

(f) "graad 6-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

Masjiensteller;
 werkmán graad A;
 senior gehaltekontroleur;
 toesighouer graad 5;
 wielsporingswerker;

(g) "graad 7-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

B/A-vakman;
 vrygestelde vakman;
 werkmán-enjinmonteur;

(h) "graad 8-werknemer" 'n werknemer wat in een of meer van die volgende kategorieë in diens is:

Vakman;
 diensleweransier-verkoopspersoon;.

(13) Voeg die volgende nuwe subklousule (47) B by:

"graad D-werknemer" 'n werknemer wat in diens is van 'n geregistreerde motoringenieursbedryfsinrigting wat, benewens enige van die pligte in klousule 3 (47) van Afdeling A gelys, ook toegelaat is om die volgende te verrig:

kleppe met die hand fynslyp nadat 'n vakman, werkmán graad A, B of C of 'n vakleerling of kwekeling wat ingevolge die Wet op Mannekragopleiding geregistreer is, die klep en die bedding gemasjineer het;

enjins met beskermende verf verf;

montering deur vasheg en vasbout van enjins aan en verwydering van enjins van dinamometers onder toesig;.

(15) Add a new subclause (53) A as follows:

“Misa Special Reserve” means the reserve established in terms of Government Notice No. R. 1394 of 4 July 1986 and any amendments thereto;”

(16) Substitute the following for subclause (60):

“operative engine assembler” means an employee in a registered automotive engineering establishment, who—

(a) is able to prove not less than three years' experience in any trade designated for the Motor Industry or, with the approval of the Regional Council concerned, experience in some other trade, or

(b) is engaged mainly or exclusively in the assembly of internal combustion engines complete for installation;

and who under the supervision of a journeyman—

assembles engines;

dismantles and assembles fuel pumps;

dismantles and assembles oil pumps;

replaces bearings;

checks bearing fit, spread, crush and nip;

checks camshafts visually for wear;

in connection with connecting rods—

checks clearances with gauges;

assembles piston to conrod to crankshaft;

assembles main conrod bearings and bushes;

uses engine prelubricator;

aligns rods and pistons;

cleans and inspects pistons, including ring groove inspection;

fits rings, oil and compression on pistons;

in connection with crankshafts—

removes conrods, pistons, crankshafts and main bearing caps;

cleans, inspects and checks—

end play;

thrust washers;

flange bearings;

timing cover and rear main oil seal journal surface;

surfaces;

starter ring gears;

removes and replaces starter ring gears and/or fly-wheels;”

(17) In subclause (63), operative, Grade 1, insert “spot and/or tack welding” between “screwing by hand with die-heads and/or taps and/or screwing machines;” and “straightening and/or flattening metal strips;”

(18) In subclause (64), operative, Grade 2, insert “welding of a repetitive nature” between “continuous wire welding” and “spot and/or tack and/or butt welding”.

(19) Amend subclause (66), operative, Grade 4, as follows:

(a) In subclause (66) (b), substitute “15,0” for “13,6”.

(b) In subclause (66) (d), substitute “40,0” for “38,1”.

(14) Vervang subklousule (51) deur die volgende:

“masjiënsteller” ’n werknemer wat masjiengereedskap en perse of draaibanke wat vir die masjinerie van remtrommels, remskywe, vliegwiellakke of drukplate gebruik word, regstel en/of stel en wat, met betrekking tot ’n geregistreerde vervaardigingsinrigting, ook slypgereedskap kan skerpmaak en fatsoeneer;”

(15) Voeg die volgende nuwe subklousule (53) A by:

“Misa Spesiale Reserwefonds” die reserwe tot stand gebring kragtens Goewermentskennisgewing No. R. 1394 van 4 Julie 1986 asook enige wysigings daaraan;”

(16) Vervang subklousule (60) deur die volgende:

“werkman-enjinmonteur” ’n werknemer in ’n geregistreerde motoringenieursinrigting wat—

(a) bewys kan lewer van minstens drie jaar ondervinding in ’n ambag wat vir die Motornywerheid aangewys is of, met die toestemming van die betrokke Streekraad, ondervinding in ’n ander ambag, of

(b) hoofsaaklik of uitsluitlik by die montering van binnebrandenjins, volledig vir installering, werksaam is;

en wat onder die toesig van ’n vakman—

enjins monteert;

brandstofpompe demonteer en monteert;

oliepompe demonteer en monteert;

laers vervang;

laerpassing, -spanwydte, -perslengte en -knyp nagaan;

nokasse visueel nagaan met die oog op slytasie;

met betrekking tot suierstange—

die vry ruimte met ’n meter kontroleer;

die suier aan die suierstang aan die krukas monteert;

die hoofsuierstanglaers en -busse monteert;

’n enjinvooraframer gebruik;

stange en suiers in lyn bring;

suiers skoonmaak en nasien, met inbegrip van die nasien van ringgroewe;

ringe, olie en kompressie aan suiers aanbring;

met betrekking tot krukasse—

suierstange, suiers, krukasse en hooflaerdoppe verwyder;

die volgende skoonmaak, kontroleer en nagaan:

Entspeling;

drukasters;

flenslaers;

die tydreëlingdeksel en die agterhoofolieseëlastapoppervlak;

oppervlakke;

vliegwiellanse;

vliegwiellanse en/of vliegwielle verwyder en vervang;”

(17) In subklousule (63), werkman graad 1, voeg “puntsweis en/of punthegeusweising” in tussen “buitendraadinsnyding met die hand deur middel van stempelpokke en/of tappe en/of skroefsnymasjiene” en “metaalstroke reguit en/of plat maak;”

(18) In subklousule (64), werkman graad 2, voeg “sweis van ’n herhalingsaard” in tussen “deurloopdraadswaerwerk” en “punt- en/of heg en/of stuikswaerwerk”.

(19) Wysig subklousule (66), werkman graad 4, soos volg:

(a) In subklousule (66) (b), vervang “13,6” deur “15,0”.

(b) In subklousule (66) (d), vervang “38,1” deur “40,0”.

(20) Add the following new subclause (67) A:

"operative, Grade A" means an employee employed in a registered automotive engineering establishment and engaged mainly or exclusively in the operation of any two single-purpose machines;"

(21) Amend subclause (68), operative, Grade AR, as follows:

(a) Insert "bonding steel inserts to hydraulic cylinders;" between "bending and/or forming by hand operation in special-purpose jigs or formers;" and "bonding brake shoes, bands and clutch plates;"

(b) Substitute "dismantling of brakes (including air and hydraulic brakes) and/or clutch components for reconditioning" for "dismantling of brake and/or clutch components for reconditioning".

(c) Insert "making up brake pipes by bending and/or forming by hand operation or in special purpose jig;" between "inspecting visually;" and "making off from patterns or templates by hand;"

(22) Insert a new subclause (68) A as follows:

"operative, Grade B" means an employee employed in a registered automotive engineering establishment and who mainly or exclusively performs all work relating to the operating of any two machines, excluding a crankshaft grinder, a reborer/honer, a line borer or a diesel pump test bench, and the assembling of engines;"

(23) Insert a new subclause (70) A as follows:

"operative, Grade C" means an employee who is employed in any registered automotive engineering establishment and is engaged mainly or exclusively in—

dismantling internal combustion engines;
removing and fitting finished cylinder liners (wet/dry);
all cylinder head work, excluding surface grinding and manufacturing of inserts;
polishing crankshafts;
crack and porosity detecting;"

(24) Amend subclause (71), operative, Grade CR, as follows:

(a) In subclause (71) (b), substitute "15,0" for "13,6".

(b) In subclause (71) (c), substitute "40,0" for "38,1".

(25) Delete subclause (74), operative machinist, qualified.

(26) Add a new subclause (74) as follows:

"operative radio/alarm fitter" means an employee who is employed only in workshops engaged mainly or exclusively in the installation, servicing, repairing and maintenance of radios and/or alarms, who installs, services, repairs and maintains radios and/or alarms and/or immobilisers and/or cruise controls;"

(27) Delete subclause (75), operative machinist, unqualified.

(28) Delete subclause (84), punch card operator.

(29) Add a new subclause (85) A as follows:

"quality controller" means an employee who is mainly or exclusively engaged in checking by means of a tape, rule, or instrument, other than a micrometer, any manufactured or semi-manufactured components to ensure that they fall within indicated size limits, and whose action consequent upon such checking is limited to reporting to a superior:

Provided that a quality controller who is paid the prescribed micrometer bonus may use a micrometer in the course of this duties;"

(30) In subclause (97), repair shop assistant, delete subclauses (d) and (h).

(31) Delete subclause (99), repetitive checker.

(20) Voeg die volgende nuwe subklousule (67) A by:

"werkman graad A" 'n werknemer wat in 'n geregistreerde motoringenieursinrigting in diens is, en wat hoofsaaklik of uitsluitlik enige twee enkeldoelmasjiene bedien;"

(21) Wysig subklousule (68), werkman graad AR, soos volg:

(a) Voeg "bind van staalinstelsels aan hidrouliese silinders" in tussen "buig en/of fatsoeneerwerk met die hand verrig in eendoelsetmate of -vormers;" en "remskoene, bande en koppelaarplate bind;"

(b) Vervang "rem- en/of koppelaarkomponente demonteer om dit te vernieu" deur "demonteer van remme (insluitende lug- en hidrouliese remme) en/of koppelaarkomponente om dit te vernieu".

(c) Voeg "opmaak van rempepype deur dit te buig en te vorm met die hand of in 'n spesiaaldoel-setmaat" in tussen "visuele inspeksie uitvoer;" en "afmerkwerk met die hand vanaf patrone of patroonplate;"

(22) Voeg die volgende nuwe subklousule (68) A by:

"werkman graad B" 'n werknemer in diens wat in 'n geregistreerde motoringenieursbedryfsinrigting, wat hoofsaaklik of uitsluitlik alle werk verrig met betrekking tot die bediening van enige twee masjiene uitsluitende 'n krukasslyper, 'n herboorder/slypmasjien, 'n lynboorder, dieselpomptoetsbank en montering van enjins;"

(23) Voeg die volgende nuwe subklousule (70) A by:

"werkman graad C" 'n werknemer wat in enige geregistreerde motoringenieursbedryfsinrigting in diens is en wat hoofsaaklik of uitsluitlik werksaam is by—

binnebrandenjins demonteer;
verwyder en terugsit van silindervoerings (nat/droog);
alle silinderkopwerk, uitsluitende vlakslyping en vervaardiging van insetsels;
polering van krukaste;
kraak- en poreusheidsopsproing;"

(24) Wysig subklousule (71), werkman graad CR, soos volg:

(a) In subklousule (71) (b), vervang "13,6" deur "15,0".

(b) In subklousule (71) (c), vervang "38,1" deur "40,0".

(25) Skrap subklousule (74), werkman-masjinis, gekwalifiseer.

(26) Voeg die volgende nuwe subklousule (74) by:

"werkman-radio/alarmmonteur" 'n werknemer wat slegs werksaam is in 'n werkwinkel wat hoofsaaklik of uitsluitlik by die installasie, instandhouding, herstel en onderhoud van radio's en/of alarms betrokke is, wat radio's en/of alarms en/of immobiliseerders en/of spoedbeheerkontroles installeer, in stand hou, herstel en onderhou;"

(27) Skrap subklousule (75), werkman-masjinis, ongekwalifiseer.

(28) Skrap subklousule (84), ponskaartbediener.

(29) Voeg die volgende nuwe subklousule (85) A by:

"gehaltekontroleur" 'n werknemer wat hoofsaaklik of uitsluitlik vervaardigde of halfvervaardigde komponente kontroleer deur middel van 'n meetband, meetstok of instrument, uitgesonderd 'n mikrometer ten einde te verseker dat hulle binne die aangewese grense val en wie se handeling na sodanige kontrolering beperk is om verslag te doen aan 'n meerdere: Met dien verstande dat 'n gehaltekontroleur 'n mikrometer in die loop van sy pligte kan gebruik indien die voorgeskrewe mikrometerbonus aan hom betaal word;"

(30) In subklousule (97), herstelwinkelassistent, skrap subklousules (d) en (h).

(31) Skrap subklousule (99), herhalingskontroleur.

(32) Add a new subclause (101) A as follows:

"senior quality controller" means a employee employed in a registered manufacturing establishment responsible for the quality acceptance of products during or after the assembly or manufacturing process;.

(33) Add a new subclause (108) A as follows:

"supervisor, Grade 3" means an employee employed in a registered manufacturing establishment who supervises the activities of operative, Grade 2 employees;.

(34) Add a new subclause (108) B as follows:

"supervisor, Grade 4" means an employee employed in a registered manufacturing establishment who supervises the activities of operative, Grade 3 employees;.

(35) Add a new subclause (108) C as follows:

"supervisor, Grade 5" means an employee employed in a registered manufacturing establishment who supervises the activities of operative, Grade 4 employees;.

(36) In subclause (119), wheel alignment worker, insert "selling," between "repairing," and "vulcanising".

4. CLAUSE 5: PAYMENT OF EARNINGS

(1) In subclause (1) substitute "paid either hourly, daily, weekly, fortnightly or monthly, depending on the contract of employment as the case may be" for "paid weekly or monthly as the case may be".

(2) In subclause (3) insert "and/or commission" between "allowances" and "other".

(3) In subclause (13) substitute "prescribed in terms of clause 44 of Division A of this Agreement" for "of one and a half percent per month or part thereof".

5. CLAUSE 11: RETURNS TO THE COUNCIL

(1) In subclause (3) (a), substitute "watchmen, Grade 1 and Grade 2 employees" for "general workers and chars".

(2) In subclause (4) (a) and (b), substitute "operative, Grades A, B or C" for "operative machinist".

(3) In subclause (6) (a) and (b), substitute "Watchmen, Grade 1 and Grade 2 employees" for "General workers and chars".

(4) In subclause (7) substitute "prescribed in clause 44 of Division A of this Agreement" for "of one and a half percent per month or part thereof".

6. CLAUSE 12: SUBSCRIPTIONS TO THE MOTOR INDUSTRY EMPLOYEES' UNION OF SOUTH AFRICA, THE MOTOR INDUSTRY STAFF ASSOCIATION, THE NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA AND THE SOUTH AFRICAN MOTOR INDUSTRY EMPLOYERS' ASSOCIATION

(1) In subclause (4) substitute "prescribed in clause 44 of Division A of this Agreement" for "of one and a half percent per month or part thereof".

7. CLAUSE 13: TRADE UNION LABOUR

(1) In subclause (2) (d), substitute "Grade 1 employees, Grade 2 employees" for "chars, general workers".

8. CLAUSE 14: TERMINATION OF SERVICE

(1) Add a new subclause (5) as follows:

"(5) Except in the case of an illiterate employee, notice in terms of subclause (1) shall be given in writing."

(32) Voeg die volgende nuwe subklousule (101) A by:

"senior gehaltekontroleur" 'n werknemer wat in 'n geregistreerde vervaardigingsinrigting in diens is en wat verantwoordelik is vir die gehalteaanvaarding van produkte tydens of na die montering of vervaardigingsproses;.

(33) Voeg die volgende nuwe subklousule (108) A by:

"toesighouer graad 3" 'n werknemer wat in 'n geregistreerde vervaardigingsinrigting in diens is en toesig hou oor die werksaamhede van werkmans graad 2-werknemers;.

(34) Voeg die volgende nuwe subklousule (108) B by:

"toesighouer graad 4" 'n werknemer wat in 'n geregistreerde vervaardigingsinrigting in diens is en toesig hou oor die werksaamhede van werkmans graad 3-werknemers;.

(35) Voeg die volgende nuwe subklousule (108) C by:

"toesighouer graad 5" 'n werknemer wat in 'n geregistreerde vervaardigingsinrigting in diens is en toesig hou oor die werksaamhede van werkmans graad 4-werknemers;.

(36) In subklousule (119), wielsporingswerker, voeg "verkoop" tussen "herstel" en "ge Vulcaniseer" in.

4. KLOUSULE 5: BETALINGS VAN VERDIENSTE

(1) In subklousule (1), vervang "weekliks of maandeliks, na gelang van die geval" deur "uurliks, daagliks, weekliks, tweeweekliks of maandeliks, afhangende van die indiensnemingskontrak na gelang die geval".

(2) In subklousule (3), voeg "en/of kommissie" in tussen "toelaes" en "betaal".

(3) In subklousule (13), vervang "van een en 'n half persent per maand of gedeelte daarvan" deur "soos voorgeskryf kragtens klousule 44 van Afdeling A van hierdie Ooreenkoms".

5. KLOUSULE 11: OPGAWES AAN DIE RAAD

(1) In subklousule (3) (a), vervang "algemene werkers en skoonmaaksters" deur "wagte, graad 1- en graad 2-werknemers".

(2) In subklousule (4) (a) en (b), vervang "werkmansmasjien" deur "werkmans graad A, B of C".

(3) In subklousule (6) (a) en (b), vervang "algemene werkers en skoonmaaksters" deur "wagte, graad 1- en graad 2-werknemers".

(4) In subklousule (7), vervang "van een en 'n half persent per maand of gedeelte daarvan" deur "soos voorgeskryf kragtens klousule 44 van Afdeling A van hierdie Ooreenkoms".

6. KLOUSULE 12: LEDEGELD VIR DIE MOTOR INDUSTRY EMPLOYEES' UNION OF SOUTH AFRICA, THE MOTOR INDUSTRY STAFF ASSOCIATION, THE NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA EN DIE SOUTH AFRICAN MOTOR INDUSTRY EMPLOYERS' ASSOCIATION

(1) In subklousule (4) vervang "van een en 'n half persent per maand of gedeelte daarvan" deur "soos voorgeskryf kragtens klousule 44 van Afdeling A van hierdie Ooreenkoms".

7. KLOUSULE 13: VAKVERENIGINGARBEID

(1) In subklousule (2) (d), vervang "skoonmaaksters, algemene werkers", deur "graad 1-werknemers, graad 2-werknemers".

8. KLOUSULE 14: DIENSBEËINDIGING

(1) Voeg die volgende nuwe subklousule (5) by:

"(5) Behalwe in die geval van 'n ongeletterde werknemer word kennis ingevolge subklousule (1) skriftelik gegee."

9. CLAUSE 19: TRAVELLING ALLOWANCES

(1) In subclause (1) (e), substitute "R35" for "R25".

(2) Substitute the following for subclause (2) (a) (ii):

"paid a subsistence allowance or reimbursed by his employer against receipts or dockets for expenses reasonably incurred by him in respect of refreshments, meals and accommodation during each night of absence ('night' meaning for the purpose hereof the period between 23h00 and 04h00), which allowance shall be not less than R100 for each night or reimbursement of actual expenditure, whichever is the greater."

(3) Delete subclause (2) (a) (iii).

10. CLAUSE 21: SPECIAL PROVISIONS RELATING TO WATCHMEN

(1) Amend subclause (3) as follows:

(a) Insert "With effect from 1 December 1990," before "The minimum wage".

(b) Substitute "R136,00" for "R112,95".

(c) Add the following proviso at the end of subclause (3):

"Provided that in the case of any employee who or after 1 December 1990 was paid a wage less than that prescribed at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per week pre- scribed above	LESS	{ Amount per week actually paid
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multiplied by the number of weeks which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per week as prescribed above is paid or the date of coming into operation of this Agreement whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay as the date of coming into operation of this Agreement shall not be entitled to the additional amount specified in the subclause."

(2) Add a new subclause (5) as follows:

"(5) Four weeks' leave on full pay shall be granted to all watchmen who on or after 1 December 1990 have completed 120 months or more continuous employment with the same employer since the date of engagement, subject to the following condition:

(i) Splitting of leave shall be permitted, provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks: Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave."

11. CLAUSE 34: CONTINGENCY RESERVE

(1) Add the following at the end of subclause (4):

"Provided that in the case of moneys standing to the credit of Contingency Reserve 'B', such moneys shall be transferred to the Misa Special Reserve."

9. KLOUSULE 19: REISTOELAES

(1) In subklousule (1) (e), vervang "R25" deur "R35".

(2) Vervang subklousule (2) (a) (ii) deur die volgende:

"'n verblyftoelae betaal word of vergoed word deur sy werkgever by vertoning van kwitansies of kontantstrookies vir uitgawes wat redelikerwyse deur hom aangegaan is vir versings, maaltye en akkommodasie gedurende elke nag van afwesigheid ('nag' beteken vir die toepassing hiervan die tydperk tussen 23h00 en 04h00), welke toelae nie minder as R100 is nie vir elke nag, of vergoeding van werklike uitgawes, wat ook al die grootste is."

(3) Skrap subklousule (2) (a) (iii).

10. KLOUSULE 21: SPESIALE BEPALINGS BETREFFENDE WAGTE

(1) Wysig subklousule (3) soos volg:

(a) Voeg "met ingang van 1 Desember 1990" in tussen "werkgever" en "aan".

(b) Vervang "R112,95" deur "R136,00".

(c) Voeg die volgende voorbehoudsbepaling in aan die end van subklousule (3):

"Met dien verstande dat in die geval van 'n werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtrede van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedag per week soos hierbo uiteengesit	MIN	{ Bedrag per week wat werklik betaal is
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vermenigvuldig met die aantal weke wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember tot die eerste skof ten opsigte waarvan die bedrag per week soos hierbo voorgeskryf, betaal is op of op die datum van in werkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember 1990 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging soos voorgeskryf is op die datum van in werkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule voorgeskryf word nie."

(2) Voeg die volgende nuwe subklousule (5) by:

"(5) Vier weke verlof met volle besoldiging moet toegestaan word aan alle wagte wat voor of na 1 Desember 1990 120 maande of meer ononderbroke diens by dieselfde werkgever voltooi het sedert die datum van indiensneming, onderworpe aan die volgende voorwaarde:

(i) Verdeling van verlof word toegelaat mits wanneer verlof so verdeel word, een van die dele van die verdeelde verlof nie minder as drie agtereenvolgende weke beloop nie: Met dien verstande dat ingeval van 'n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met 'n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerkingtreding van hierdie Ooreenkoms een week se loon soos voorgeskryf in plek van sodanige verlof."

11. KLOUSULE 34: GEBEURLIKHEIDSRERWERE

(1) In subklousule (4), voeg die volgende in aan die einde na die woord "word":

"Met dien verstande dat enige gelde tot die krediet van die Gebeurlikheidsreserwe 'B' oorgedra word na die MISA Spesiale Reserwe."

12. CLAUSE 35: ADDITIONAL HOLIDAY PAY FOR APPRENTICES

(1) In subclause (1), substitute—

“(a) In the case of apprentices who have entered into three year contracts of apprenticeship:

For first year of contract	R 6,00
For second year of contract	R10,00
For third year of contract	R12,00

(b) In the case of apprentices who have entered into four year contracts of apprenticeship:

For first year of contract	R 6,00
For second year of contract	R 8,00
For third year of contract	R10,00
For fourth year of contract	R12,00

for the following:

For first year of contract	R 4,50
For second year of contract	R 6,00
For third year of contract	R 6,50
For fourth year of contract	R 8,00
For fifth year of contract	R 8,50”.

(2) In subclause (6) substitute “prescribed in clause 44 of Division A of this Agreement” for “of one and a half per cent per month or part thereof”.

Note: The amounts of R6, R8, R10 and R12 respectively shall be payable as from 1 December 1990.”.

“Provided that in the case of any employee on whose behalf the employer has submitted on or after 1 December 1990 to the Council an amount which is less than the amount prescribed in terms of this clause, shall submit within 13 weeks after the date of coming into operation of this Agreement and additional amount of additional holiday pay as follows:

Amount of additional holiday pay prescribed in terms of this subclause	LESS	Amount of additional holiday pay actually submitted to the Council on or after 1 December 1990
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calculated as from 1 December 1990 to the date of coming into operation of this Agreement.”.

13. CLAUSE 42: MOTOR INDUSTRY TRAINING LEVY

(1) In subclause (3) (a), substitute “watchmen, Grade 1 and Grade 2 employees” for “general workers and chars”.

(2) In subclause (4), substitute “prescribed in clause 44 of Division A of this Agreement” for “of one and a half per cent per month or part thereof”.

14. Insert a new clause 44 as follows:

“CLAUSE 44: INTEREST CLAUSE

Whenever any amount payable to the Council in terms of this Agreement is not paid on the due date, interest shall be payable on such amount or on any such lesser amount as may remain unpaid, calculated from the due date of payment at the rate of two per cent per month or part thereof.”.

DIVISION B**15. CLAUSE 1: SCOPE OF APPLICATION**

(1) In subclause (2), substitute “R36 000” and “R30 000” for “R30 000” and “R24 000” respectively.

(2) (a) In subclause (4) delete the phrase “leave bonus”.

(b) In subclause (4) (a), substitute “R1 950” and “R450,00” for “R1 400” and “R323,08” respectively.

(c) In subclause (4) (b), substitute “R1 600” and “R369 23” for “R1 155” and “R266,54” respectively.

12. KLOUSULE 35: ADDISIONELE VAKANSIE-BESOLDIGING VIR VAKLEERLINGE

(1) In subklousule (1), vervang—

“Vir die eerste jaar van die kontrak	R 4,50
Vir die tweede jaar van die kontrak	R 6,00
Vir die derde jaar van die kontrak	R 6,50
Vir die vierde jaar van die kontrak	R 8,00
Vir die vyfde jaar van die kontrak	R 8,50”

deur die volgende:

“(a) In die geval van vakleerlinge wat driejaar-vakleerling-kontrakte gesluit het:

Vir eerste jaar van kontrak	R 6,00
Vir tweedejaar van kontrak	R10,00
Vir derde jaar van kontrak	R12,00

(b) In die geval van vakleerlinge wat vierjaar-vakleerling-kontrakte gesluit het:

Vir eerste jaar van kontrak	R 6,00
Vir tweede jaar van kontrak	R 8,00
Vir derde jaar van kontrak	R10,00
Vir vierde jaar van kontrak	R12,00”.

(2) In subklousule (6), vervang “van een en ’n half persent per maand of gedeelte daarvan” deur “soos voorgeskryf kragtens klousule 44 van Afdeling A van hierdie Ooreenkoms”.

“Opmerking: Die bedrae van R6, R8, R10 en R12 onderskeidelik is betaalbaar vanaf 1 Desember 1990.”.

“Met dien verstande dat in die geval van enige werknemer namens wie die werkgewer op of na 1 Desember 1990 na die Raad ingedien het ’n bedrag wat minder is as die bedrag voorgeskryf ingevolge die bepalings van hierdie klousule, moet binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms ’n addisionele bedrag van addisionele vakansiebesoldiging indien wat soos volg bereken word:

Bedrag van addisionele vakansiebesoldiging voorgeskryf in terme van hierdie subklousule	MINUS	Bedrag van addisionele vakansiebesoldiging ingedien na die Raad op of na 1 Desember 1990
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bereken vanaf 1 Desember 1990 tot die datum van inwerkingtreding van hierdie Ooreenkoms.”.

13. KLOUSULE 42: MOTORNYWERHEIDS-OPLEIDINGSHEFFING

(1) In subklousule (3) (a), vervang “algemene werkers en skoonmaaksters” deur “wagte, graad 1- en graad 2-werknemers”.

(2) In subklousule (4), vervang “van een en ’n half persent per maand of gedeelte daarvan” deur “soos voorgeskryf kragtens klousule 44 van Afdeling A van hierdie Ooreenkoms”.

14. Voeg die volgende nuwe klousule 44 by:

“KLOUSULE 44: RENTEKLOUSULE

Wanneer enige bedrag wat kragtens hierdie Ooreenkoms aan die Raad betaalbaar is nie op die vervaldatum vereffen word nie, word rente, bereken teen twee persent per maand of gedeelte daarvan, op so ’n bedrag of kleiner bedrag wat nog uitstaande is, gehef.”.

AFDELING B**15 KLOUSULE 1: TOEPASSINGSBESTEK**

(1) In subklousule (2), vervang “R30 000” en “R24 000” deur onderskeidelik “R36 000” en “R30 000”.

(2) (a) In subklousule (4), skrap die woord “verlofbonus”.

(b) In subklousule (4) (a), vervang “R1 400” en “R323,08” deur onderskeidelik “R1 950” en “R450”.

(c) In subklousule (4) (b), vervang “R1 155” en “R266,54” deur onderskeidelik “R1 600” en “R369,23”.

(3) Add a new subclause (4) (c) as follows:

"(c) The provisions of clause 9 (13) of this Division shall be applicable to office, stores, sales or clerical employees, excluding motor vehicle sales persons or supply sales persons, receiving up to R1 650 per month (R380,77 per week) if they are employed in any of the Areas A, or up to R1 350 per month (R311,54 per week) if they are employed in Other Areas."

16. CLAUSE 2: DEFINITIONS

(1) Add the following to subclause (1), clerical employee:

"as well as employees who are mainly or exclusively engaged in the operation of hand or electrically activated papertape or card-punching and/or verifying machines, excluding the setting of circuits on such machines";.

(2) Delete subclause (3), punch card operator, and adjust the enumeration accordingly.

17. CLAUSE 3: WAGES

(1) Substitute the following for the Wage Schedule in this clause:

"A. WAGE SCHEDULE

Class of employee	Minimum wages			
	Areas A		Other areas	
	Per week R	Per month R	Per week R	Per month R
(a) Shop assistant/sales person and/or clerical employee—				
during first year of experience.....	173,21	750,00	156,70	679,00
during second year of experience.....	196,17	850,00	172,17	746,00
during third year of experience.....	225,02	975,00	182,31	790,00
thereafter	276,94	1 200,00	229,63	995,00
(b) Motor vehicle sales person—				
during first year of experience.....	184,63	800,00	157,63	683,00
thereafter	276,94	1 200,00	229,63	995,00

Class of employee	All areas	
	Per week R	Per month R
	R	R
(c) Traveller—		
during first year of experience	225,02	975,00
thereafter.....	276,02	1 200,00
(d) Supply sales person—		
during first year of experience	225,02	975,00
during second year of experience.....	268,87	1 165,00
during third year of experience	298,87	1 295,00
thereafter.....	323,10	1 400,00
(e) Part-time employees.....	*	*

* One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof for ordinary time worked on each day in any one week or one forty-fifth of such prescribed minimum weekly wage for each hour or part of an hour of ordinary time worked in any one week, whichever is the greater.

Note: All wages specified in this Wage Schedule shall be payable with effect from 1 December 1990."

"B. Notwithstanding the provisions contained in paragraph A of this clause any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per week-month for the employees class of work prescribed above LESS { Amount per week/month actually paid

(3) Voeg die volgende nuwe subklousule (4) (c) by:

"(c) Die bepalinge van klousule 9 (13) van hierdie Afdeling is van toepassing op kantoor-, pakhuis-, en verkoopswerknemers en klerke, uitsluitende motorvoertuigverkoopspersone of leweransiervkoopspersone, wat tot by R1 650 per maand (R380,77 per week) ontvang indien hulle in enige van die Gebiede A in diens is, of tot R1 350 per maand (R311,54 per week) indien hulle in Ander Gebiede in diens is."

16 KLOUSULE 2: WOORDOMSKRYWING

(1) In subklousule (1) klerk, voeg die volgende by:

"en wat bykomstig, hoofsaaklik of uitsluitlik hand- of elektris aangedrewe papierlint- of kaartpons- en/of verifieer-masjiene bedien maar nie stroombane op sodanige masjiene stel nie";.

(2) Skrap subklousule (3), ponskaartbediener.

17. KLOUSULE 3: LONE

(1) Vervang die bestaande Loonbylae deur die volgende:

"A. LOONBYLAE

Klas werknemer	Minimum loon			
	Gebiede A		Ander gebiede	
	Per week R	Per maand R	Per week R	Per maand R
(a) Winkelassistent/verkoopspersoon en/of klerk—				
gedurende eerste jaar ondervinding...	173,21	750,00	156,70	679,00
gedurende tweede jaar ondervinding...	196,17	850,00	172,17	746,00
gedurende derde jaar ondervinding.....	225,02	975,00	182,31	790,00
daarna.....	276,94	1 200,00	229,63	995,00
(b) Motorvoertuigverkoopspersoon—				
gedurende eerste jaar ondervinding...	184,63	800,00	157,63	683,00
daarna.....	276,94	1 200,00	229,63	995,00

Klas werknemer	Alle gebiede	
	Per week R	Per maand R
	R	R
(c) Handelsreisiger—		
gedurende eerste jaar ondervinding.....	225,02	975,00
daarna.....	276,02	1 200,00
(d) Leweransier-verkoopspersoon—		
gedurende eerste jaar ondervinding.....	225,02	975,00
gedurende tweede jaar ondervinding ...	268,87	1 165,00
gedurende derde jaar ondervinding.....	298,87	1 295,00
daarna.....	323,10	1 400,00
(e) Deeltydse werknemers	*	*

* Een elfde van die minimum weekloon wat in (a) hiervan vir klerke voorgeskryf word, vir gewone tyd gewerk op elke dag in 'n bepaalde week of een vyf-en-veertigste van sodanige voorgeskrewe minimum weekloon vir elke uur of gedeelte van 'n uur gewone tyd gewerk in 'n bepaalde week, nl. die grootste bedrag.

Opmerking: Alle lone soos voorgeskryf in hierdie Loonbylae, is betaalbaar met ingang van 1 Desember 1990."

"B. Nieteenstaande die bepalinge vervat in paragraaf A van hierdie klousule enige werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms was soos volg bereken word:

Bedrag per week/maand die werknemer se klas werk soos hierbo uiteengesit MIN { Bedrag per uur/week wat werklik betaal is

multiplied by the number of weeks/months which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per week/month for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for his class of work."

18. CLAUSE 5: OVERTIME

(1) Substitute a colon for the fullstop and add the following proviso at the end of subclause (3):

"Provided that whenever any employee is required to work overtime for purposes of stocktaking, his employer shall give written notice of not less than 7 days of the intention to work such overtime, to the employee concerned."

(2) In subclause (5), substitute "R5,00" for "R1,50".

19. CLAUSE 7: STAND-BY AND CALL-OUT ALLOWANCES

(1) Substitute "R15" for "R10" wherever the latter amount appears in this clause.

20. CLAUSE 9: ANNUAL LEAVE

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

"(2) (a) Three weeks' leave on full pay shall be granted to all employees who have completed the period of continuous employment with the same employer, as set out in the Schedule below, since the date of engagement or from the date on which the previous annual leave fell due, whichever is the later.

(b) Four weeks' leave on full pay shall be granted to all employees who on or after 1 December 1990 have completed 10 or more periods of continuous employment with the same employer, as set out in the Schedule below, since the date of engagement, subject to the following conditions:

(i) Splitting of leave shall be permitted: Provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks; and

(ii) the provisions in this clause relating to accrued leave pay shall apply *mutatis mutandis* in the case of employees who qualify for four weeks' annual leave:

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave."

SCHEDULE

(c) Weekly-paid employees—

(i) normally working a five-and-a-half-day week: 313 shifts, excluding overtime;

(ii) normally working a five-day week: 261 shifts, excluding overtime.

(d) Monthly-paid employees: 12 months."

(2) Let the existing subclause (12) become subclause (12)(a).

vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per week/maand vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember 1990 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie."

18. KLOUSULE 5: OORTYDWERK

(1) Vervang die punt deur 'n dubbelpunt en voeg die volgende voorbehoudbepaling in aan die einde van subklousule (3):

"Met dien verstande dat wanneer daar van 'n werknemer verwag word om oortyd te werk vir doeleindes van voorraad-opname, die werkgewer die betrokke werknemer nie minder nie as 7 dae skriftelike kennis gee van die voorneme om sulke oortyd te werk."

(2) In subklousule (5), vervang "R1,50" deur "R5,00".

19. KLOUSULE 7: GEREEDHEIDS- EN ROEPTOELAES

(1) Vervang "R10" deur "R15" waar eersgenoemde bedrag voorkom in hierdie klousule.

20. KLOUSULE 9: JAARLIKSE VERLOF

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

"(2) (a) Drie weke verlof met volle besoldiging moet toegestaan word aan alle werknemers wat die tydperk van aanloopende diens, uiteengesit in die Bylae hieronder, by dieselfde werkgewer voltooi het sedert die datum van indiensneming of die datum waarop die vorige jaarlikse verlof verskuldig geword het, naamlik die jongste datum.

(b) Vier weke verlof met volle besoldiging moet toegestaan word aan alle werknemers wat op of na 1 Desember 1990 10 of meer tydperke van ononderbroke diens, soos uiteengesit in die Bylae hieronder, by dieselfde werkgewer voltooi het sedert die datum van indiensneming, onderworpe aan die volgende voorwaardes:

(i) Verdeling van verlof word toegelaat mits wanneer verlof so verdeel word, een van die dele van die verdeelde verlof nie minder as drie agtereenvolgende weke beloop nie; en

(ii) die bepalinge van hierdie klousule met betrekking tot opgehoopte verlofgelde is *mutatis mutandis* van toepassing op werknemers wat vir vier weke verlof kwalifiseer:

Met dien verstande dat ingeval van 'n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met 'n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerkingtreding van hierdie Ooreenkoms een week se loon soos voorgeskryf in plek van sodanige verlof."

BYLAE

(c) Weekliks besoldigde werknemers—

(i) wat gewoonlik vyf en 'n half dae per week werk: 313 skofte, uitgesonderd oortydwerk;

(ii) wat gewoonlik vyf dae per week werk: 261 skofte, uitgesonderd oortydwerk.

(d) Maandeliks besoldigde werknemers: 12 maande."

(2) Hernommer die bestaande subklousule (12) tot (12)(a).

(3) Add the following new subclause (12) (b):

"(b) In the case of a motor vehicle sales person or supply sales person accrued leave pay shall be calculated on an amount equal to twice the basic monthly remuneration paid, not exceeding R4 000 in the aggregate:

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause the employer shall within 13 weeks after the date of coming into operation of this Agreement pay to such employee an amount equal to:

Amount of accrued leave pay prescribed for motor vehicle salesperson and supply salespersons in terms of this subclause	LESS	{ Amount of accrued leave pay already paid." }
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(4) In subclause (13) (a), substitute "(a) and (c)" for "(a), (c) and (d)".

(5) In subclause (13) (b), substitute "two weeks" for "one week's" and add the following proviso to the end of subclause (13) (b):

"Provided that in the case of any employee who was entitled to and who did not receive the bonus prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement the employer shall within 13 weeks after coming into operation of this Agreement pay to the employee an amount equivalent to one week's wages as prescribed."

(6) Amend subclause (13) by adding the following new subclauses (d) and (e):

"(d) Payment of the bonus prescribed in terms of subclause (13) (a) shall be made as follows, by mutual agreement between the employer and the employee, namely—

- (i) on completion of 12 months' service; or
- (ii) at the commencement of the employee's annual leave; or
- (iii) not later than the 20th day of December of each year:

Provided that in the event of agreement not having been reached between the employer and the employee, the bonus shall be payable to the employee on completion of his leave cycle.

(e) An employee who has completed 12 months' or more service and is discharged or leaves his employment shall be entitled to an accrued holiday bonus payment equivalent to $\frac{2}{3}$ of one week's remuneration for each completed span of employment from the date of commencing work with the employer or, if the bonus has been paid in terms of subclause (13) (a) of this clause, from the date on which his leave becomes due, whichever is applicable. From the purpose of this subclause 'span' means the number of shifts normally worked by the employee in a week. "

21. CLAUSE 11: TERMINATION OF SERVICE

(1) Add a new subclause (5) as follows:

"(5) Except in the case of an illiterate employee, notice in terms of subclause (1) shall be given in writing."

DIVISION C: CHAPTER 1

22. CLAUSE 2: DEFINITIONS

(1) In subclause (2), B/A Journeyman", substitute "three-and-a-half" for "five" wherever the latter appears in the subclause and in the Note to the subclause.

(3) Voeg die volgende nuwe subklousule (12) (b) by:

"(b) In die geval van 'n motorvoertuigverkoopspersoon of leweransier-verkoopspersoon word opgehoopte verlof-besoldiging bereken teen 'n bedrag gelykstaande aan twee maal basiese maandelikse besoldiging, maar hoogstens R4 000 in die geheel:

Met dien verstande dat in die geval van enige motorvoertuigverkoopspersoon of leweransiervkoopspersoon nie gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms met verlof gegaan en nie ontvang het die opge-loopte verlofgeld bereken in terme van hierdie subklousule nie, moet die werkgewer binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms betaal aan sodanige werknemer 'n bedrag gelykstaande aan:

Bedrag van opgehoopte verlofgeld voorgeskryf vir motorvoertuig verkoopspersone en leweransier-verkoopspersone in terme van hierdie subklousule	MIN	{ Bedrag van opgehoopte verlofgeld reeds betaal." }
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(4) In subklousule (13) (a), vervang "(a), (c) en (d)" deur "(a) en (c)".

(5) In subklousule (13) (b), vervang "een week" deur "twee weke" en voeg die volgende voorbehoudsbepaling in aan die end van subklousule (13) (b):

"Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgewer binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal 'n bedrag gelykstaande aan een week se loon soos voorgeskryf."

(6) Wysig subklousule (13) deur die volgende nuwe subklousules (d) en (e) by te voeg:

"(d) Betaling van die bonus voorgeskryf kragtens subklousule (13) (a), na wedersydse ooreenkoms tussen die werkgewer en sy werknemer, geskied soos volg, naamlik—

- (i) by voltooiing van 12 maande diens;
- (ii) aan die begin van die werknemer se jaarlikse verlof; of
- (iii) nie later nie as die 20ste dag van Desember van elke jaar:

Met dien verstande dat in die geval waar die werkgewer en sy werknemer nie ooreenkoms bereik het nie, die bonus van die werknemer by voltooiing van sy verlofsiklus betaalbaar is.

(e) 'n Werknemer wat 12 maande of langer diens het en wat ontslaan word of sy werk verlaat, is geregtig op betaling van 'n opgehoopte vakansiebonus gelykstaande aan twee twee-en-vyftigstes van een week se loon vir elke voltooiide dienstdyperk vanaf die datum waarop diens aanvaar is by die werkgewer of, indien die bonus kragtens die bepaling van subklousule (13) (a) van hierdie klousule betaal is, vanaf die datum waarop sy verlof aanbreek, wat ook al van toepassing is. Vir die toepassing van hierdie subklousule beteken 'dienstdyperk' die getal skofte wat die werknemer gewoonlik in 'n week werk."

21. KLOUSULE 11: DIENSBEËINDIGING

(1) Voeg die volgende nuwe subklousule (5) by:

"(5) Behalwe in die geval van 'n ongeletterde werknemer geskied kennis kragtens subklousule (1) skriftelik."

AFDELING C: HOOFSTUK I

22. KLOUSULE 2: WOORDOMSKRYWING

(1) In subklousule (2), B/A-vakman, vervang "vyf" oral waar dit in hierdie subklousule en in die opmerking by die subklousule voorkom, deur "drie-en-'n-half".

(2) In subclause (4), body shop assistant", add the following new subclause (n):

"removing and/or replacing —

alarms;
dashboard component parts;
electric windows;
immobilisers;
locks;
plug-in wiring units;
radios;
self-locking units;
side glasses;
tow bars;"

(3) Add the following new subclause (5) A:

"forecourt attendant" means an employee who a filling and/or service station mainly or exclusively performs any of the following duties:

attending to the parking of vehicles;
checking for oil leaks, but only during the process of oiling and greasing;
compiling oil sheets for vehicles that are to be lubricated;
connecting and disconnecting batteries; draining oil sumps;
dusting vehicles;
filling batteries in connection with charging operations, bottles or other containers for stock; differentials, fuel tanks, gear boxes, master cylinders, oil sumps, radiators and steering boxes;
filling in, by brush, with ready-mixed paint small chip marks or scratches on vehicle bodies;
fitting, removing and/or replacing batteries, grease nipples, tyres, tubes, rims and road wheels;
handling money;
inflating tyres and tubes;
issuing parking tickets;
lowering and/or raising motor vehicles by jack or hoist;
maintaining oil stock records at grease hoists;
making and serving tea or similar beverages; oiling and greasing of motor vehicles or parts thereof;
operating credit card machines for the sale of petrol, lubricant and fuels;
painting battery cradles, rims, tyres and road wheels;
polishing motor vehicles;
receiving money from customers and giving change;
removing air, fuel and oil filters of the screw-on-screw-off type;
repairing punctures, including the fitting and reseating of tyre or tube valves;
selling anthracite, braai wood, charcoal, oil, petrol, beverages and/or LP gas in sealed containers; and
tightening bolts and studs on differentials, sumps and transmissions when necessary, but only during the process of oiling and greasing;"

(2) In subklousule (4), bakwinkelassistent, voeg die volgende nuwe subklousule (n) by:

"verwydering en/of vervanging van —

alarms;
instrumentpaneelkomponentdele;
elektriese vensters;
immobiliseerders;
slotte;
inprop-bedradingseenhede;
radio's;
selfsluitende eenhede;
kantruite;
trekstange;"

(3) Voeg die volgende nuwe subklousule (5) A by:

"'voorbaanassistent' 'n werknemer wat in 'n vul- en/of diensstasie hoofsaaklik of uitsluitlik enige van die volgende pligte uitvoer:

Help met die parkering van motorvoertuie;
kyk of daar olie uitlek, maar slegs gedurende die olie- en smeerproses;
oliestate opstel vir voertuie wat gesmeer moet word;
batterye konnekteer en diskonnekteer;
oliebakke leegtap;
voertuie afstof;
batterye in verband met laaiwerk, bottels of ander houers vir voorraad, ewenaars, brandstoftanks, ratkaste, hoofsilinders, oliebakke, verkoelers en stuurkaste volmaak;
klein afdopmerkies en skrape aan voertuigbakke deur middel van 'n kwas met vooraf gemengde verf opvul;
batterye, ghriesnippels, buitebande, binnebande, vellings en padwiele aanbring, verwyder en/of vervang;
geld hanteer;
buite- en binnebande oppomp;
parkeerkaartjies uitreik;
motorvoertuie deur middel van 'n domkrag of hystoestel laat sak en/of oplig;
olievoorraadregisters by smeerhystoestelle byhou;
tee of dergelike drank berei en bedien;
motorvoertuie of onderdele daarvan olie en smeer;
kredietkaartmasjiene bedien vir die verkoop van petrol, smeermiddels en brandstof;
batteryrakke, vellings, buitebande en padwiele verf;
motorvoertuie poleer;
geld van klante ontvang en kleingeld gee;
lug-, brandstof en oliefilters van die aanskroef-/afskroeftipe verwyder;
lekplekke heelmaak, met inbegrip van kleppe vir buite- of binnebande aansit en inbed;
antrasiet, braaivleishout, houtskool, olie en petrol, en koel-drinke en/of vloeibare petroleumgas in verseelde houers verkoop;
boute en tapboute aan ewenaar, oliebak en tranmissiestelsel vasdraai wanneer nodig maar slegs gedurende die olie- en smeerproses;"

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

“general worker” means:—

(a) in relation to all establishments, an employee who is mainly or exclusively engaged in any of the following duties:

Accepting written orders in return for goods delivered outside the employer's premises;

accompanying a traveller on his journey and assisting in driving and in packing, unpacking and displaying of samples;

affixing printed or ready addressed labels onto bottles, boxes, bales or other packages;

applying adhesives, belt dressing, deadener materials or anticorrosive coatings (excluding primer, surfaces and finishing coats), putty, sealing compounds for purposes of dust-proofing and/or water-proofing;

applying and removing sash clamps, G-clamps, toggle clamps and battery hold-down clamps;

assembling and/or repairing motor-assisted pedal cycles and pedal-assisted motor cycles;

assembling, packing and mass-measuring goods in accordance with instructions and/or packing slips;

assisting on delivery vans;

attending to boilers;

attending to the parking of vehicles;

carrying goods;

cementing tyres;

checking and/or recording identification marks on goods;

cleaning by hand, brush, machine or pickling, or degreasing;

cleaning moulds;

closing or opening bales, boxes or other packages;

collecting spares on employer's requisition;

compounding in connection with the painting of motor vehicles;

conveying on foot, by bicycle, tricycle, or hand-propelled vehicle, goods, letters or messages;

cooking of rations;

counting and recording the result;

cutting tyres;

digging and/or removing the soil for foundations, drains and trenches;

dismantling scrap motor vehicles, other than the stripping of engines;

emptying containers;

extracting battery cells for inspection;

filing of body filling, solder, welding and old paint from parts under repair and adjacent parts, solder or welding on new parts and on sheet metal which has been panel beaten;

filing and sorting of standard printed forms into alphabetical, numerical, date, colour or commodity order;

firing and loading ovens and furnaces and removing refuse from furnaces;

fitting and/or removing curing tubes and/or sectional bags to and from tyres and placing tyres in moulds thereafter;

fitting and/or removing registration number plates to and from vehicles;

franking mail matter;

gardening;

greasing and oiling machinery, including lathes and overhead shafting, while stationary;

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

“algemene werker”—

(a) met betrekking tot alle bedryfsinrigtings, 'n werknemer wat hoofsaaklik of uitsluitlik een of meer van die volgende pligte uitvoer:

Skriftelike bestellings aanneem in ruil vir goedere wat buite die werkgever se perseel afgelewer word;

'n handelsreisiger op sy reis vergesel en hom help dryf en monsters verpak, uitpak en vertoon;

gedrukte of reeds geadresseerde etikette op bottels, kiste, bale of ander pakkette aanbring;

kleefstof, bandsmeersel, verdofmateriaal of korrosiewerende lae (uitgesonderd grondlae, oppervlaklae en afwerklae), stopverf, digtingsmengsels vir stofdigting en/of waterdigting aanwend;

raamklampe, G-klampe, skarnierhefboomklampe en battervashouklampe aanbring en verwyder;

trapfiets met hulpmotore en motorfiets met hulptrappe inmeekaarsit en/of herstel;

goedere in ooreenstemming met opdragte en/of verpakkingsstrookies bymekaarmaak, verpak en massameet;

hulp op afleweringswaens verleen;

ketels bedien;

help met die parkering van voertuie;

goedere dra;

buitebande sementeer;

identifikasiemerke op goedere nagaan en/of aanteken;

met die hand, 'n borsel, 'n masjien of bytmiddel skoonmaak, of ghries verwyder;

gietsvorms skoonmaak;

bale, kiste of ander pakkette toemaak of oopmaak;

reserwedele volgens werkgever se bestelling bymekaarmaak;

mengwerk verrig in verband met die verf van motorvoertuie;

goedere, briewe of boodskappe te voet, per fiets, per driewiel of per handvoertuig vervoer;

rantsone gaarmaak;

optel en die resultaat aanteken;

buitebande opsny;

grond vir fondamente, riole en slote uitgrawe en/of verwyder;

rommelmotorvoertuie uitmekaarhaal, maar nie die enjins stroop nie;

houers leegmaak;

selle van batterye vir inspeksie uithaal;

bakvulsel, soldeersel, sweiswerk en ou verf van onderdele wat herstel word en van aangrensende onderdele soldeersel of sweiswerk aan nuwe onderdele en plaatmetaal wat vir duikklopwerk gebruik is af- of gelyk vyl;

gedrukte standaardvorms in alfabetiese, numerieke, datum-, kleur- of kommoditeitsvolgorde liasseer en sorteer;

vure in oonde aansteek en stook en afval uit oonde verwyder;

vormbande en/of seksiesakke aanbring aan en/of verwyder uit buitebande, en buitebande daarna in vorms plaas;

registrasienumerplate aanbring aan en/of verwyder van voertuie;

posstukke frankeer;

tuinwerk verrig;

masjinerie, met inbegrip van draaibanke en bogrondse asaandryfstelsel, smeer en olie terwyl dit nie loop nie;

handling money;
 holding parts, materials and/or tools and placing parts and materials into position under the supervision of an employee in a higher wage group;
 issuing materials previously recorded by storekeepers;
 issuing and/or receiving tools and/or equipment to and from tool room and maintaining a record thereof;
 issuing goods from workshop store to workshop personnel and recording same;
 issuing parking tickets;
 loading and unloading vehicles;
 making crates;
 marking and/or stencilling packages and/or parts with brush or spraygun or rubber stamps;
 masking;
 mass-measuring and recording the result;
 mixing, by hand or machine, materials, including concrete and mortar, but excluding colour blending and fibre glass constituents;
 moving and/or stacking and/or unpacking goods;
 operating goods lifts and letter copying or duplicating machines;
 operating a passenger lift;
 painting buildings, fences, plant and equipment for maintenance purposes only;
 painting, by brush and/or gun, axles, brake drums, chassis and undersides of vehicle bodies and of trailers;
 painting by brush front and rear bumpers, wheels of commercial vehicles or bus chassis;
 polishing vehicles;
 receiving money from customers and giving change;
 rough water-proofing paint on canvas;
 rough stuff to inside of vehicle bodies;
 painting pallets;
 polishing by hand or machine in connection with the painting of motor vehicles;
 polishing moulds;
 preparing food for cooking;
 pre-treating metal by chemical process in panel-beating establishments;
 recording and/or checking identification marks on goods and registration numbers of vehicles;
 recording on bin cards;
 recording items on a pre-printed check list to workshop;
 removing clip-on body mouldings;
 removing pitch from batteries;
 repairing curing tubes and sectional bags;
 repairing pallets;
 rough cutting;
 rubbing down of filling, primer and putty;
 sand or shot blasting;
 sandpapering;
 screwing down moulds;
 sealing batteries;
 selecting and placing goods into bins;
 smelting of shavings into ingot forms;
 sorting goods and recording the result;
 stirring materials;

geld hanteer;
 onder toesig van 'n werknemer in 'n hoër loongroep onderdele, materiaal en/of gereedskap vashou en onderdele in materiaal in posisie plaas;
 materiaal uitreik wat vooraf deur 'n pakhuisman aange-teken is;
 gereedskap en/of uitrusting uitreik aan en/of ontvang van gereedskapkamer en 'n register van sodanige gereedskap byhou;
 goedere uit die werkwinkelpakhuis aan die werkwinkelpersoneel uitreik en dit aanteken;
 parkeerkaartjies uitreik;
 voertuie laai en aflaai;
 kratte maak;
 pakkette en/of onderdele met 'n kwas of sproeispuut of rubberstempel merk en/of sjabloneer;
 maskeerwerk verrig;
 massameet en die resultaat aanteken;
 materiaal, met inbegrip van beton en dagha, met die hand of 'n masjien meng, maar nie kleure en veselglasbestanddele meng nie;
 goedere verskuif en/of opstapel en/of uitpak;
 goederehysers en briefkopieer- of afrolmasjiene bedien;
 'n passasiershysbak bedien;
 geboue, heinings, die masjinerie en uitrusting slegs vir onderhoudsdoeleindes verf;
 asse, remtrommels, onderstelle en die onderkant van voertuigbakke en sleepwaens met 'n kwas en/of sproeispuut verf;
 voor- en agterstampers, wiele van handelsvoertuie of busonderstelle met 'n kwas verf;
 voertuie poleer;
 geld van klante ontvang en kleingeld gee;
 ruwe waterdigtingsverf aan seildoek aanbring;
 die binnekant van motorbakke grofverf;
 palette verf;
 met die hand of 'n masjien poleerwerk verrig in verband met die verf van motorvoertuie;
 gietvorms poleer;
 voedsel voorberei wat gaargemaak moet word;
 metaal vooraf deur middel van 'n chemiese proses behandel in bedryfsinrigtings wat duikklopwerk verrig;
 identifikasiemerke op goedere en registrasienommers van voertuie aanteken en/of nagaan;
 aantekeninge maak op kaarte vir bakke;
 items op 'n vooraf gedrukte kontrolelys vir die werkwinkel aanteken;
 aanknipbaklyswerk verwyder;
 pik van batterye verwyder;
 vormbande en seksiesakke heelmaak;
 palette heelmaak;
 ruwe kapwerk;
 vulsel, grondlaag en stopverf af- of gelyk vryf;
 sand- of haelstraling;
 skuurwerk verrig;
 gietvorm vasskroef;
 batterye verseël;
 goedere uitkies en in bakke plaas;
 skaafsels in gietblokvorms smelt;
 goedere sorteer en die resultaat aanteken;
 materiaal roer;

stripping tyres;
teasing coir and horsehair;
trimming tyres;
washing and polishing motor vehicles;
waxing moulds;
wrapping of goods;
writing of addresses copied from invoices or packing slips;
Removing but not replacing —

alternators;
body badges;
body mouldings;
bonnets;
bulbs;
bumpers;
cables—excluding electrical cable levers;
doors;
door handles;
engine mud trays;
generators;
damaged glass;
gravel pans;
grills;
lamps;
oil filters or strainers and the cleaning thereof;
rear body lights;
running boards;
seats;
self-starters;
shock absorbers, excluding struts;
striker plates;
sump nuts and bolts;
valve covers;

applying protective coating to engines, components or accessories mounted within the engine compartment and to floor mats, seat surfaces, luggage compartments or side-kick plates;

fitting loose seat covers when no alterations are required;

removing paint and preparing surfaces for repainting, excluding the application of lead filler;

mixing by hand or machine, materials, including concrete, mortar and fibre glass constituents, but excluding colour blending;

(b) subject to the provisions of clause 23 of Division A which fixes the minimum weekly wage for driving vehicles, an employee who in addition to performing any of the duties enumerated in paragraph (a) of this definition, may also drive vehicles;

(c) in relation to establishments engaged exclusively in the business of motor graveyards and/or motor scrapyards, an employee who, in addition to performing any of the duties enumerated in paragraph (a) of this definition, may also strip engines other than for repair;

(5) Delete subclause (6) A.

(6) Add a new subclause (11) A:

“operative radio/alarm fitter” means an employee who is employed only in workshops engaged mainly or exclusively in the installation, servicing, repairing and maintenance of radios and/or alarms, who installs, services, repairs and maintains radios and/or alarms and/or immobilisers and/or cruise controls;

buitebande stroop;
klapperhaar en perdehaar pluus;
buitebande afwerk;
motorvoertuie was en poleer;
gietvorms met was bestryk;
goedere toedraai;
adresse van fakture of verpakkingstrokies af afskryf;
Verwydering maar nie die terugsit nie van —
alternators;
bakkentekens;
bakvormwerk;
enjinkappe;
gloeilampe;
buffers;
kabels—uitsluitende elektriese kabelhefbome;
deure;
deurhandvatsels;
enjinmodderbakke;
opwekkers;
beskadigde glas;
gruisbakke;
roosters;
lampe;
oliefilters of oliesiwwe en die skoonmaak daarvan;
agterste bakligte;
treeplanke;
sitplekke;
selfaansitters;
skokbrekers, uitsluitende stutte;
slagpenplate;
oliebakmoere en -boute;
klepdeksels;

aanbring van beskermingslaag aan enjins, komponente of bybehore wat binne die enjinkompartement gemonteer is, en aan vloermatte, sitplekoppervlakke, bagasieruimtes of syskopplate;

pas van los sitplekoortreksels waar geen verstelling daaraan benodig word nie;

verwydering van verf en die voorbereiding van oppervlakke vir die aanbring van verf, maar sluit nie die aanbring van loodvulsel in nie;

materiaal, met inbegrip van beton, dagha en veselglas-bestanddele met die hand of masjien meng, maar nie kleure meng nie;

(b) behoudens klousule 23 van Afdeling A wat die minimum weekloon vir die dryf van voertuie vasstel, 'n werknemer wat, benewens die verrigting van enigeen van die pligte in paragraaf (a) van hierdie omskrywing opgenoem, ook voertuie kan dryf;

(c) met betrekking tot bedryfsinrigtings wat uitsluitlik by die rommel- en sloopwerk van motors betrokke is 'n werknemer wat, benewens die verrigting van een of meer van die werksaamhede in paragraaf (a) van hierdie omskrywing opgenoem, ook enjins kan stroop vir 'n ander doel as om dit te herstel;

(5) Skrap subklousule (6) A.

(6) Voeg die volgende nuwe subklousule (11) A by:

“werkman radio/alarmmonteur” 'n werknemer wat slegs werksaam is in 'n werkwinkel wat hoofsaaklik of uitsluitlik die installasie, instandhouding, herstel en onderhoud van radio's en/of alarms, wat radio's en/of alarms en/of immobiliseerders en/of spoedbeheerkontroles installeer, instandhou, herstel en onderhou;

(7) In subclause (16), repair shop assistant, delete sub-clauses (d) and (h).

(8) In subclause (22), wheel alignment worker, insert "selling," between "repairing," and "vulcanising".

23. CLAUSE 3: WAGES

(1) Substitute the following for the Wage Schedule in this clause:

"A. WAGE SCHEDULE"

Class of employee	Minimum wages					
	A Areas		B Areas		C Areas	
	Per week	Per hour	Per week	Per hour	Per week	Per hour
	R	R	R	R	R	R
Grade 1	112,50	2,50	84,60	1,88	73,35	1,63
Grade 2	166,50	3,70	125,10	2,78	108,45	2,41

	A Areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 3	189,00	4,20	170,10	3,78
Grade 4	207,00	4,60	186,30	4,14
Grade 5	234,00	5,20	210,60	4,68
Grade 6	288,00	6,40	259,20	5,76

	All areas	
	Per week	Per hour
	R	R
Grade 7	393,75	8,75
Grade 8	450,00	10,00

Watchman—For this grade of employee, refer to clause 21 of Division A.

Note:

1. All wages specified in this Wage Schedule shall be payable with effect from 1 December 1990.

2. In the case of the following classes of employees, namely—

- new motor vehicle, motorcycle and tricycle assembler
- operative airconditioner fitter
- operative exhaust fitter
- operative sunroof fitter
- forecourt attendant in C Areas
- operative upholsterer
- operative wheel balancer
- wheel alignment worker
- operative gearbox dismantler
- chopper-out
- cutter
- brake drum skimmer

the following special conditions shall apply:

(a) These conditions shall apply only to incumbents who were engaged on or before 30 November 1990.

(b) Incumbents who, prior to 1 December 1990, were paid the prescribed minimum wage applicable up to that date, shall receive a 15% increase.

(c) Incumbents who, prior to 1 December 1990, were paid more than the prescribed minimum wage applicable up to that date but less than the sum of that wage plus 15% thereof, shall receive an increase that will bring their wage up to the prescribed minimum wage plus 15% thereof.

(d) Incumbents who, prior to 1 December 1990, were paid a wage in excess of the sum of the minimum prescribed wage applicable up to that date plus 15% thereof, shall receive an increase of 10%.

(7) In subklousule (16), herstelwinkelassistent, skrap subklousules (d) en (h).

(8) In subklousule (22), wielsporingswerker, voeg "verkoop" in tussen "herstel" en "gevuulkaniseer".

23. KLOUSULE 3: LONE

(1) Vervang die bestaande Loonbylae deur die volgende:

"A. LOONBYLAE"

Klas werknemer	Minimum lone					
	A Gebiede		B Gebiede		C Gebiede	
	Per week	Per uur	Per week	Per uur	Per week	Per uur
	R	R	R	R	R	R
Graad 1	112,50	2,50	84,60	1,88	73,35	1,63
Graad 2	166,50	3,70	125,10	2,78	108,45	2,41

	A Gebiede		Ander gebiede	
	Per week	Per uur	Per week	Per uur
	R	R	R	R
Graad 3	189,00	4,20	170,10	3,78
Graad 4	207,00	4,60	186,30	4,14
Graad 5	234,00	5,20	210,60	4,68
Graad 6	288,00	6,40	259,20	5,76

	Alle gebiede	
	Per week	Per uur
	R	R
Graad 7	393,75	8,75
Graad 8	450,00	10,00

Wag—Vir hierdie graad werknemer, kyk klousule 21 van Afdeling A.

Opmerking:

1. Alle lone in hierdie Loonbylae voorgeskryf, is betaalbaar vanaf 1 Desember 1990.

2. In die geval van die volgende klasse werknemers, naamlik—

- nuwe motorvoertuig, motorfiets en driewielmonteur
- werkman-lugversorgermonteur
- werkman-uitlaatmonteur
- werkman-sondakmonteur
- voorbaanassistent in gebied C
- werkman-stoffeerder
- werkman-wielbalanseerder
- werkman-ratkasdemonteerder
- uitsnyer
- snyer
- remtrommelskiller

is die volgende spesiale voorwaardes van toepassing:

(a) Hierdie voorwaardes is van toepassing op ampsbekleërs wat voor of op 30 November 1990 in diens geneem is.

(b) Ampsbekleërs wat voor 1 Desember 1990 die minimum voorgeskrewe loon van toepassing tot op daardie datum ontvang het, moet 'n 15%-verhoging ontvang.

(c) Ampsbekleërs wat voor 1 Desember 1990 'n loon hoër as die voorgeskrewe loon van toepassing tot op daardie datum, maar minder as die bedrag van daardie loon plus 15% daarvan, ontvang het, moet 'n verhoging ontvang wat sy loon sal verhoog om dit gelykstaande te maak aan die voorgeskrewe minimum plus 15% daarvan.

(d) Ampsbekleërs wat voor 1 Desember 1990 'n loon van meer as die bedrag van die minimum voorgeskrewe loon van toepassing tot op daardie datum en 15% daarvan, ontvang het, moet 'n verhoging van 10% ontvang.

(e) Increases granted since 1 September 1990 shall be offset against the increases specified in paragraphs (c) and (d) of Note 2."

"B. Notwithstanding the provisions contained in subclause (1) A of this clause, in the case of those employees referred to in Note 2 (b), (c), (d) and (e) to the Schedule to this clause and to whom no increase was granted on or after 1 September 1990 or to whom only a part of the particular increase was granted on or after that date shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour for the employees class of work prescribed above	LESS (where applicable)	{ Amount per hour of any increase granted to the employee on or after 1 September 1990
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multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later:

Provided further that in the case of all other employees, any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour/week for the employees class of work prescribed above	LESS	{ Amount per hour/week actually paid
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multiplied by the number of hours/weeks which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour/week for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of payment not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for his class of work."

24. CLAUSE 4: HOURS OF WORK

(1) (a) In subclause (3), delete "or general workers".

(b) In subclause (3), substitute "forecourt attendants" for "general workers employed as petrol attendants".

(2) Amend subclause (8) as follows:

(a) Insert "or forecourt attendant" between "general worker" and "works".

(b) Insert "or forecourt attendant's" between "general worker's" and "week".

25. CLAUSE 5: OVERTIME

(1) Add the following proviso at the end of subclause (3):

"Provided that whenever an employee is required to work overtime for purposes of stocktaking, his employer shall give written notice of not less than 7 days of the intention to work such overtime to the employee concerned."

(2) In the proviso to subclause (4), substitute "Grade 1 and Grade 2 employees, drivers light vehicles and drivers heavy vehicles" for "chairs, general workers and drivers".

(e) Verhogings wat met ingang van 1 September 1990 toegestaan is, word afgetrek van die verhogings soos in paragrawe (c) en (d) van Opmerking 2 voorgeskryf.

"B. Nieteenstaande die bepalings vervat in subklousule (1) A van hierdie klousule, in die geval van alle werknemers waarna in Nota 2 (b), (c), (d) en (e) van die Bylae tot hierdie klousule verwys word en aan wie geen verhoging toegestaan is op of na 1 September 1990 of aan wie slegs 'n gedeelte van die besondere verhoging toegestaan is op of na daardie datum moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur vir die werknemers se klas werk soos hierbo uit- eengesit	MINUS (waar van toepas- sing)	{ Bedrag per uur van enige verhoging toegestaan aan die werknemer op of na 1 September 1990
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste:

Met dien verstande verder dat in die geval van alle werknemers, enige werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur/week vir die werknemer se klas werk soos hierbo uiteengesit	MIN	{ Bedrag per uur/week wat werklik betaal is
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionale bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie."

24. KLOUSULE 4: WERKURE

(1) (a) In subklousule (3), skrap "of algemene werkers".

(b) In subklousule (3), vervang "algemene werkers wat as petroljoggies werksaam is" deur "voorbaanassistent".

(2) Wysig subklousule (8) soos volg:

(a) Voeg "of voorbaanassistent" in tussen "algemene werker" en "geag".

(b) Voeg "of voorbaanassistent" in tussen "algemene werker" en "minder".

25. KLOUSULE 5: OORTYDWERK

(1) Voeg die volgende voorbehoudsbepaling in aan die einde van subklousule (3):

"Met dien verstande dat wanneer daar van 'n werknemer verwag word om oortyd te werk vir doeleindes van voorraad-opname, die werkgewer die betrokke werknemer nie minder nie as 7 dae skriftelike kennis moet gee van die voorneme om sulke oortyd te werk."

(2) In die voorbehoudsbepaling by subklousule (4), vervang "skoonmaaksters, algemene werkers en drywers" deur "graad 1- en graad 2-werknemers, drywers ligte voertuie en drywers swaar voertuie".

26. CLAUSE 7: SUNDAY WORK

(1) In subclause (2), insert “, forecourt attendants” between “journeymen” and “and general workers”.

(2) (a) In subclause (4), insert “or forecourt attendant” between “general worker” and “who” where the former occurs for the first time in the subclause.

(b) In subclause (4), delete “mainly or exclusively on any of the duties specified in paragraph (a) of a definition of such general worker”.

27. CLAUSE 8: STAND-BY AND CALL OUT ALLOWANCES

(1) Substitute “R15” for “R10” wherever the latter amount occurs in this clause.

28. CLAUSE 9: PUBLIC HOLIDAYS

(1) Amend subclause (4) as follows:

(a) Substitute “forecourt attendant” for “general worker” where the latter occurs for the first time in the subclause.

(b) Delete “to perform any of this duties in paragraph (a) of the definition of ‘general worker’”.

29. CLAUSE 10: ANNUAL LEAVE AND ACCRUED LEAVE PAY

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

“(2) (a) Three consecutive weeks’ leave on full pay shall be granted to all employees, including apprentices and trainees undergoing training under the Manpower Training Act, 1981, who have completed the period of continuous employment with the same employer, as set out in the Schedule below, since the date of their engagement or from the date on which their previous annual leave fell due, whichever is the later.

(b) Four weeks’ leave on full pay shall be granted to all employees who on or after 1 December 1990 have completed 10 or more periods of continuous employment with the same employer, as set out in the Schedule below, since the date of their engagement, subject to the following conditions:

(i) Splitting of leave shall be permitted: Provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks; and

(ii) the provisions in this clause relating to accrued leave pay shall apply *mutatis mutandis* in the case of employees who qualify for four weeks’ annual leave:

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week’s leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week’s wages as prescribed in lieu of such leave.

SCHEDULE

(c) Weekly-paid employees, other than general workers employed at a parking garage exclusively in the duties connected with night parking services—

(i) normally working five-and-a-half-day week: 313 shifts, excluding overtime;

(ii) normally working a five-day week: 261 shifts, excluding overtime.

(d) Monthly paid employees and general workers employed at a parking garage exclusively in the duties connected with night parking services: 12 months.”.

26. KLOUSULE 7: SONDAGWERK

(1) In subklousule (2), voeg “voorbaanassistente” tussen “vakmanne” en “en algemene werkers” in.

(2) (a) In subklousule (4), voeg “of voorbaanassistent” tussen “algemene werker” en “wat” in waar laasgenoemde vir die eerste keer in hierdie subklousule voorkom.

(b) In subklousule (4), skrap “en hoofsaaklik of uitsluitlik een van die pligte uitvoer wat in paragraaf (a) van die omskrywing van sodanige algemene werker vermeld word”.

27. KLOUSULE 8: GEREEDHEIDSDIENS- EN ROEPTOELAES

(1) Vervang “R10” deur “R15” oral waar dit in hierdie klousule voorkom.

28. KLOUSULE 9: OPENBARE VAKANSIEDAE

(1) Wysig subklousule (4) soos volg:

(a) Vervang “Algemene werker” deur “Voorbaanassistent” waar dit vir die eerste keer in hierdie subklousule voorkom.

(b) Skrap “enigene van die werksaamhede wat uiteengesit word in paragraaf (a) van die omskrywing van ‘algemene werker’ te verrig”.

29. KLOUSULE 10: JAARLIKSE VERLOF EN BESOLDIGING VIR OPGELOPE VERLOF

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

“(2) (a) Drie agtereenvolgende weke verlof met volle besoldiging moet toegestaan word aan alle werknemers, met inbegrip van vakleerlinge en kwekelinge wat opleiding ingevolge die Wet op Mannekragopleiding, 1981, ondergaan en wat die tydperk van aaneenlopende diens, uiteengesit in die Bylae hieronder, by dieselfde werkgever voltooi het sedert die datum van indiensneming of die datum waarop die vorige jaarlikse verlof verskuldig geword het, naamlik die jongste datum.

(b) Vier weke verlof met volle besoldiging moet toegestaan word aan alle werknemers wat op of voor 1 Desember 1990 10 of meer tydperke van aaneenlopende diens, uit-eengesit in die Bylae hieronder, by dieselfde werkgever voltooi het sedert die datum van indiensneming, onderworpe aan die volgende voorwaardes:

(i) Verdeling van verlof is toelaatbaar mits wanneer verlof so verdeel word, een van die dele daarvan nie minder as drie agtereenvolgende weke beloop nie; en

(ii) die bepalinge van hierdie klousule met betrekking tot opgelope verlof is *mutatus mutandis* van toepassing op werknemers wat vir vier weke jaarlikse verlof kwalifiseer:

Met dien verstande dat ingeval van ’n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met ’n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerkingtreding van hierdie Ooreenkoms een week se loon soos voorgeskryf in plek van sodanige verlof.

BYLAE

(c) Weekliks besoldigde werknemers, uitgesonderd algemene werkers wat by parkeergarages uitsluitlik die pligte in verband met nagparkeerdienste verrig—

(i) en gewoonlik vyf en ’n half dae per week werk: 313 skofte, uitgesonderd oortyd;

(ii) en gewoonlik vyf dae per week werk: 261 skofte, uitgesonderd oortyd.

(d) Maandeliks besoldigde werknemers en algemene werkers wat by parkeergarages uitsluitlik die pligte in verband met nagparkeerdienste verrig: 12 maande.”.

30. CLAUSE 11: ADDITIONAL HOLIDAY PAY

(1) Substitute "Grade 7 and Grade 8 employee" for "journeyman, B/A journeyman, operative air-conditioner fitter, operative exhaust fitter, operative sunroof fitter, operative upholsterer, operative wheel balancer or wheel alignment worker" wherever the latter occurs in this clause.

(2) In subclause (1), substitute "R14,00 for each week of employment in the case of the Grade 7 employee and R16,00 for each week of employment in the case of a Grade 8 employee" for "R11,00 for each week of employment" and add the following proviso at the end of subclause (1):

Note: The Additional Holiday Pay for R14 and R16 respectively shall be payable as from 10 December 1990."

"Provided that in the case of any grade 7 or grade 8 employee on whose behalf the employer has submitted on or after 1 December 1990 to the Council an amount which is less than the amount prescribed in terms of this clause, shall submit within 13 weeks after the date of coming into operation of this Agreement an additional amount of additional holiday pay as follows:

Amount of additional holiday pay prescribed in terms of this subclause	LESS	{ Amount of additional holiday pay actually submitted to the Council on or after 1 December 1990
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calculated as from 1 December 1990 to the date of coming into operation of this Agreement."

(3) In subclause (7), substitute "prescribed in clause 44 of Division A of this Agreement" for "of one and a half percent per month or part thereof".

(4) In subclause (8) (b) substitute "two weeks" for "one week's" and add the following proviso to the end of subclause (8) (b):

"Provided that in the case of any employee who was entitled to and who did not receive the bonus prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement the employer shall within 13 weeks after coming into operation of this Agreement pay to the employee an amount equivalent to one week's wages as prescribed."

(5) Substitute the following for subclause (8) (c):

"(c) Payment of the bonus shall be made as follows by mutual agreement between employer and employee:

(i) On completion of 12 months' service; or

(ii) at the commencement of the employee's annual leave; or

(iii) not later than the 20th day of December of each year:

Provided that in the event of agreement not having been reached between the employer and the employee, the bonus shall be payable to the employee on completion of his leave cycle."

31. CLAUSE 13: SUPPLY OF TOOLS

(1) In subclause (5), substitute "R7,50" for "R6,00".

(2) In subclause (6), substitute "R3 000" for "R2 500".

(3) In subclause (7), substitute "R3 000" for "R2 500".

32. CLAUSE 14: RATIO

(1) In subclause (1) —

(a) insert "increased by one" between "aggregate number of journeymen" and "employed at that establishment";

(b) insert "increased by one" between "trainees" and "employed".

(2) In subclause (2), insert "increased by one" between "journeymen" and "actively".

30. KLOUSULE 11: ADDISIONELE VAKANSIE-BESOLDIGING

(1) In subklousule (1), vervang "vakman, B/A-vakman, werkman-lugversorgermonteur, werkman-uitlaatmonteur, werkman-sondakmonteur, werkman-stoffeerder, werkman-wielbalanseerder en wielsporingswerker" deur "graad 7- en graad 8-werknemer" oral waar eersgenoemde in hierdie subklousule voorkom.

(2) In subklousule (1), vervang "R11,00 vir elke week diens" deur "R14 vir elke week diens in die geval van 'n graad 7-werknemer en R16,00 vir elke week diens in die geval van 'n graad 8-werknemer" en voeg die volgende voorbehoudsbepaling in aan die einde van subklousule (1):

Opmerking: Die Addisionele Vakansiebesoldiging van R14 en R16 is onderskeidelik betaalbaar vanaf 1 Desember 1990."

"Met dien verstande dat in die geval van enige graad 7- of graad 8-werknemer namens wie die werkgewer op of na 1 Desember 1990 na die Raad ingedien het 'n bedrag wat minder is as die bedrag voorgeskryf ingevolge die bepaling van hierdie klousule, moet binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms 'n addisionele bedrag van addisionele vakansiebesoldiging indien wat soos volg bereken word:

Bedrag van addisionele vakansiebesoldiging voorgeskryf in terme van hierdie subklousule	MINUS	{ Bedrag van addisionele vakansie besoldiging ingedien na die Raad op of na 1 Desember 1990
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bereken vanaf 1 Desember 1990 tot die datum van inwerkingtreding van hierdie Ooreenkoms."

(3) In subklousule (7), vervang "van een en 'n half persent per maand of gedeelte daarvan" deur "soos voorgeskryf in klousule 44 van Afdeling A van hierdie Ooreenkoms".

(4) In subklousule (8) (b), vervang "een week" deur "twee weke" en voeg die volgende voorbehoudsbepaling in aan die end van subklousule (8) (b):

"Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgewer binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal 'n bedrag gelykstaande aan een week se loon soos voorgeskryf."

(5) Vervang subklousule (8) (c) deur die volgende:

"(c) Betaling van die bonus moet geskied onderworpe aan onderlinge ooreenkoms tussen die werkgewer en werknemer —

(i) by voltooiing van 12 maande diens; of

(ii) met die aanvang van die werknemer se jaarlikse verlof; of

(iii) nie later as die 20ste dag van Desember van elke jaar:

Met dien verstande dat in die geval waar ooreenkoms nie tussen die werkgewer en werknemer bereik is nie, die bonus by voltooiing van die werknemer se verlofsiklus aan hom betaalbaar is."

31. KLOUSULE 13: VERSKAFFING VAN GEREEDSKAP

(1) In subklousule (5), vervang "R6,00" deur "R7,50".

(2) In subklousule (6), vervang "R2 500" deur "R3 000".

(3) In subklousule (7), vervang "R2 500" deur "R3 000".

32. KLOUSULE 14: GETALVERHOUDING

(1) In subklousule (1) —

(a) voeg "vermeerder met een" in tussen "getal vakmanne" en "in sy diens";

(b) voeg "vermeerder met een" in tussen "kwekelinge" en "in sy diens".

(2) In subklousule (2), voeg "vermeerder met een" in tussen "vakman" en "aktief".

(3) In subclause (3)–

(a) insert “increased by one” between “journeymen” and “employed”;

(b) insert “increased by one” between “trainees” and “employed”.

(4) In subclause (4), insert “increased by one” between “journeymen” and “actively”.

(5) In subclause (5)–

(a) insert “increased by one” between “journeymen” and “employed”;

(b) insert “increased by one” between “trainees” and “employed”.

(6) In subclause (6)–

(a) insert “increased by one” between “journeymen” and “employed”;

(b) insert “increased by one” between “trainees” and “employed”.

(7) In subclause (7), insert “increased by one” between “mechanics” and “employed”.

DIVISION C: CHAPTER II, PART II**33. CLAUSE 2: DEFINITIONS**

(1) Add the following new subclause (1) A:

“exempted journeyman” means an employee who is employed in a registered vehicle body building establishment and who is engaged mainly or exclusively in aspects of journeyman’s work under licence of exemption;”

34. CLAUSE 4: WAGES

(1) Substitute the following for the wages prescribed in this clause:

“A. Class of employee	Wages per week (All areas)
	R
Grade 1	112,50 (R 2,50 per hour)
Grade 2	166,50 (R 3,70 per hour)
Grade 7	393,75 (R 8,75 per hour)
Grade 8	450,00 (R10,00 per hour)

Note: All wages prescribed in this clause shall be payable with effect from 1 December 1990.”

“B. Notwithstanding the provisions contained in paragraph A in the case of all employees, any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour/week for the employees class of work prescribed above LESS { Amount per hour/week actually paid

multiplied by the number of hours/weeks which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour/week for the employee’s class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for his class of work.”

(3) In subklousule (3)–

(a) voeg “vermeerder met een” in tussen “vakman” en “in sy diens”;

(b) voeg “vermeerder met een” in tussen “kwekelinge” en “in sy diens”.

(4) In subklousule (4), voeg “vermeerder met een” in tussen “vakman” en “aktief”.

(5) In subklousule (5)–

(a) voeg “vermeerder met een” in tussen “vakmanne” en “in sy diens”;

(b) voeg “vermeerder met een” in tussen “kwekelinge” en “in sy diens”.

(6) In subklousule (6)–

(a) voeg “vermeerder met een” in tussen “vakmanne” en “in sy diens”;

(b) voeg “vermeerder met een” in tussen “kwekelinge” en “in sy diens”.

(7) In subklousule (7), voeg “vermeerder met een” in tussen “motorfietswerktuigkundiges” en “in sy diens”.

AFDELING C: HOOFSTUK II, DEEL II**33. KLOUSULE 2: WOORDOMSKRYWING**

(1) Voeg die volgende nuwe subklousule (1) A by:

“vrygestelde vakman” ’n werknemer wat in ’n geregistreerde voertuigbakboubedryfsinrigting in diens is en hoofsaaklik of uitsluitlik aspekte van vakmanswerk verrig kragtens ’n vrystelling verleen;”

34. KLOUSULE 4: LONE

(1) Vervang die lone voorgeskryf in hierdie klousule deur die volgende:

“A. Klas werknemer	Loon per week (Alle gebiede)
	R
Graad 1	112,50 (R 2,50 per uur)
Graad 2	166,50 (R 3,70 per uur)
Graad 7	393,75 (R 8,75 per uur)
Graad 8	450,00 (R10,00 per uur)

Opmerking: Alle lone voorgeskryf in hierdie klousule is betaalbaar vanaf 1 Desember 1990.”

“B. Nieteenstaande die bepalings vervat in paragraaf A in die geval van alle werknemers, enige werknemer wie op of na 1 Desember 1990 in ontvangs was van ’n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van ’n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie ooreenkoms wat soos volg bereken word:

Bedrag per uur/week vir die werknemer se klas werk } MIN { Bedrag per uur/week soos hierbo uiteengesit } wat werklik betaal is

vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember 1990 in diens geneem is teen ’n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie.”

35. CLAUSE 6: ANNUAL LEAVE AND ACCRUED LEAVE PAY

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

"(2) (a) Three weeks' leave on full pay shall be granted to all employees, including apprentices and trainees undergoing training under the Manpower Training Act, 1981, who have completed the period of continuous employment, as set out in the Schedule below, with the same employer since the date of their engagement or from the date on which their previous annual leave fell due (whichever is the later).

(b) Four weeks' leave on full pay shall be granted to all employees who on or after 1 December 1990 have completed 10 or more periods of continuous employment as with the same employer, set out in the Schedule below, since the date of their engagement, subject to the following conditions:

(i) Splitting of leave shall be permitted: Provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks; and

(ii) the provisions in this clause relating to accrued leave pay, shall apply *mutatis mutandis* in the case of employees who qualify for weeks' annual leave:

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave.

SCHEDULE

(c) Weekly-paid employees: 261 shifts, excluding overtime.

(d) Monthly-paid employees: 12 months."

36 CLAUSE 7: ADDITIONAL HOLIDAY PAY

(1) Substitute "Grade 7 and Grade 8 employee" for "journeyman" wherever the latter occur.

"**Note:** The Additional Holiday Pay of R14 and R16 respectively shall be payable as from 1 December 1990."

(2) In subclause (1) substitute "R14,00" for each week of employment in the case of a Grade 7 employee and R16,00 for each week of employment in the case of a Grade 8 employee" for "R11,00 for each week of employment" and add the following proviso to the end of subclause (1):

"Provided that in the case of any Grade 7 or Grade 8 employee on whose behalf the employer has submitted on or after 1 December 1990 to the Council an amount which is less than the amount prescribed in terms of this clause, shall submit within 13 weeks after the date of coming into operation of this Agreement and additional amount of additional holiday pay as follows:

Amount of additional holiday pay prescribed in terms of this sub-clause	LESS	Amount of additional holiday pay actually submitted to the Council on or after 1 December 1990
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calculated as from 1 December 1990 to the date of coming into operation of this Agreement."

(3) In subclause (6) substitute "two weeks" for "one week's" and add the following proviso to the end of subclause (6):

35. KLOUSULE 6: JAARLIKSE VERLOF EN BESOLDIGING VIR OPGELOPE VERLOF

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

"(2) (a) Drie agtereenvolgende weke verlof met volle besoldiging moet toegestaan word aan alle werknemers, met inbegrip van vakleerlinge en kwekelinge wat ingevolge die Wet op Mannekragopleiding, 1981, opleiding ondergaan en wat sedert die datum van indiensneming of vanaf die datum waarop die vorige jaarlikse verlof verskuldig geword het, naamlik die jongste datum, die tydperk van ononderbroke diens in die Bylae hieronder uiteengesit, by dieselfde werk-gewer voltooi het.

(b) Vier weke verlof met volle besoldiging moet toegestaan word aan alle werknemers wat op of na 1 Desember 1990 10 of meer tydperke van ononderbroke diens soos in die Bylae hieronder uiteengesit, by dieselfde werk-gewer voltooi het, onderworpe aan die volgende voorwaardes:

(i) Verdeling van verlof is toelaatbaar mits wanneer verlof so verdeel word, een van die dele daarvan nie minder as drie agtereenvolgende weke beloop nie; en

(ii) die bepalings van hierdie klousule met betrekking tot opgelope verlof sal *mutatis mutandis* van toepassing wees op werknemers wat vir vier weke jaarlikse verlof kwalifiseer:

Met dien verstande dat ingeval van 'n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerking-treding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met 'n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerking-treding van hierdie Ooreenkoms een week se loon soos voorgeskryf in plek van sodanige verlof.

BYLAE

(c) Weekliks besoldigde werknemers: 261 skofte, uitgesonderd oortyd.

(d) Maandeliks besoldigde werknemers: 12 maande."

36. KLOUSULE 7: ADDISIONELE VAKANSIE-BESOLDIGING

(1) Vervang "vakman" deur "graad 7- en graad 8-werk-nemer" oral waar eersgenoemde voorkom.

"**Opmerking:** Die Addisionele Vakansiebesoldiging van R14 en R16 onderskeidelik is betaalbaar vanaf 1 Desember 1990."

(2) In subklousule (1), vervang "R11,00 vir elke week diens" deur "R14,00 vir elke week diens in die geval van 'n graad 7-werknemer en R16,00 vir elke week diens in die geval van 'n graad 8-werknemer" en voeg die volgende voorgehoudbepaling in aan die end van subklousule (1):

"Met dien verstande dat in die geval van enige graad 7- of graad 8-werknemer namens wie die werk-gewer op of na 1 Desember 1990 na die Raad ingedien het 'n bedrag wat minder is as die bedrag voorgeskryf ingevolge die bepalings van hierdie klousule, moet binne 13 weke na die datum van inwerking-treding van hierdie Ooreenkoms 'n addisionele bedrag van addisionele vakansiebesoldiging indien wat soos volg bereken word:

Bedrag van addisionele vakansiebesoldiging voorgeskryf in terme van hierdie subklousule	MINUS	Bedrag van addisionele vakansie besoldiging ingedien na die Raad op of na 1 Desember 1990
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bereken vanaf 1 Desember 1990 tot die datum van inwerking-treding van hierdie Ooreenkoms."

(3) In subklousule (6), vervang "een week" deur "twee weke".

"Provided that in the case of any employee who was entitled to and who did not receive the bonus prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement the employer shall within 13 weeks after coming into operation of this Agreement pay to the employee an amount equivalent to one week's wages as prescribed."

(4) Substitute the following for subclause (7):

"The provisions of subclause (11) (c) will apply *mutatis mutandis* to payment of additional holiday pay due to an operative."

(5) In subclause (1), substitute "prescribed in clause 44 of Division A of this Agreement" for "of one and a half per cent".

(6) In subclause (11) (b) substitute "two weeks" for "one week's" and add the following proviso:

"Provided that in the case of any employee who was entitled to and who did not receive the bonus prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement the employer shall within 13 weeks after coming into operation of this Agreement pay to the employee an amount equivalent to one week's wages as prescribed."

(7) Substitute the following for subclause (11) (c):

"(c) Payment of the bonus is to be made as follows by mutual agreement between employer and employee:

(i) On completion of 12 months' service; or

(ii) at the commencement of the employee's annual leave; or

(iii) not later than the 20th day of December of each year:

Provided that in the event of agreement not having been reached between the employer and the employee, the bonus shall be payable to the employee on completion of his leave cycle."

37. CLAUSE 14: SUPPLY OF TOOLS

(1) In subclause (4), substitute "R7,50" for "R6,00".

(2) In subclause (5), substitute "R3 000" for "R2 500".

(3) In subclause (6), substitute "R3 000" for "R2 500".

DIVISION C: CHAPTER II, PART II

38. CLAUSE 3: DEFINITIONS

(1) Add the following new subclause (1) A:

"exempted journeyman" means an employee who is employed in a registered vehicle body building establishment and who is engaged mainly or exclusively in aspects of journeyman's work under licence of exemption;"

39. CLAUSE 5: WAGES

(1) Substitute the following for the Wage Schedule in this clause:

"A. SCHEDULE

PART A: MISCELLANEOUS

Class of employee	Wages per week (All areas) R
Grade 1	112,50 (R 2,50 per hour)
Grade 2	166,50 (R 3,70 per hour)
Grade 3	189,00 (R 4,20 per hour)
Grade 5	234,00 (R 5,20 per hour)
Grade 6	288,00 (R 6,40 per hour)
Grade 7	393,75 (R 8,75 per hour)
Grade 8	450,00 (R10,00 per hour)

"Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgever binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal 'n bedrag gelykstaande aan een week se loon soos voorgeskryf."

(4) Vervang subklousule (7) deur die volgende:

"Die bepalinge van subklousule (11) (c) is *mutatis mutandis* van toepassing op betaling van addisionele vakansiebesoldiging aan 'n werkmans."

(5) In subklousule (10), vervang "van een en 'n half per sent per maand of gedeelte daarvan" deur "soos voorgeskryf in klousule 44 van Afdeling A van hierdie Ooreenkoms".

(6) In subklousule (11) (b), vervang "een week" deur "twee weke" en voeg die volgende voorbehoudsbepaling aan:

"Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgever binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal 'n bedrag gelykstaande aan een week se loon soos voorgeskryf."

(7) Vervang subklousule (11) (c) deur die volgende:

"(c) Betaling van die bonus geskied volgens ooreenkoms tussen die werkgever en werknemer soos volg:

(i) By voltooiing van 12 maande diens; of

(ii) met die aanvang van die werknemer se jaarlikse verlof; of

(iii) nie later as die 20ste dag van Desember van elke jaar:

Met dien verstande dat in die geval waar ooreenkoms nie tussen die werkgever en werknemer bereik is nie, die bonus by voltooiing van die werknemer se verlofsiklus aan hom betaalbaar is."

37. KLOUSULE 14: VERSKAFFING VAN GEREEDSKAP

(1) In subklousule (4), vervang "R6,00" deur "R7,50".

(2) In subklousule (5), vervang "R2 500" deur "R3 000".

(3) In subklousule (6), vervang "R2 500" deur "R3 000".

AFDELING C: HOOFSTUK II, DEEL II

38. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende nuwe subklousule (1) A by:

"vrygestelde vakman" 'n werknemer wat in 'n geregistreerde voertuigbakkoubedryfsinrigting in diens is en hoofsaaklik of uitsluitlik aspekte van vakmanswerk verrig kragtens 'n vrystelling verleen;"

39. KLOUSULE 5: LONE

(1) Vervang die bestaande Loonbylae deur die volgende:

"A. BYLAE

DEEL A: DIVERSE

Klas werknemer	Loon per week (Alle gebiede) R
Graad 1	112,50 (R 2,50 per uur)
Graad 2	166,50 (R 3,70 per uur)
Graad 3	189,00 (R 4,20 per uur)
Graad 5	234,00 (R 5,20 per uur)
Graad 6	288,00 (R 6,40 per uur)
Graad 7	393,75 (R 8,75 per uur)
Graad 8	450,00 (R10,00 per uur)

PART B: OPERATIVES

Class of employee	Wages per week (All areas) R
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Grade 5.....	234,00 (R5,20 per hour)
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Note: All wages specified in this Wage Schedule shall be payable with effect from 1 December 1990."

"B. Notwithstanding the provisions contained in paragraph A of this subclause, any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour/week for the employees class of work prescribed above	LESS {	Amount per hour/ week actually paid.
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multiplied by the number of hours/weeks which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for his class of work."

DIVISION C: CHAPTER III

40. CLAUSE 2: DEFINITIONS

(1) In subclause (4), general worker —

(a) add the following at the end of subclause (a):

"Removing but not replacing —

alternators;

body badges;

body mouldings;

bonnets;

bulbs;

bumpers;

cables, excluding electrical cable levers;

doors;

door handles;

engine mud trays;

generators;

damaged glass;

gravel pans;

grills;

lamps;

oil filters or strainers and the cleaning thereof;

rear body lights;

running boards;

seats;

self-starters;

shock absorbers, excluding struts;

striker plates;

sump nuts;

valve covers;

DEEL B: WERKMANNE

Klas werknemer	Loon per week (Alle gebiede) R
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Graad 5.....	234,00 (R5,20 per uur)
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Opmerking: Alle lone voorgeskryf in hierdie Loonbylae is betaalbaar vanaf 1 Desember 1990."

"B. Nienteenstaande die bepalings vervat in paragraaf A in die geval van alle werknemers, enige werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur/week vir die werknemer se klas werk soos hierbo uit- eengesit	MIN {	Bedrag per uur/week wat werklik betaal is.
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember 1990 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie."

AFDELING C: HOOFSTUK III

40. KLOUSULE 2: WOORDOMSKRYWING

(1) In subklousule (4), algemene werkers —

(a) voeg die volgende by aan die einde van subklousule (a):

"Verwydering maar nie die terugsit nie van —

alternators;

bakkentekens;

bakvormwerk;

enjinkappe;

gloeilampe;

buffers;

kabels, uitsluitende elektriese kabelhefbome;

deure;

deurhandvatsels;

enjinmodderbakke;

opwekkers;

beskadigde glas;

gruisbakke;

roosters;

lampe;

oliefilters of oliesiwwe en die skoonmaak daarvan;

agterste bakligte;

treeplanke;

sitplekke;

selfaansitters;

skokbrekers, uitsluitende stutte;

slagpenplate;

oliebakmoere en -boute;

klepdeksels;

applying protective coating to engines, components, or accessories mounted within the engine compartment and to floor mats, seat surfaces, luggage compartments or side-kick plates;

fitting loose seat covers when no alterations are required;

removing paint and preparing surfaces for repainting, excluding the application of lead filler;

mixing, by hand or machine, materials including concrete, mortar and fibre glass constituents, but excluding colour blending;

(b) subject to the provisions of clause 23 of Division A which fixes the minimum weekly wage for driving vehicles, an employee who in addition to performing any of the duties enumerated in paragraph (a) of this definition, may also drive vehicles;".

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

"machine setter" means an employee who adjusts and/or sets machine tools and presses or lathes used for machining brake drums, brake discs, flywheel facings or pressure plates and who, with regard to a registered manufacturing establishment, can, in addition, sharpen and form grinding tools;".

(3) In subclause (7), operative, Grade 1, insert "spot and/or tack-welding" between "screwing by hand with die-heads and/or taps and/or screwing machines;" and "straightening and/or flattening metal strips;".

(4) In subclause (8), operative, Grade 2, insert "welding of a repetitive nature," between "continuous wire welding," and "spot and/or tack and/or butt welding".

(5) Amend subclause (10), operative, Grade 4, as follows:

(a) In subclause (10) (b), substitute "15,0" for "13,6".

(b) In subclause (10) (d), substitute "40,0" for "38,1".

(6) Add a new subclause (13) A as follows:

"quality controller" means an employee who is mainly or exclusively engaged in checking, by means of a tape, rule, or instrument other than a micrometer, any manufactured or semi-manufactured components to ensure that they fall within indicated size limits, and whose action consequent upon such checking is limited to reporting to a superior: Provided that a quality controller who is paid the prescribed micrometer bonus may use a micrometer in the course of his duties;".

(7) Delete subclause (14), repetitive checker.

(8) Add a new subclause (15) A as follows:

"senior quality controller" means an employee employed in a registered manufacturing establishment responsible for the quality acceptance of products during or after the assembly or manufacturing process;".

(9) Add a new subclause (15) B as follows:

"Supervisor, Grade 3" means an employee in a registered manufacturing establishment who supervises the activities of operative, Grade 2 employees;".

(10) Add a new subclause (15) C as follows:

"supervisor, Grade 4" means an employee employed in a registered manufacturing establishment who supervises the activities of operative, Grade 3 employees;".

(11) Add a new subclause (15) D as follows:

"supervisor, Grade 5" means an employee employed in a registered manufacturing establishment who supervises the activities of operative, Grade 4 employees;".

aanbring van beskermingslaag aan enjins, komponente of bybehore wat binne die enjinkompartement gemonteer is, en aan vloermatte, sitplek oppervlakke, bagasieruimtes of slyskopplate;

pas van los sitplekoortreksels waar geen verstelling daaraan benodig word nie;

verwydering van verf en die voorbereiding van oppervlakke vir die aanbring van verf, maar sluit nie die aanbring van loodvulsel in nie;

materiaal, met inbegrip van beton, dagha en veselglasbestanddele met die hand of masjien meng, maar nie kleure meng nie;

(b) behoudens klousule 23 van Afdeling A wat die minimum weekloon vir die dryf van voertuie vasstel, 'n werknemer wat, benewens die verrigting van enigen van die pligte in paragraaf (a) van hierdie omskrywing opgenoem, ook voertuie kan dryf;".

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

"masjiensteller" 'n werknemer wat masjiengereedskap en perse of draaibanke wat vir die masjinerie van remtrommels, remskywe, vliegwielvlakke of drukplate gebruik word, regstel en/of stel en wat, met betrekking tot 'n geregistreerde vervaardigingsinrigting, ook slypgereedskap kan skerpmaak en fatsoeneer;".

(3) In subklousule (7), werkman graad 1, voeg "puntsweis en/of punthegeusweising" in tussen "buitedraadinsnyding met die hand deur middel van stempelkoppe en/of tappe en/of skroefsnymasjiene" en "metaalstroke reguit en/of plat maak".

(4) In subklousule (8), werkman graad 2, voeg "sweis van 'n herhalingsaard" in tussen "deurloopdraadswiswerk" en "punt- en/of heg en/of struikswiswerk".

(5) Wysig subklousule (10), werkman graad 4, soos volg:

(a) In subklousule (10) (b), vervang "13,6" deur "15,0".

(b) In subklousule (10) (d), vervang "38,1" deur "40,0".

(6) Voeg die volgende nuwe subklousule (13) A by:

"gehaltekontroleur" 'n werknemer wat hoofsaaklik of uitsluitlik vervaardigde of halfvervaardigde komponente kontroleer deur middel van 'n meetband, meetstok of instrument, uitgesonderd 'n mikrometer, ten einde te verseker dat hulle binne die aangewese grense val en wie se handeling na sodanige kontrolering beperk is om verslag te doen aan 'n meerdere: Met dien verstande dat 'n gehaltekontroleur 'n mikrometer in die loop van sy pligte kan gebruik indien die voorgeskrewe mikrometerbonus aan hom betaal word;".

(7) Skrap subklousule (14), herhalingskontroleur.

(8) Voeg die volgende nuwe subklousule (15) A by:

"senior gehaltekontroleur" 'n werknemer wat in 'n geregistreerde vervaardigingsbedryfsinrigting in diens is wat verantwoordelik is vir die gehalteaanvaarding van produkte tydens die montering of vervaardigingsproses;".

(9) Voeg die volgende nuwe subklousule (15) B by:

"toesighouer graad 3" 'n werknemer wat in 'n geregistreerde vervaardigingsbedryfsinrigting in diens is wat toesig hou oor die werksaamhede van werkman graad 2-werknemers;".

(10) Voeg die volgende nuwe subklousule (15) C by:

"toesighouer graad 4" 'n werknemer wat in 'n geregistreerde vervaardigingsbedryfsinrigting in diens is wat toesig hou oor die werksaamhede van werkman graad 3-werknemers;".

(11) Voeg die volgende nuwe subklousule (15) D by:

"toesighouer graad 5" 'n werknemer wat in 'n geregistreerde vervaardigingsbedryfsinrigting in diens is wat toesig hou oor die werksaamhede van werkman graad 4-werknemers;".

41. CLAUSE 4: WAGES

(1) Substitute the following for the Wage Schedule in this clause:

"A. SCHEDULE**PART A: MISCELLANEOUS**

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
	R
Grade 1	112,50 (R 2,50 per hour)
Grade 2	166,50 (R 3,70 per hour)
Grade 8	450,00 (R10,00 per hour)

PART B: OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
	R
Grade 3	189,00 (R 4,20 per hour)
Grade 4	207,00 (R 4,60 per hour)
Grade 5	234,00 (R 5,20 per hour)
Grade 6	288,00 (R 6,40 per hour)

Note:

1. All wages specified in this Wage Schedule shall be payable with effect from 1 December 1990.

2. In the case of the following classes of employees, namely—

- chopper-out
- cutter

the following special conditions shall apply:

(a) These conditions shall apply only to incumbents who were engaged on or before 30 November 1990.

(b) Incumbents who, prior to 1 December 1990, were paid the prescribed minimum wage applicable up to that date, shall receive a 15% increase.

(c) Incumbents who, prior to 1 December 1990, were paid more than the prescribed minimum wage applicable up to that date but less than the sum of that wage plus 15% thereof, shall receive an increase that will bring their wage up to the prescribed minimum plus 15% thereof.

(d) Incumbents who, prior to 1 December 1990, were paid a wage in excess of the sum of the minimum prescribed wage applicable up to that date plus 15% thereof, shall receive an increase of 10%.

(e) Increases granted since 1 September 1990 shall be offset against the increases as specified in paragraphs (c) and (d) above."

"B. Notwithstanding the provisions contained in paragraph A of this subclause, that in the case of those employees referred to in Note 2 (b), (c), (d) and (e) to the Schedule to this clause and to whom no increase was granted on or after 1 September 1990 or to whom only a part of the particular increase was granted on or after that date shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour for the employees class of work prescribed above	LESS (if any)	{ Amount per hour of any increase granted to the employee on or after 1 September 1990
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41. KLOUSULE 4: LONE

(1) Vervang die Loonbylae in hierdie klousule deur die volgende:

"A. BYLAE**DEEL A: DIVERSE**

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
	R
Graad 1	112,50 (R 2,50 per uur)
Graad 2	116,50 (R 3,70 per uur)
Graad 8	450,00 (R10,00 per uur)

DEEL B: WERKMANNE WAT VIR 'N STELBONUS IN AANMERKING KAN KOM

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
	R
Graad 3	189,00 (R 4,20 per uur)
Graad 4	207,00 (R 4,60 per uur)
Graad 5	234,00 (R 5,20 per uur)
Graad 6	288,00 (R 6,40 per uur)

Opmerking:

1. Alle lone in hierdie Loonbylae voorgeskryf is betaalbaar vanaf 1 Desember 1990.

2. In die geval van die volgende klasse werknemers, naamlik—

- uitsnyer
- snyer

is die volgende spesiale voorwaardes van toepassing:

(a) Hierdie voorwaardes is van toepassing op ampsbekerers wat voor of op 30 November 1990 in diens geneem is.

(b) Ampsbekerers wat voor 1 Desember 1990 die minimum voorgeskrewe loon van toepassing tot op daardie datum ontvang het, moet 'n 15%-verhoging ontvang.

(c) Ampsbekerers wat voor 1 Desember 1990 'n loon hoër as die voorgeskrewe loon van toepassing tot op daardie datum, maar minder as die bedrag van daardie loon plus 15% daarvan ontvang het, moet 'n verhoging ontvang wat sy loon sal verhoog om dit gelykstaande te maak aan die voorgeskrewe minimum plus 15% daarvan.

(d) Ampsbekerers wat voor 1 Desember 1990 'n loon van meer as die bedrag van die minimum voorgeskrewe loon van toepassing tot op daardie datum plus 15% daarvan ontvang het, moet 'n verhoging van 10% ontvang.

(e) Verhogings wat met ingang van 1 September 1990 toegestaan is, word afgetrek van die verhogings soos in paragrafe (c) en (d) van Opmerking 2 voorgeskryf word."

"B. Nieteenstaande die bepalings vervat in subklousule A van hierdie klousule, in die geval van alle werknemers waarna in Nota 2 (b), (c), (d) en (e) van die Bylae tot hierdie klousule verwys word en aan wie geen verhoging toegestaan is op of na 1 September 1990 of aan wie slegs 'n gedeelte van die besondere verhoging toegestaan is op of na daardie datum moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur vir die werknemers se klas werk soos hierbo uiteengesit	MINUS (waar van toepassing)	{ Bedrag per uur van enige verhoging toegestaan aan die werknemer op of na 1 September 1990
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multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later: Provided further that in the case of all other employees, any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour/week for the employees class of work prescribed above } LESS { Amount per hour/week actually paid

multiplied by the number of hours/weeks which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for this class of work."

42. CLAUSE 11: ANNUAL LEAVE AND ACCRUED LEAVE PAY

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

"(2) (a) Three consecutive weeks' annual leave on full pay shall be granted to apprentices, trainees undergoing training under the Manpower Training Act, 1981, and all employees for whom wages or remuneration is prescribed in this Chapter of this Agreement who have completed the periods of continuous employment, as set out in the Schedule below, with the same employer since the date of engagement or from the date on which the previous annual leave fell due, whichever is the later.

(b) Four weeks' annual leave on full pay shall be granted to all employees who on or after 1 December 1990 have completed 10 or more periods of continuous employment with the same employer, as set out in the Schedule below, since the date of engagement, subject to the following conditions:

(i) Splitting of leave shall be permitted: Provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks; and

(ii) the provisions in this clause relating to accrued leave pay shall apply *mutatis mutandis* in the case of employees who qualify for four week's annual leave.

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave.

vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste: Met dien verstande verder dat in die geval van alle werknemers, enige werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur/week vir die werknemer se klas werk soos hierbo uiteengesit } MIN { Bedrag per uur/week wat werklik betaal is

vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie."

42. KLOUSULE 11: JAARLIKSE VERLOF EN BESOLDIGING VIR OPGELOPE VERLOF

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

"(2) (a) Drie agtereenvolgende weke jaarlikse verlof met volle besoldiging moet toegestaan word aan vakleerlinge, kwekelinge wat opleiding kragtens die Wet op Mannekrag-opleiding, 1981, ondergaan en alle werknemers vir wie lone of besoldiging in hierdie Hoofstuk van die Ooreenkoms voorgeskryf word en wat sedert die datum van indiensneming of die datum waarop die vorige jaarlikse verlof verskuldig geword het, naamlik die jongste datum, die tydperke van aaneenlopende diens wat in die Bylae hieronder vermeld word, by dieselfde werkgever voltooi het.

(b) Vierweke jaarlikse verlof met volle besoldiging moet toegestaan word aan alle werknemers wat op of na 1 Desember 1990 10 of meer tydperke van aaneenlopende diens, uiteengesit in die Bylae hieronder, by dieselfde werkgever voltooi het sedert die datum van indiensneming, onderworpe aan die volgende voorwaardes:

(i) Verdeling van verlof is toelaatbaar mits wanneer verlof so verdeel word, een van die dele daarvan nie minder as drie agtereenvolgende weke beloop nie; en

(ii) die bepalinge van hierdie klousule met betrekking tot opgelope verlof is *mutatis mutandis* van toepassing op werknemers wat vir vier weke jaarlikse verlof kwalifiseer.

Met dien verstande dat ingeval van 'n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met 'n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerkingtreding van hierdie Ooreenkoms een week se loon soos voorgeskryf in plek van sodanige verlof.

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(c) Weekly-paid employees: 261 shifts, excluding overtime.

(d) Monthly-paid employees: 12 months."

43. CLAUSE 12: ADDITIONAL HOLIDAY PAY

(1) In subclause (1), substitute "R16,00" for "R11,00" and add the following proviso:

"Provided that in the case of any grade 7 or grade 8 employee on whose behalf the employer has submitted on or after 1 December 1990 to the Council an amount which is less than the amount prescribed in terms of this clause, shall submit within 13 weeks after the date of coming into operation of this Agreement an additional amount of additional holiday pay as follows:

Amount of additional holiday pay prescribed in terms of this sub-clause	LESS	{ Amount of additional holiday pay actually submitted to the Council on or after 1 Desember 1990.
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calculated as from 1 December 1990 to the date of coming into operation of this Agreement."

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

"All employees other than journeymen shall be paid an amount of additional holiday pay by their employers, by mutual agreement as follows:

(a) On completion of 12 months' service; or

(b) at the commencement of the employee's annual leave; or

(c) not later than the 20th day of December of each year;

Provided that in the event of agreement not having been reached between the employer and the employee, the payment shall be made to the employee on completion of his leave cycle."

(3) In subclause (7) (a) and (b) substitute "two weeks" for "one week's" and add the following proviso at the end of subclause (7):

"Provided that in the case of any employee who was entitled to and who did not receive the bonus prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement the employer shall within 13 weeks after coming into operation of this Agreement pay to the employee an amount equivalent to one week's wages as prescribed."

(4) In subclause (10), substitute "prescribed in clause 44 of Division A of this Agreement" for "one and a half percent per month or part thereof".

(5) Delete subclause (11).

DIVISION C: CHAPTER IV**44. CLAUSE 2: DEFINITIONS**

(1) Delete subclause (3), engine stripper, and adjust the enumeration accordingly.

(2) Delete subclause (4), general worker.

(3) Add the following new subclause (4):

"Grade D employee" means an employee employed in a registered automotive engineering establishment who, in addition to any of the duties enumerated in clause 3 (47) of Division A, is permitted to perform the following:

Lapping of valves by hand after the valve and seat have been machined by a journeyman or an operative, Grade A, B or C or by an apprentice or a trainee registered in terms of the Manpower Training Act, 1981;

BYLAE

(c) Weekliks besoldigde werknemers: 261 skofte, uitgesonderd oortydwerk.

(d) Maandeliks besoldigde werknemers: 12 maande."

43. KLOUSULE 12: ADDISIONELE VAKANSIE-BESOLDIGING

(1) In subklousule (1), vervang "R11,00" deur "R16,00" en voeg die volgende voorbehoudsbepaling in aan die end van subklousule (1):

"Met dien verstande dat in die geval van enige graad 7 of graad 8 werknemer namens wie die werkgewer op of na 1 Desember 1990 na die Raad ingedien het 'n bedrag wat minder is as die bedrag voorgeskryf ingevolge die bepalings van hierdie klousule, moet binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms 'n addisionele bedrag van addisionele vakansiebesoldiging indien wat soos volg bereken word:

Bedrag van addisionele vakansiebesoldiging voorgeskryf in terme van hierdie subklousule	MINUS	{ Bedrag van addisionele vakansiebesoldiging ingedien na die Raad op of na 1 Desember 1990.
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bereken vanaf 1 Desember 1990 tot die datum van inwerkingtreding van hierdie Ooreenkoms."

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

"Alle werknemers, uitgesonderd vakmanne, moet addisionele vakansiebesoldiging deur hul werkgewers betaal word, deur onderlinge ooreenkoms, soos volg:

(a) By voltooiing van 12 maande diens; of

(b) met die aanvang van die werknemer se jaarlikse verlof; of

(c) nie later nie as die 20ste dag van Desember van elke jaar:

Met dien verstande dat in die geval waar ooreenkoms nie tussen die werkgewer en werknemer bereik is nie, die bonus by voltooiing van die werknemer se verlofsiklus aan hom betaalbaar is."

(3) In subklousule (7) (a) en (b), vervang "een week" deur "twee weke" en voeg die volgende voorbehoudsbepaling in aan die end van subklousule (7):

"Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgewer binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal 'n bedrag gelykstaande aan een week se loon soos voorgeskryf."

(4) In subklousule (10), vervang "van een en 'n half percent per maand of gedeelte daarvan" deur "soos voorgeskryf in klousule 44 van Afdeling A van hierdie Ooreenkoms".

(5) Skrap subklousule (11).

AFDELING C: HOOFSTUK IV**44. KLOUSULE 2: WOORDOMSKRYWING**

(1) Skrap subklousule (3), enjinstroper.

(2) Skrap subklousule (4), algemene werker.

(3) Voeg die volgende nuwe subklousule (4) by:

"Graad D-werknemer" 'n werknemer wat in diens is van 'n geregistreerde motoringenieursbedryfsinrigting wat benevens die pligte in klousule 3 (47) van Afdeling A gelys ook toegelaat is om die volgende te verrig:

Kleppe met die hand fynslyp nadat 'n vakman, werkman graad A, B of C of 'n vakleerling of kwekeling wat ingevolge die Wet op Mannekragsopleiding, 1981, geregistreer is, die klep en die bedding gemasjineer het;

painting of engines with protective paint;

mounting by securing and bolting engines and removing engines to and from dynamometers under supervision;'

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

' "Operative engine assembler" means an employee in a registered automotive engineering establishment, who—

(a) is able to prove not less than three years' experience in any trade designated for the Motor Industry or, with the approval of the Regional Council concerned, experience in some other trade, or

(b) is engaged mainly or exclusively in the assembly of internal combustion engines complete for installation;

and who under the supervision of a journeyman—

assembles engines;

dismantles and assembles fuel pumps;

dismantles and assembles fuel pump;

replaces bearings;

checks bearing fit, spread, crush and nip;

checks camshafts visually for wear;

in connection with connecting rods—

checks clearances with gauges;

assembles piston to conrod to crankshaft;

assembles main conrod bearings and bushes;

uses engine prelubricator;

aligns rods and pistons;

cleans and inspects pistons, including ring groove inspection;

fits rings, oil and compression on pistons;

in connection with crankshafts—

removes conrods, pistons, crankshafts and main bearing caps;

cleans, inspects and checks—

end play;

thrust washers;

flange bearings;

timing cover and rear main oil seal journal surface;

surfaces;

starter ring gears;

removes and replaces starter ring gears and/or flywheels;'

(5) Delete subclause (7), operative machinist, qualified.

(6) Add the following new subclause (7):

' "Operative, Grade A" means an employee employed in a registered automotive engineering establishment and who is engaged mainly or exclusively in the operation of any two single-purpose machines;'

(7) Delete subclause (8), operative machinist, unqualified.

(8) Add the following new subclause (8):

' "Operative, Grade B" means an employee employed in a registered automotive engineering establishment and who mainly or exclusively performs all work relating to the operating of any two machines, excluding a crankshaft grinder, a reborer/honer, a line borer, or a diesel pump test bench, and the assembling of engines;'

(9) Add the following new subclause (8) A:

' "Operative, Grade C" means an employee who is employed in any registered automotive engineering establishment and is engaged mainly or exclusively in—

dismantling internal combustion engines;

enjins met beskermende verf verf;

montering en vashegting en vasbout van enjins en verwydering van enjins na en van dinamometers onder toesig;'

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

' "Werkman-enjinmonteur" 'n werknemer wat in 'n geregistreerde motoringenieursbedryfsinrigting in diens is en wat—

(a) bewys kan lewer van minstens drie jaar ondervinding in 'n ambag wat vir die Motornywerheid aangewys is of, met die toestemming van die betrokke Streekraad, ondervinding in 'n ander ambag, of

(b) hoofsaaklik of uitsluitlik by die montering van binnebrand enjins, volledig vir installering, werkzaam is;

en wat onder die toesig van 'n vakman—

enjins monteer;

brandstofpompe demonteer en monteer;

oliepompe demonteer en monteer;

laers vervang; laerpassing, -spanwydte, -perslente en -knyp nagaan;

nokasse visueel nagaan met die oog op slytasie;

met betrekking tot suierstange—

die vry ruimte met 'n meter kontroleer;

die suier aan die suierstang aan die krukas monteer;

die hoofsuierstanglaers en -busse monteer;

'n enjinvoorafsmeerder gebruik;

stange en suiers in lyn bring;

suiers skoonmaak en nasien, met inbegrip van die nasien van ringgroewe;

ringe, olie en kompressie aan suiers aanbring;

met betrekking tot krukasse—

suierstange, suiers, krukasse en hooflaerdoppe verwyder;

die volgende skoonmaak, kontroleer en nagaan:

Entspeling;

drukwaasters;

flenslaers;

die tydreëlingdeksel en die agterhoofolieeseëlastapoppervlak; oppervlakke;

vliegwieleranse;

vliegwieleranse en/of vliegwiele verwyder en vervang;'

(5) Skrap subklousule (7), werkman-masjinis, gekwalifiseer.

(6) Voeg die volgende nuwe subklousule (7) by:

' "Werkman graad A" 'n werknemer wat in 'n geregistreerde motoringenieursbedryfsinrigting in diens is en hoofsaaklik of uitsluitlik enige twee enkeldoelmasjiene bedien;'

(7) Skrap subklousule (8) werkman-masjinis, ongekwalifiseer.

(8) Voeg die volgende nuwe subklousule (8) by:

' "Werkman graad B" 'n werknemer wat in diens is in 'n geregistreerde motoringenieursbedryfsinrigting wat hoofsaaklik of uitsluitlik alle werk verrig met betrekking tot die bediening van enige twee masjiene uitsluitende 'n krukassilyper, 'n herboorder/slypmasjiene, 'n lynboorder, dieselpomptoetsbank, en die montering van enjins;'

(9) Voeg die volgende nuwe subklousule (8) A by:

' "Werkman graad C" 'n werknemer wat in enige geregistreerde motoringenieursbedryfsinrigting in diens is en wat hoofsaaklik of uitsluitlik werkzaam is by—

binnebrandenjins demonteer;

- removing and fitting finished cylinder liners (wet/dry);
- all cylinder head work, excluding surface grinding and manufacturing of inserts;
- polishing crankshafts;
- crack and porosity detecting;'.

(10) Add the following Note at the end of subclause (8) A:

"Note: The number of operatives, Grade A, B or C that may be employed in any one establishment shall be governed by the ratio provisions of clause 3 (4) of this Chapter."

45. CLAUSE 3: EMPLOYEES AND RATIOS

(1) In subclause (3), insert “increased by one” between “the number of journeymen” and “actively engaged”.

(2) Amend subclause (4) as follows:

(a) Substitute "operative, Grade A, operative, Grade B or operative, Grade C" for "operative machinist".

(b) Substitute "operatives, Grade A, operatives, Grade B or operatives, Grade C" for "operative machinists".

(c) Insert "increased by one" between "aggregate number of journeymen" and "employed at that establishment".

(d) Insert "increased by one" between "number of trainees" and "employed in terms of".

46. CLAUSE 4: WAGES

(1) Substitute the following for the Wage Schedule in sub-clause (1) of this clause:

"A. WAGE SCHEDULE

Class of employee	Minimum wages					
	A areas		B areas		C areas	
	Per week	Per hour	Per week	Per hour	Per week	Per hour
	R	R	R	R	R	R
Grade 1	112,50	2,50	84,60	1,88	73,35	1,63
Grade 2	166,50	3,70	125,10	2,78	108,45	2,41
	A areas		Other areas			
	Per week	Per hour	Per week	Per hour	Per week	Per hour
	R	R	R	R	R	R
Grade 3	189,00	4,20	170,10	3,78		
Grade 4	207,00	4,60	186,30	4,14		
Grade 5	234,00	5,20	210,60	4,68		
Grade 6	288,00	6,40	259,20	5,76		
	All areas					
	Per week	Per hour	Per week	Per hour	Per week	Per hour
	R	R	R	R	R	R
Grade 7			393,75	8,75		
Grade 8			450,00	10,00		
Watchman			136,00 (no hourly rate)			

Note:

1. All wages specified in this Wage Schedule shall be payable with effect from 1 December 1990.

2. In the case of the wages specified for the under-mentioned employees, the following special provisions shall apply:

Operative Engine Assembler:

For employees to whom clause 2 (6) (a) of this Chapter does not apply and who have had less than 18 months' experience, the specified wage is:

For first 18 months of experience..... R234,00 per week (R5,20 per hour).

Thereafter R393,75 per week (R8,75 per hour).

For employees to whom clause 2 (6) (a) of this Chapter applies:

R393,75 per week (R8,75 per hour).

verwyder en terugsit van silindervoerings (nat/droog);
alle silinderkopwerk, uitsluitende vlakslyping en vervaardiging van insetsels;
polering van krukaste;
kraak en poreusheidsopsporing;'.
.

(10) Voeg die volgende Opmerking by aan die einde van subklousule (8) A:

“Opmerking: Die aantal werkmense graad A, B of C wat in enige inrigting in diens mag wees, word beheer deur die getelsverhouding soos voorgeskryf in klousule 3 (4) van hierdie Hoofstuk.”.

45. KLOUSULE 3: WERKNEMERS EN GETALS- VERHOUDING

(1) In subklousule (3), voeg "vermeerder met een" in tussen "vakman" en "wat actief".

(2) Wysiq subklousule (4) soos volg:

(a) Vervang “werkman-masjinis” deur “werkman graad A, werkman graad B of werkman graad C”.

(b) Vervang “werkman-masjiniste” deur “werkmanne graad A, werkmanne graad B of werkmanne graad C”.

(c) Voeg “vermeerder met een” in tussen “vakmanne” en “in sy diens”.

(d) Voeg “vermeerder met een” in tussen “kwekelinge” en “in sy diens”.

46. KLOUSULE 4: LONE

(1) In subklousule (1), vervang die Loonbylae deur die volgende:

"A. LOONBYLAE

Klas werknemer	Gebiede A		Minimum lone		Gebiede B		Gebiede C	
	Per week	Per uur	Per week	Per uur	Per week	Per uur	Per week	Per uur
	R	R	R	R	R	R	R	R
Graad 1	112,50	2,50	84,60	1,88	73,35	1,63		
Graad 2	166,50	3,70	125,10	2,78	108,45	2,41		
			Gebiede A		Ander gebiede			
			Per week	Per uur	Per week	Per uur		
			R	R	R	R		
Graad 3		189,00	4,20	170,10	3,78			
Graad 4		207,00	4,60	186,30	4,14			
Graad 5		234,00	5,20	210,60	4,68			
Graad 6		288,00	6,40	259,20	5,76			
			Alle gebiede					
			Per week		Per uur			
			R		R			
Graad 7			393,75		8,75			
Graad 8			450,00		10,00			
Wag			136,00 (geen uurlikse loon)					

Opmerking:

1. Alle lone voorgeskryf in hierdie Loonbylae is betaalbaar vanaf 1 Desember 1990.

2. In die geval van lone wat vir die ondergenoemde werknemers voorgeskryf is, is die volgende spesiale bepaling van toepassing:

Werkman-enjinmonteur:

Vir werknemers op wie klousule 2 (6) (a) van hierdie Hoofstuk nie van toepassing is nie en wat minder as 18 maande ondervinding het, is die gespesifiseerde loon as volg:

Eerste 18 maande
ondervinding..... R234,00 per week (R5,20 per uur).

Daarna R393,75 per week (R8,75 per uur).

Vir werknemers op wie klousule 2 (6) (a) van hierdie Hoofstuk van toepassing is:

R393,75 per week (R8,75 per uur).

Operative Grade A:

For the first 12 months of experience R234,00 per week (R5,20 per week).
 Thereafter R288,00 per week (R6,40 per hour).

Operative Grade B:

For the first 6 months of experience R193,50 per week (R4,30 per hour).
 Thereafter R207,00 per week (R4,60 per hour).

Note: 'Experience' for the purpose of the foregoing, means the total period or periods of employment which an employee has had with either his present or any other employer in the particular occupation in which he is employed."

"B. Notwithstanding the provisions contained in paragraph A, any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour/week for the employees class of work prescribed above	}	LESS	{	Amount per hour/week actually paid
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multiplied by the number of hours/weeks which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for his class of work."

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

"(2) On the assumption of duty with a new employer, an employer may require an operative, Grade A, operative, Grade B or operative engine assembler, who wishes to claim credit for past experience, to produce a certificate of service reflecting details of his past experience."

47. CLAUSE 5: HOURS OF WORK

(1) In subclause (3), substitute "Grade D employees" for "general workers".

(2) Amend subclause (6) as follows:

(a) Substitute "Grade D employee" for "general worker".

(b) Substitute "Grade D employee's" for "general worker's".

48. CLAUSE 6: OVERTIME

(1) Add the following proviso at the end of subclause (3):

"Provided that whenever an employee is required to work overtime for purposes of stocktaking, his employer shall give written notice of not less than 7 days of the intention to work such overtime to the employee concerned."

(2) In subclause (4), substitute "Grade D employees" for "general workers".

Werkman graad A:

Eerste 12 maande ondervinding R234,00 per week (R5,20 per uur).
 Daarna R288,00 per week (R6,40 per uur).

Werkman graad B:

Eerste 6 maande ondervinding R193,50 per week (R4,30 per uur).
 Daarna R207,00 per week (R4,60 per uur).

Opmerking: 'Ondervinding' vir doeleindes van die voorgaande, beteken die totale tydperk of tydperke wat 'n werknemer by sy huidige of by enige ander werkgever in die besondere beroep waarin hy in diens is, opgedoen het."

"B. Nieteenstaande die bepalings vervat in paragraaf A, enige werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur/week vir die werknemer se klas werk soos hierbo uiteengesit	}	MIN	{	Bedrag per uur/week wat werklik betaal is
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie."

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

"(2) 'n Werkgever kan van 'n werkmans graad A, werkmans graad B of werkmans-enjinmonteur, wat by aanvang van diens by 'n nuwe werkgever aanspraak maak op krediet vir vorige ondervinding, vereis om 'n dienssertifikaat ten toon wat besonderhede aangee van sy vorige ondervinding."

47. KLOUSULE 5: WERKURE

(1) In subklousule (3), vervang "algemene werkgewers" deur "graad D-werknemers".

(2) Wysig subklousule (6) soos volg:

(a) Vervang "algemene werker" deur "graad D-werknemer".

(b) Vervang "algemene werker se" deur "graad D-werknemer se".

48. KLOUSULE 6: OORTYD

(1) Voeg die volgende by aan die einde van subklousule (3):

"Met dien verstande dat wanneer daar van 'n werknemer verwag word om oortyd te werk vir doeleindes van voorraad-opname, die werkgever die betrokke werknemer nie minder nie as 7 dae skriftelike kennis moet gee van die voorneme om sulke oortyd te werk."

(2) In subklousule (4), vervang "algemene werkers" deur "graad D-werknemers".

49. CLAUSE 9: STAND-BY AND CALL-OUT ALLOWANCES

(1) Substitute "R15" for "R10" wherever the latter amount occurs in this clause.

50. CLAUSE 11: ANNUAL LEAVE AND ACCRUED LEAVE PAY

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

"(2) (a) Three consecutive weeks' annual leave on full pay shall be granted to all employees, including apprentices and trainees undergoing training under the Manpower Training Act, 1981, who have completed the period of continuous employment, as set out in the Schedule below, with the same employer since the date of their engagement or from the date on which their previous annual leave fell due, whichever is the later.

(b) Four weeks' annual leave on full pay shall be granted to all employees who on or after 1 December 1990 have completed 10 or more periods of continuous employment with the same employer, as set out in the Schedule below, since the date of their engagement, subject to the following conditions:

(i) Splitting of leave shall be permitted: Provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks; and

(ii) the provisions in this clause relating to accrued leave pay shall apply *mutatis mutandis* in the case of employees who qualify for four weeks' annual leave.

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave."

SCHEDULE

(c) Weekly-paid employees: 261 shifts, excluding overtime.

(d) Monthly-paid employees: 12 months."

(2) Substitute "Grade 7 and grade 8 employees" for "journeymen, qualified operative machinists and operative engine assemblers" wherever the latter occurs in subclauses (11) and (14) of this clause.

51. CLAUSE 12: ADDITIONAL HOLIDAY PAY

(1) In subclause (1) substitute "All employees" for "journeymen, qualified and unqualified operative machinists, operative engine assemblers and engine strippers" wherever the latter occurs in this clause.

Note: The Additional Holiday Pay of R14 and R16 respectively shall be payable as from 1 December 1990."

(2) In subclause (2) —

(a) substitute "Grade 7 and Grade 8 employees" for "journeyman, qualified operative machinist or operative engine assembler" wherever the latter occurs in this subclause;

(b) substitute "R14 for each week of employment in the case of a Grade 7 employee and R16 for each week of employment in the case of a Grade 8 employee" for "R11 for each week of employment".

"Provided that in the case of any employee on whose behalf the employer has submitted on or after 1 December 1990 to the Council an amount which is less than the amount prescribed in terms of this clause, shall submit within 13 weeks after the date of coming into operation of this Agreement an additional amount of additional holiday pay as follows:

Amount of additional holiday pay prescribed in terms of this subclause	LESS	Amount of additional holiday pay actually submitted to the Council on or after 1 December 1990
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49. KLOUSULE 9: GEREEDHEIDS- EN ROEPTOELAAS

(1) Vervang "R10" deur "R15" oral waar dit in hierdie klousule voorkom.

50. KLOUSULE 11: JAARLIKSE VERLOF EN BESOLDIGING VIR OPGELOPE VERLOF

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

"(2) (a) Drie agtereenvolgende weke jaarlikse verlof met volle besoldiging moet toegestaan word aan alle werknemers, met inbegrip van vakleerlinge en kwekelinge wat ingevolge die Wet op Mannekrasopleiding, 1981, opleiding ondergaan en wat sedert die datum van indiensneming of die datum waarop die vorige jaarlikse verlof verskuldig geword het, naamlik die jongste datum, die tydperk van ononderbroke diens wat in die Bylae hieronder gemeld word, by dieselfde werkgever voltooi het.

(b) Vier weke verlof met volle besoldiging moet toegestaan word aan alle werknemers wat op of na 1 Desember 1990, 10 of meer tydperke van aaneenlopende diens, uiteengesit in die Bylae hieronder, by dieselfde werkgever voltooi het, sedert die datum van indiensneming, onderworpe aan die volgende voorwaardes:

(i) Verdeling van verlof moet toegelaat word mits, wanneer verlof so verdeel word, een van die dele van die verdeelde verlof nie minder as drie agtereenvolgende weke beloop nie; en

(ii) die bepalinge van hierdie klousule met betrekking tot opgehoopde verlofgelde is *mutatis mutandis* van toepassing op werknemers wat vir vier weke verlof kwalifiseer.

Met dien verstande dat ingeval van 'n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskrif in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met 'n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerkingtreding van hierdie Ooreenkoms een week se loon soos voorgeskrif in plek van sodanige verlof.

BYLAE

(c) Weekliks besoldigde werknemers: 261 skofte, uitgesonderd oortydwerk.

(d) Maandeliks besoldigde werknemers: 12 maande."

(2) In subklousules (11) en (14), vervang "vakmanne, gewalifiseerde werkman-masjiniste en werkmanenjinmonteur" deur "graad 7-werknemers en graad 8-werknemers" oral waar eersgenoemde in hierdie subklousules voorkom.

51. KLOUSULE 12: ADDISIONELE VAKANSIE-BESOLDIGING

(1) In subklousule (1), vervang "vakmanne, gekwalifiseerde en ongekwalifiseerde werkman-masjiniste, werkmanenjinmonteurs en enjinstroppers" deur "alle werknemers" oral waar eersgenoemde in hierdie klousule voorkom.

Opmerking: Die Addisionele Vakansiebesoldiging van R14 en R16 onderskeidelik is betaalbaar vanaf 1 Desember 1990."

(2) In subklousule (2) —

(a) vervang "vakman, gekwalifiseerde werkman-masjinis of werkman-enjinmonteur" deur "graad 7- en graad 8-werknemers", oral waar eersgenoemde in hierdie klousule voorkom;

(b) vervang "R11 per week diens" deur "R14 vir elke week diens in die geval van 'n graad 7-werknemer en R16 vir elke week diens in die geval van 'n graad 8-werknemer".

"Met dien verstande dat in die geval van enige graad 7- of graad 8-werknemer namens wie die werkgever op of na 1 Desember 1990 na die Raad ingedien het 'n bedrag wat minder is as die bedrag voorgeskrif ingevolge die bepalinge van hierdie klousule, moet binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms 'n addisionele bedrag van addisionele vakansiebesoldiging indien wat soos volg bereken word:

Bedrag van addisionele vakansiebesoldigingvoorgeskrif in terme van hierdie subklousule	MINUS	Bedrag van addisionele vakansie besoldiging ingedien na die Raad op of na 1 Desember 1990
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calculated as from 1 December 1990 to the date of coming into operation of this Agreement.”.

(3) In subclause (4) substitute “Grade 7 or Grade 8 employee” for “journeyman, qualified operative machinist or operative engine assembler”.

(4) In subclause (5) substitute “Grade 7 and Grade 8 employees” for “journeymen, qualified operative machinists and operative engine assemblers”.

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

“An employer shall pay additional holiday pay to all employees, other than Grade 7 and Grade 8 employees, by mutual agreement as follows:

(a) On completion of 12 months’ service; or

(b) at the commencement of the employee’s annual leave; or

(c) not later than the 20th day of December of each year:

Provided that in the event of agreement not having been reached between the employer and the employee, the payment shall be made to the employee on completion of his leave cycle.”.

(6) Substitute the following for subclause (7):

“Subject to the provisions of subclauses (8), (9) and (10) of this clause, the amount of the additional holiday pay referred to in subclause (6) of this clause shall be two weeks’ wages calculated at the rate the employee was earning when he goes on leave: Provided that in the case of any employee who was entitled to and who did not receive the bonus prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement the employer shall within 13 weeks after coming into operation of this Agreement pay to the employee an amount equivalent to one week’s wages as prescribed.”.

(7) In subclause (7) substitute “employees other than grade 7 and grade 8 employees” for “engine stripper and unqualified operative machinists”.

(8) In subclause (9) substitute “employee other than grade 7 and grade 8 employees” for “engine stripper or an unqualified operative machinist”.

(9) Delete subclause (10).

(10) In subclause (13), substitute “prescribed in clause 44 of Division A of this Agreement” for “of one and a half per cent”.

(11) Delete subclause (14).

52. CLAUSE 14: SUPPLY OF TOOLS

(1) In subclause (3) (a), substitute “R7,50” for “R6,00”.

(2) In subclause (3) (d) (i), substitute “R3 000” for “R2 500”.

(3) In subclause (3) (d) (iii), substitute “R3 000” for “R2 500”.

53. CLAUSE 15: CERTIFICATE OF SERVICE

(1) Substitute “operative, Grade A, operative, Grade B or operative, Grade C” for “operative machinist”.

DIVISION C: CHAPTER V

54. CLAUSE 2: DEFINITIONS

(1) In subclause (5), general worker, add the following at the end of subclause (5) (a):

“Removing but not replacing—
alternators;
body badges;

bereken vanaf 1 Desember 1990 tot die datum van inwerkingtreding van hierdie Ooreenkoms.”.

(3) In subklousule (4), vervang “vakman, gekwalifiseerde werkman-masjinis of werkman-enjinmonteur” deur “graad 7- of graad 8-werknemer”.

(4) In subklousule (5), vervang “vakmanne, gekwalifiseerde werkman-masjiniste en werkman-enjinmonteurs” deur “graad 7- en graad 8-werknemers”.

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

“’n Werkgewer moet addisionele vakansiebesoldiging aan al sy werknemers betaal behalwe graad 7- en graad 8-werknemers, onderworpe aan onderlinge ooreenkoms, soos volg:

(a) By voltooiing van 12 maande diens; of

(b) met die aanvang van die werknemer se jaarlikse verlof; of

(c) nie later as die 20ste dag van Desember van elke jaar:

Met dien verstande dat in die geval waar ooreenkoms nie tussen die werkgewer en die werknemer bereik is nie, die bonus by voltooiing van die werknemer se verlofsiklus aan hom betaalbaar is.”.

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

“Behoudens subklousules (8), (9) en (10) van hierdie klousule is die bedrag van die addisionele vakansiebesoldiging wat in subklousule (6) van hierdie klousule bedoel word, twee weke se loon bereken teen die loon wat die werknemer ontvang wanneer hy met verlof gaan: Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgewer binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal ’n bedrag gelykstaande aan een week se loon soos voorgeskryf.”.

(7) In subklousule (8), vervang “enjinstroopers en ongekwalifiseerde werkman-masjiniste” deur “werknemers behalwe graad 7- en graad 8-werknemers”.

(8) In subklousule (9), vervang “enjinstroper of ’n ongekwalifiseerde werkman-masjinis” deur “werknemer behalwe graad 7- en graad 8-werknemers”.

(9) Skrap subklousule (10).

(10) In subklousule (13), vervang “van een en ’n half per sent per maand of gedeelte daarvan” deur “voorgeskryf in klousule 44 van Afdeling A van hierdie Ooreenkoms”.

(11) Skrap subklousule (14).

52. KLOUSULE 14: VERSKAFFING VAN GEREEDSKAP

(1) In subklousule (3) (a), vervang “R6,00” deur “R7,50”.

(2) In subklousule (3) (d) (i), vervang “R2 500” deur “R3 000”.

(3) In subklousule (3) (d) (iii), vervang “R2 500” deur “R3 000”.

53. KLOUSULE 15—DIENSSERTIFIKAAT

(1) Vervang “werkman-masjinis” deur “werkman graad A, werkman graad B of werkman graad C”.

AFDELING C: HOOFSTUK V

54. KLOUSULE 2: WOORDOMSKRYWING

(1) In subklousule (5), algemene werker, voeg die volgende in aan die einde van subklousule (5) (a):

“Verwyder maar nie die terugsit nie van—
alternators;
bakkentekens;

body mouldings;
 bonnets;
 bulbs;
 bumpers;
 cables, excluding electrical cable levers;
 doors;
 door handles;
 engine mud trays;
 generators;
 damaged glass;
 gravel pans;
 grills;
 lamps;
 oil filters or strainers and the cleaning thereof;
 rear body lights;
 running boards;
 seats;
 self-starters;
 shock absorbers, excluding struts;
 striker plates;
 sump nuts and bolts;
 valve covers;

applying protective coating to engines, components or accessories mounted within the engine compartment and to floor mats, seat surfaces, luggage compartments or side-kick plates;

fitting loose seat covers when no alterations are required;

removing paint and preparing surfaces for repainting, excluding the application of lead filler;

mixing, by hand or machine, materials including concrete, mortar and fibre glass constituents, but excluding colour blending;"

(2) Amend subclause (8), operative, Grade AR, as follows:

(a) Insert "bonding of steel inserts to hydraulic cylinders;" between "bending and/or forming by hand operation in special-purpose jigs or formers;" and "bonding brake shoes, bands and clutch plates;"

(b) Substitute "dismantling of brake (including air and hydraulic brakes) and/or clutch components for reconditioning;" for "dismantling of brake and/or clutch components for reconditioning;"

(c) Insert "making up brake pipes by bending and/or forming by hand operation or in special-purpose jig;" between "inspecting visually;" and "marking off from patterns or templates by hand;"

(3) Amend subclause (10), operative, Grade CR, as follows:

(a) In subclause (10) (b), substitute "15,0" for "13,6".

(b) In subclause (10) (c), substitute "40,0" for "38,1".

55. CLAUSE 4: WAGES

(1) Substitute the following for the Wage Schedule in this clause:

"A. WAGE SCHEDULE

PART A: MISCELLANEOUS

Class of employee	Wages per week (All areas) R
Grade 1.....	112,50 (R 2,50 per hour)
Grade 2.....	166,50 (R 3,70 per hour)
Grade 3.....	189,00 (R 4,20 per hour)
Grade 4.....	207,00 (R 4,60 per hour)
Grade 5.....	234,00 (R 5,20 per hour)
Grade 6.....	288,00 (R 6,40 per hour)
Grade 7.....	393,75 (R 8,75 per hour)
Grade 8.....	450,00 (R10,00 per hour)

bakvormwerk;
 enjinkappe;
 gloeilampe;
 buffers;
 kabels, uitsluitende elektriese kabelhefbome;
 deure;
 deurhandvatsels;
 enjinmodderbakke;
 opwekkers;
 beskadigde glas;
 gruisbakke;
 roosters;
 lampe;
 oliefilters of oliesiwwe en die skoonmaak daarvan;
 agterste bakligte;
 treeplanke;
 stiplekke;
 selfaansitters;
 skokbrekers, uitsluitende stutte;
 slagpenplate;
 oliebakmoere en -boute;
 klepdeksels;

aanbring van beskermingslaag aan enjins, komponente of bybehore wat binne die enjinkompartement gemonteer is, en aan vloermatte, sitplekoppervlakke, bagasieruimtes of syskopplate;

pas van los sitplekoortreksels waar geen verstelling daaraan benodig word nie;

verwydering van verf en die voorbereiding van oppervlakke vir die aanbring van verf, maar sluit nie die aanbring van loodvulsel in nie;

materiaal, met inbegrip van beton, dagha en veselglasbestanddele, met die hand of masjien meng, maar nie kleure meng nie;"

(2) Wysig subklousule (8), werkmán graad AR, soos volg:

(a) Voeg "bind van staalinstelsels aan hidrouliese silinders;" in tussen "buig- en/of fatsoeneerwerk met die hand verrig in eendoelsetmate of vormers" en "remskoene, bande en koppelaarplate bind;"

(b) Vervang "rem- en/of koppelaarkomponente demonteer om dit te vernieu;" deur "demonteer van remme (insluitende lug- en hidrouliese remme) en/of koppelaarkomponente om dit te vernieu;"

(c) Voeg "opmaak van remtype deur dit te buig en te vorm met die hand of in 'n spesialedoel-setmaat" in tussen "visuele inspeksie uitvoer;" en "afmerk met die hand van patrone of patroon plate;"

(3) Wysig subklousule (10), werkmán graad CR, soos volg:

(a) In subklousule (10) (b), vervang "13,6" deur "15,0".

(b) In subklousule (10) (c), vervang "38,1" deur "40,0".

55. KLOUSULE 4: LONE

(1) Vervang die Loonbylae in hierdie klousule deur die volgende:

"A. LOONBYLAE

DEEL A: DIVERSE

Klas werknemer	Loon per week (Alle gebiede) R
Graad 1.....	112,50 (R 2,50 per uur)
Graad 2.....	166,50 (R 3,70 per uur)
Graad 3.....	189,00 (R 4,20 per uur)
Graad 4.....	207,00 (R 4,60 per uur)
Graad 5.....	234,00 (R 5,20 per uur)
Graad 6.....	288,00 (R 6,40 per uur)
Graad 7.....	393,75 (R 8,75 per uur)
Graad 8.....	450,00 (R10,00 per uur)

PART B: OPERATIVES

Grade 4	207,00 (R 4,60 per hour)
Grade 5	234,00 (R 5,20 per hour)

Note:

1. All wages specified in this Wage Schedule shall be payable with effect from 1 December 1990.

2. In the case of the following class of employee, namely—

- brake drum skimmer

the following special conditions shall apply:

(a) These conditions shall apply only to incumbents who were engaged on or before 30 November 1990.

(b) Incumbents who, prior to 1 December 1990, were paid the prescribed minimum wage applicable up to that date, shall receive a 15% increase.

(c) Incumbents who, prior to 1 December 1990, were paid more than the prescribed minimum wage applicable up to that date but less than the sum of that wage plus 15% thereof, shall receive an increase that will wage up to the prescribed minimum plus 15% thereof.

(d) Incumbents who, prior to 1 December 1990, were paid a wage in excess of the sum of the minimum prescribed wage applicable up to that date plus 15% thereof, shall receive an increase of 10%.

(e) Increases granted since 1 September 1990 shall be offset against the increases as specified in paragraphs (c) and (d) above."

"B. Notwithstanding the provisions contained in paragraph A, that in the case of those employees referred to in Note 2 (b), (c), (d) and (e) to the Schedule to this clause and to whom no increase was granted on or after 1 September 1990 or to whom only a part of the particular increase was granted on or after that date shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour for the employees class of work prescribed above	LESS (if any)	Amount per hour of any increase granted to the employee on or after 1 September 1990
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multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later:

Provided further that in the case of all other employees, any employee who on or after 1 December 1990 was paid a wage less than that prescribed for his class of work at the date of coming into operation of this Agreement, shall be remunerated by the payment of an amount within 13 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour/week for the employees class of work prescribed above	LESS	Amount per hour/week actually paid
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multiplied by the number of hours/week which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 December 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later and any employee who was engaged after 1 December 1990 at a rate of pay not less than the rate of pay for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subclause for his class of work."

DEEL B: WERKMANNE

Graad 4	207,00 (R 4,60 per uur)
Graad 5	234,00 (R 5,20 per uur)

Opmerking:

1. Alle lone in hierdie Loonbylae voorgeskryf, is betaalbaar vanaf 1 Desember 1990.

2. In die geval van die volgende klasse werknemers, naamlik—

- remtrommelskiller

is die volgende spesiale voorwaardes van toepassing:

(a) Hierdie voorwaardes is van toepassing slegs op ampsbekteërs wat voor of op 30 November 1990 in diens geneem is.

(b) Ampsbekteërs wat voor 1 Desember 1990 die minimum voorgeskrewe loon van toepassing tot op daardie datum ontvang het, moet 'n 15%-verhoging ontvang.

(c) Ampsbekteërs wat voor 1 Desember 1990 'n loon hoër as die voorgeskrewe loon van toepassing tot op daardie datum, maar minder as die bedrag van daardie loon plus 15% daarvan, ontvang het, moet 'n verhoging ontvang wat sy loon sal verhoog om dit gelykstaande te maak aan die voorgeskrewe minimum plus 15% daarvan.

(d) Ampsbekteërs wat voor 1 Desember 1990 'n loon van meer as die bedrag van die minimum voorgeskrewe loon van toepassing tot op daardie datum plus 15% daarvan, ontvang het, moet 'n verhoging van 10% ontvang.

(e) Verhogings wat met ingang van 1 September 1990 toegestaan is, moet afgetrek word van die verhogings soos in paragrawe (c) en (d) hierbo voorgeskryf."

"B. Nieteenstaande die bepaling vervat in subklousule A van hierdie klousule, in die geval van alle werknemers waarna in Nota 2 (b), (c), (d) en (e) van die Bylae tot hierdie klousule verwys word en aan wie geen verhoging toegestaan is op of na 1 September 1990 of aan wie slegs 'n gedeelte van die besondere verhoging toegestaan is op of na daardie datum moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur vir die werknemers se klas werk soos hierbo uiteengesit	MINUS (waar van toepassing)	Bedrag per uur van enige verhoging toegestaan aan die werknemer op of na 1 September 1990
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste:

Met dien verstande verder dat in die geval van alle werknemers, enige werknemer wie op of na 1 Desember 1990 in ontvangs was van 'n loon minder dan die soos voorgeskryf vir sy klas van werk op die datum van inwerkingtreding van hierdie Ooreenkoms, moet besoldig word deur betaling van 'n bedrag binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms wat soos volg bereken word:

Bedrag per uur/week vir die werknemer se klas werk soos hierbo uiteengesit	MIN	Bedrag per uur/week wat werklik betaal is
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Desember 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is op of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die laaste en enige werknemer wat na 1 Desember in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas van werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gepubliseer is nie."

56. CLAUSE 11: ANNUAL LEAVE AND ACCRUED LEAVE PAY

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

"(2) (a) Three consecutive weeks' annual leave on full pay shall be granted to apprentices, trainees undergoing training under the Manpower Training Act, 1981, and all employees for whom wages or remuneration are prescribed in this Chapter of this Agreement and who have completed the periods of continuous employment, as set out in the Schedule below, with the same employer since the date of their engagement or from the date on which their previous annual leave fell due, whichever is the later.

(b) Four weeks' annual leave on full pay shall be granted to all employees who on or after 1 December 1990 have completed 10 or more periods of continuous employment, with the same employer as set out in the Schedule below, since the date of their engagement, subject to the following conditions:

(i) Splitting of leave shall be permitted: Provided that when leave is split one of the portions of such split leave shall consist of at least three consecutive weeks; and

(ii) the provisions of this clause relating to accrued leave pay shall apply *mutatis mutandis* in the case of employees who qualify for four weeks' annual leave.

Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave.

SCHEDULE

(c) weekly-paid employees: 261 shifts, excluding overtime.

(d) Monthly-paid employees: 12 months."

(2) In subclause (11) (a) delete "or brake drum skimmers".

(3) In subclause (11) (b) delete "and brake drum skimmers".

(4) In subclause (11) (d) delete "or brake drum skimmer" wherever it occurs in the subclause.

(5) In subclause (14) delete "or brake drum skimmer".

57. CLAUSE 12: ADDITIONAL HOLIDAY PAY

(1) In subclause (1) substitute "R16" for "R11" and add the following proviso:

"Provided further that in the case of any employee on whose behalf the employer has submitted on or after 1 December 1990 to the Council an amount which is less than the amount prescribed in terms of this clause, shall submit within 13 weeks after the date of coming into operation of this Agreement an additional amount of additional holiday pay as follows:

Amount of additional holiday pay prescribed in terms of this sub-clause	LESS	Amount of additional holiday pay actually submitted to the Council on or after 1 December 1990
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calculated as from 1 December 1990 to the date of coming into operation of this Agreement."

56. KLOUSULE 11: JAARLIKSE VERLOF EN BESOLDIGING VIR OPGELOPE VERLOF

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

"(2) (a) Drie agtereenvolgende weke jaarlikse verlof met volle besoldiging moet toegestaan word aan vakleerlinge, kwekelinge wat opleiding ingevolge die Wet op Mannekrag-opleiding, 1981, ondergaan en aan alle werknemers vir wie lone of besoldiging in hierdie Hoofstuk van hierdie Ooreenkoms voorgeskryf word en wat sedert hulle datum van indiensneming of met ingang van 'n datum waarop hulle vorige jaarlikse verlof verskuldig geword het (naamlik die jongste datum), die tydperke van ononderbroke diens wat hieronder in die Bylae gemeld word, by dieselfde werkgever voltooi het.

(b) Vier weke verlof met volle besoldiging moet toegestaan word aan alle werknemers wat op of na 1 Desember 1990 10 of meer tydperke van aaneenlopende diens, soos uiteengesit in die Bylae hieronder, by dieselfde werkgever voltooi het sedert hulle datum van indiensneming, onderworpe aan die volgende voorwaardes:

(i) Verdeling van verlof is toelaatbaar mits wanneer verlof so verdeel word, een van die dele daarvan nie minder as drie agtereenvolgende weke behoort nie; en

(ii) die bepalings van hierdie klousule met betrekking tot opgelope verlof is *mutatis mutandis* van toepassing op werknemers wat vir vier weke jaarlikse verlof kwalifiseer.

Met dien verstande dat ingeval van 'n werknemer wat geregtig is op en nie ontvang het verlof soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms, sodanige werknemer moet onmiddellik gekrediteer word met 'n addisionele week verlof of alternatiewelik betaal word binne 13 weke na inwerkingtreding van hierdie Ooreenkoms een week se loon soos voorgeskryf in plek van sodanige verlof.

BYLAE

(c) Weekliks besoldigde werknemers: 261 skofte, uitgesonderd oortydwerk.

(d) Maandeliks besoldigde werknemers: 12 maande."

(2) In subklousule (11) (a), skrap "of remtrommelskillers".

(3) In subklousule (11) (b), skrap "en remtrommelskillers".

(4) In subklousule (11) (d), skrap "of remtrommelskiller" oral waar dit in hierdie subklousule voorkom.

(5) In subklousule (14), skrap "of remtrommelskiller".

57. KLOUSULE 12: ADDISIONELE VAKANSIEBESOLDIGING

(1) In subklousule (1), vervang "R11" deur "R16" en voeg die volgende voorbehoudsbepaling in aan die end van subklousule (1):

"Met dien verstande dat in die geval van enige graad 7 of graad 8 werknemer namens wie die werkgever op of na 1 Desember 1990 na die Raad ingedien het 'n bedrag wat minder is as die bedrag voorgeskryf ingevolge die bepalings van hierdie klousule, moet binne 13 weke na die datum van inwerkingtreding van hierdie Ooreenkoms 'n addisionele bedrag van addisionele vakansiebesoldiging indien wat soos volg bereken word:

Bedrag van addisionele vakansiebesoldiging voorgeskryf in terme van hierdie subklousule	MINUS	Bedrag van addisionele vakansiebesoldiging ingedien na die Raad op of na 1 Desember 1990
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bereken vanaf 1 Desember 1990 tot die datum van inwerkingtreding van hierdie Ooreenkoms."

Note: The additional holiday pay shall be payable as from 1 December 1990.

(2) Delete "or brake drum skimmer" wherever it occurs in subclauses (1), (3) and (8).

(3) In subclause (4) delete "or brake drum skimmer".

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

"All employees other than journeymen shall be paid an amount of additional holiday pay by their employers by mutual agreement as follows:

(a) On completion of 12 months' service; or

(b) at the commencement of the employee's annual leave; or

(c) not later than the 20th day of December of each year:

Provided that in the event of agreement not having been reached between the employer and the employee, the payment shall be made to the employee on completion of his leave cycle."

(5) (a) In subclause (7) (a) substitute "two weeks" for "one week's".

(b) In subclause (7) (b) substitute "two weeks" for "one week's".

"Provided that in the case of any employee who was entitled to and who did not receive the leave prescribed in terms of this subclause during the period commencing 1 December 1990 up to and including the date of coming into operation of this Agreement, such employee shall immediately be credited with an additional week's leave or alternatively be paid within 13 weeks after coming into operation of this Agreement one week's wages as prescribed in lieu of such leave."

(6) In subclause (10), substitute "prescribed in clause 44 of Division A of this Agreement" for "of one and a half per cent".

(7) Delete subclause (11).

58. ANNEXURE B.1

(1) Substitute "operative, Grade A, operative, Grade B or operative, Grade C" for "operative machinist" in the Note to the heading of the Annexure.

(2) Substitute "operative, Grade A, operative, Grade B or operative, Grade C" for "operative machinist, qualified or operative machinist, unqualified" wherever the latter occurs in the Annexure.

59. ANNEXURE B.2

(1) Substitute "operative, Grade A/operative, Grade B/operative, Grade C" for "operative machinist, qualified/unqualified" wherever the latter occurs in the Annexure.

60. ANNEXURE D

(1) Substitute "operative, Grade A, operative, Grade B or operative, Grade C" for "unqualified or qualified operative machinist" wherever the latter occurs in the Annexure.

Signed at Johannesburg, on behalf of the parties, this 27th day of February 1991.

T. NIEUWOUDT,
President of the Council.

C. S. ROBERTS,
Vice-President of the Council.

H. C. L. LOOCK,
General Secretary of the Council.

Opmerking: Die addisionele vakansiebesoldiging sal betaalbaar wees vanaf 1 Desember 1990.

(2) In subklousules (1), (3) en (8), skrap "of remtrommelskiller" oral waar dit voorkom.

(3) In subklousule (4), skrap "of remtrommelskillers".

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

"Alle werknemers, uitgesonderd vakmanne, moet addisionele vakansiebesoldiging deur hul werkgevers betaal word, onderworpe aan onderlinge ooreenkoms, soos volg:

(a) By voltooiing van 12 maande diens; of

(b) met die aanvang van die werknemer se jaarlikse verlof; of

(c) nie later as die 20ste dag van Desember van elke jaar:

Met dien verstande dat in die geval waar ooreenkoms nie tussen die werkgever en die werknemer bereik is nie, die bonus by voltooiing van die werknemer se verlofsiklus aan hom betaalbaar is."

(5) (a) In subklousule (7) (a), vervang "een week" deur "twee weke".

(b) In subklousule (7) (b), vervang "een week" deur "twee weke".

"Met dien verstande dat in die geval van enige werknemer wat geregtig was op en wie nie ontvang het die bonus soos voorgeskryf in terme van hierdie subklousule gedurende die periode vanaf 1 Desember 1990 tot en met insluitend die datum van inwerkingtreding van hierdie Ooreenkoms moet die werkgever binne 13 weke na inwerkingtreding van hierdie Ooreenkoms aan die werknemer betaal 'n bedrag gelykstaande aan een week se loon soos voorgeskryf."

(6) In subklousule (10), vervang "van een en 'n half per sent per maand of gedeelte daarvan" deur "soos voorgeskryf in klousule 44 van Afdeling A van hierdie Ooreenkoms".

(7) Skrap subklousule (11).

58. AANHANGSEL B.1

(1) In die Opmerking by die Aanhangel, vervang "werkmanmasjinijs" deur "werkman graad A, werkman graad B of werkman graad C".

(2) Vervang "werkman-masjinijs, gekwalifiseer of werkmanmasjinijs, ongekwalifiseer" oral waar dit in hierdie Aanhangel voorkom, deur "werkman graad A, werkman graad B of werkman graad C".

59. AANHANGSEL B.2

(1) Vervang "werkman-masjinijs, gekwalifiseer/ongekwalifiseer" oral waar dit in hierdie Aanhangel voorkom, deur "werkman graad A/werkman graad B/werkman graad C".

60. AANHANGSEL D

(1) Vervang "ongekwalifiseerde/gekwalifiseerde werkman-masjinijs" oral waar dit in hierdie Aanhangel voorkom, deur "werkman graad A, werkman graad B of werkman graad C".

Namens die partye op hede die 27ste dag van Februarie 1991 te Johannesburg onderteken.

T. NIEUWOUDT,
President van die Raad.

C. S. ROBERTS,
Vise-president van die Raad.

H. C. L. LOOCK,
Hoofsekretaris van die Raad.

DEPARTMENT OF NATIONAL EDUCATION

No. R. 1966

16 August 1991

CULTURAL INSTITUTIONS ACT, 1969
(ACT No. 29 OF 1969)

AMENDMENT OF REGULATIONS

The Minister of National Education has, under section 15 of the Cultural Institutions Act, 1969 (Act No. 29 of 1969), made the regulations in this Schedule.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 1671 of 18 August 1978, as amended by Government Notice No. R. 162 of 12 February 1988.

Repeal of regulation 30 of Regulations

2. Regulation 30 of the Regulations is hereby repealed.

PROVINCIAL ADMINISTRATION OF THE ORANGE FREE STATE

No. R. 1922

16 August 1991

REGULATIONS UNDER THE CHILDREN'S ACT,
1960: AMENDMENT OF GOVERNMENT NOTICE No.
R. 1086 OF 1960

By virtue of section 92 (1) (k) of the Children's Act, 1960 (Act No. 33 of 1960), I, Louis van der Watt, Administrator of the Province of the Orange Free State, hereby amend the regulation promulgated by Government Notice No. R. 1086 of 22 July 1960, as amended, in accordance with the accompanying Schedule, with retrospective effect from 1 April 1991.

SCHEDULE

1. In this Schedule the expression "the Regulations" means the regulations promulgated by Government Notice No. R. 1086 of 22 July 1960, as amended.

2. Regulation 62 of the Regulations is amended—

(a) by the substitution in paragraph (a) of subregulation (1) for the expression "R175" of the expression "R225";

(b) by the substitution in paragraph (b) of subregulation (1) for the expression "R49" of the expression "R65";

(c) by the substitution in Note D for the expression "R371" of the expression "R485"; and

(d) by the substitution in the proviso to Note D for the expression "R415" of the expression "R558-33".

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 1966

16 Augustus 1991

WET OP KULTURELE INRIGTINGS, 1969
(WET No. 29 VAN 1969)

WYSIGING VAN REGULASIES

Die Minister van Nasionale Opvoeding het kragtens artikel 15 van die Wet op Kulturele Inrigtings, 1969 (Wet No. 29 van 1969), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1671 van 18 Augustus 1978, soos gewysig by Goewermentskennisgewing No. R. 162 van 12 Februarie 1988.

Herroeping van regulasie 30 van Regulasies

2. Regulasie 30 van die Regulasies word hierby herroep.

PROVINSIALE ADMINISTRASIE VAN DIE ORANJE-VRYSTAAT

No. R. 1922

16 Augustus 1991

REGULASIES KRAGTENS DIE KINDERWET, 1960:
WYSIGING VAN GOEWERMENTSKENNISGEWING
No. R. 1086 VAN 1960

Kragtens artikel 92 (1) (k) van die Kinderwet, 1960 00808003 (Wet No. 33 van 1960), wysig ek, Louis van der Watt, Administrateur van die provinsie die Oranje-Vrystaat, hierby die regulasies afgekondig by Goewermentskennisgewing No. R. 1086 van 22 Julie 1960, soos gewysig, ooreenkomstig die bygaande Bylae, terugwerkend met ingang van 1 April 1991.

BYLAE

1. In hierdie Bylae beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1086 van 22 Julie 1960, soos gewysig.

2. Regulasie 62 van die Regulasies word gewysig—

(a) deur in paragraaf (a) van subregulasie (1) die uitdrukking "R175" deur die uitdrukking "R225" te vervang;

(b) deur in paragraaf (b) van subregulasie (1) die uitdrukking "R49" deur die uitdrukking "R65" te vervang;

(c) deur in Opmerking D die uitdrukking "R371" deur die uitdrukking "R485" te vervang; en

(d) deur in die voorbehoudsbepaling tot Opmerking D die uitdrukking "R415" deur die uitdrukking "R558-33" te vervang.

No. R. 1923**16 August 1991****REGULATIONS UNDER THE SOCIAL PENSIONS ACT, 1973: AMENDMENT OF GOVERNMENT NOTICE No. R. 1034 OF 1974**

By virtue of section 17 (1), read with section 17 (4), of the Social Pensions Act, 1973 (Act No. 37 of 1973), I, Louis van der Watt, Administrator of the Province of the Orange Free State, hereby amend the regulations promulgated by Government Notice No. R. 1034 of 21 June 1974, as amended, in accordance with the accompanying Schedule, with retrospective effect from 1 April 1991.

SCHEDULE

1. In this Schedule the expression "the Regulations" means the regulations promulgated by Government Notice No. R. 1034 of 21 June 1974, as amended.

2. Regulation 12 of the Regulations is amended—

(i) by the substitution in paragraph (c) for the expression "R348" of the expression "R3 840"; and

(ii) by the substitution for paragraph (d) of the following paragraph:

"(d) any other pension, allowance or benefit, under any pension or provident fund or any scheme, in excess of R2 340 per year in the case of an old age pension or a disability pension, or in excess of R3 840 per year in the case of a blind person's pension."

3. Regulation 13 of the Regulations is amended by the substitution in paragraph (e) of subregulation (2) for the expression "R2 500" of the expression "R7 400".

4. Regulation 14 of the Regulations is amended by the substitution for the expression "R192" of the expression "R600".

5. The Regulations are further amended by the substitution for Annexure 1 of the accompanying Annexure.

ANNEXURE 1**TABLE ACCORDING TO WHICH SOCIAL PENSIONS ARE TO BE GRANTED WITH EFFECT FROM 1 APRIL 1991****1. Old Age Pension/Disability Pension**

Income group	Annual income (allowing for means and circumstances) (In Rands)		Maximum grant (In Rands)
			Monthly
1.....	Nil to	720,00	225,00
2.....	720,01 –	780,00	220,00
3.....	780,01 –	840,00	215,00
4.....	840,01 –	900,00	210,00
5.....	900,01 –	960,00	205,00
6.....	960,01 –	1 020,00	200,00
7.....	1 020,01 –	1 080,00	195,00
8.....	1 080,01 –	1 140,00	190,00
9.....	1 140,01 –	1 200,00	185,00
10.....	1 200,01 –	1 260,00	180,00
11.....	1 260,01 –	1 320,00	175,00
12.....	1 320,01 –	1 380,00	170,00
13.....	1 380,01 –	1 440,00	165,00
14.....	1 440,01 –	1 500,00	160,00
15.....	1 500,01 –	1 560,00	155,00

No. R. 1923**16 Augustus 1991****REGULASIES KRAGTENS DIE WET OP MAATSKAPLIKE PENSIOENE, 1973: WYSIGING VAN GOEWERMENSKENNISGEWING No. R. 1034 VAN 1974**

Kragtens artikel 17 (1), saamgelees met artikel 17 (4), van die Wet op Maatskaplike Pensioene, 1973 (Wet No. 37 van 1973), wysig ek, Louis van der Watt, Administrateur van die provinsie die Oranje-Vrystaat, hierby die regulasies afgekondig by Goewermenskennisgewing No. R. 1034 van 21 Junie 1974, soos gewysig, ooreenkomstig die bygaande Bylae, terugwerkend met ingang van 1 April 1991.

BYLAE

1. In hierdie Bylae beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing No. R. 1034 van 21 Junie 1974, soos gewysig.

2. Regulasie 12 van die Regulasies word gewysig—

(i) deur in paragraaf (c) die uitdrukking "R348" deur die uitdrukking "R3 840" te vervang; en

(ii) deur paragraaf (d) deur die volgende paragraaf te vervang:

"(d) enige ander pensioen, toelae of voordeel, kragtens 'n pensioen- of voorsorgfonds of enige skema, van meer as R2 340 per jaar in die geval van 'n ouderdoms- of ongeskiktheidspensioen, of meer as R3 840 per jaar in die geval van 'n pensioen vir blindes."

3. Regulasie 13 van die Regulasies word gewysig deur in paragraaf (e) van subregulasie (2) die uitdrukking "R2 500" deur die uitdrukking "R7 400" te vervang.

4. Regulasie 14 van die Regulasies word gewysig deur die uitdrukking "R192" deur die uitdrukking "R600" te vervang.

5. Die Regulasies word verder gewysig deur Aanhangel 1 deur bygaande Aanhangel te vervang.

AANHANGSEL 1**TABEL WAARVOLGENS MAATSKAPLIKE PENSIOENE MET INGANG VAN 1 APRIL 1991 TOEGEKEN MOET WORD****1. Ouderdomspensioen/Ongeskiktheids-pensioen**

Inkomstegroep	Jaarlikse inkomste (middele en omstandighede in ag geneem) (In Rande)		Maksimum toekenning (In Rande)
			Maandeliks
1.....	Nul tot	720,00	225,00
2.....	720,01 –	780,00	220,00
3.....	780,01 –	840,00	215,00
4.....	840,01 –	900,00	210,00
5.....	900,01 –	960,00	205,00
6.....	960,01 –	1 020,00	200,00
7.....	1 020,01 –	1 080,00	195,00
8.....	1 080,01 –	1 140,00	190,00
9.....	1 140,01 –	1 200,00	185,00
10.....	1 200,01 –	1 260,00	180,00
11.....	1 260,01 –	1 320,00	175,00
12.....	1 320,01 –	1 380,00	170,00
13.....	1 380,01 –	1 440,00	165,00
14.....	1 440,01 –	1 500,00	160,00
15.....	1 500,01 –	1 560,00	155,00

Income group	Annual income (allowing for means and circumstances) (In Rands)	Maximum grant (In Rands)
		Monthly
16.....	1 560,01 – 1 620,00	150,00
17.....	1 620,01 – 1 680,00	145,00
18.....	1 680,01 – 1 740,00	140,00
19.....	1 740,01 – 1 800,00	135,00
20.....	1 800,01 – 1 860,00	130,00
21.....	1 860,01 – 1 920,00	125,00
22.....	1 920,01 – 1 980,00	120,00
23.....	1 980,01 – 2 040,00	115,00
24.....	2 040,01 – 2 100,00	110,00
25.....	2 100,01 – 2 160,00	105,00
26.....	2 160,01 – 2 220,00	100,00
27.....	2 220,01 – 2 280,00	95,00
28.....	2 280,01 – 2 340,00	90,00

2. Blind Person's Pension

Income group	Annual income (allowing for means and circumstances) (In Rands)	Maximum grant (In Rands)
		Monthly
1.....	Nil to 1 080,00	305,00
2.....	1 080,01 – 1 200,00	295,00
3.....	1 200,01 – 1 320,00	285,00
4.....	1 320,01 – 1 440,00	275,00
5.....	1 440,01 – 1 560,00	265,00
6.....	1 560,01 – 1 680,00	255,00
7.....	1 680,01 – 1 800,00	245,00
8.....	1 800,01 – 1 920,00	235,00
9.....	1 920,01 – 2 040,00	225,00
10.....	2 040,01 – 2 160,00	215,00
11.....	2 160,01 – 2 280,00	205,00
12.....	2 280,01 – 2 400,00	195,00
13.....	2 400,01 – 2 520,00	185,00
14.....	2 520,01 – 2 640,00	175,00
15.....	2 640,01 – 2 760,00	165,00
16.....	2 760,01 – 2 880,00	155,00
17.....	2 880,01 – 3 000,00	145,00
18.....	3 000,01 – 3 120,00	135,00
19.....	3 120,01 – 3 240,00	125,00
20.....	3 240,01 – 3 360,00	115,00
21.....	3 360,01 – 3 480,00	105,00
22.....	3 480,01 – 3 600,00	95,00
23.....	3 600,01 – 3 720,00	85,00
24.....	3 720,01 – 3 840,00	75,00

3. Veteran's Pension

Income Group	Annual income (allowing for means and circumstances) (In Rands)	Maximum grant (In Rands)
		Monthly
1.....	Nil to 1 080,00	320,00
2.....	1 080,01 – 1 200,00	310,00
3.....	1 200,01 – 1 320,00	300,00
4.....	1 320,01 – 1 440,00	290,00
5.....	1 440,01 – 1 560,00	280,00
6.....	1 560,01 – 1 680,00	270,00
7.....	1 680,01 – 1 800,00	260,00

Inkomste-groep	Jaarlikse inkomste (middele en omstandig- hede in ag geneem) (In Rande)	Maksimum toekenning (In Rande)
		Maandeliks
16.....	1 560,01 – 1 620,00	150,00
17.....	1 620,01 – 1 680,00	145,00
18.....	1 680,01 – 1 740,00	140,00
19.....	1 740,01 – 1 800,00	135,00
20.....	1 800,01 – 1 860,00	130,00
21.....	1 860,01 – 1 920,00	125,00
22.....	1 920,01 – 1 980,00	120,00
23.....	1 980,01 – 2 040,00	115,00
24.....	2 040,01 – 2 100,00	110,00
25.....	2 100,01 – 2 160,00	105,00
26.....	2 160,01 – 2 220,00	100,00
27.....	2 220,01 – 2 280,00	95,00
28.....	2 280,01 – 2 340,00	90,00

2. Pensioen vir Blindes

Inkomste-groep	Jaarlikse inkomste (middele en omstandig- hede in ag geneem) (In Rande)	Maksimum toekenning (In Rande)
		Maandeliks
1.....	Nul tot 1 080,00	305,00
2.....	1 080,01 – 1 200,00	295,00
3.....	1 200,01 – 1 320,00	285,00
4.....	1 320,01 – 1 440,00	275,00
5.....	1 440,01 – 1 560,00	265,00
6.....	1 560,01 – 1 680,00	255,00
7.....	1 680,01 – 1 800,00	245,00
8.....	1 800,01 – 1 920,00	235,00
9.....	1 920,01 – 2 040,00	225,00
10.....	2 040,01 – 2 160,00	215,00
11.....	2 160,01 – 2 280,00	205,00
12.....	2 280,01 – 2 400,00	195,00
13.....	2 400,01 – 2 520,00	185,00
14.....	2 520,01 – 2 640,00	175,00
15.....	2 640,01 – 2 760,00	165,00
16.....	2 760,01 – 2 880,00	155,00
17.....	2 880,01 – 3 000,00	145,00
18.....	3 000,01 – 3 120,00	135,00
19.....	3 120,01 – 3 240,00	125,00
20.....	3 240,01 – 3 360,00	115,00
21.....	3 360,01 – 3 480,00	105,00
22.....	3 480,01 – 3 600,00	95,00
23.....	3 600,01 – 3 720,00	85,00
24.....	3 720,01 – 3 840,00	75,00

3. Oudstryderspensioen

Inkomste-groep	Jaarlikse inkomste (middele en omstandig- hede in ag geneem) (In Rande)	Maksimum toekenning (In Rande)
		Maandeliks
1.....	Nul tot 1 080,00	320,00
2.....	1 080,01 – 1 200,00	310,00
3.....	1 200,01 – 1 320,00	300,00
4.....	1 320,01 – 1 440,00	290,00
5.....	1 440,01 – 1 560,00	280,00
6.....	1 560,01 – 1 680,00	270,00
7.....	1 680,01 – 1 800,00	260,00

Income Group	Annual income (allowing for means and circumstances) (In Rands)	Maximum grant (In Rands)	Inkomste-groep	Jaarlikse inkomste (middele en omstandighede in ag geneem) (In Rande)	Maksimum toekenning (In Rande)
		Monthly			Maandeliks
8.....	1 800,01 – 1 920,00	250,00	8.....	1 800,01 – 1 920,00	250,00
9.....	1 920,01 – 2 040,00	240,00	9.....	1 920,01 – 2 040,00	240,00
10.....	2 040,01 – 2 160,00	230,00	10.....	2 040,01 – 2 160,00	230,00
11.....	2 160,01 – 2 280,00	220,00	11.....	2 160,01 – 2 280,00	220,00
12.....	2 280,01 – 2 400,00	210,00	12.....	2 280,01 – 2 400,00	210,00
13.....	2 400,01 – 2 520,00	200,00	13.....	2 400,01 – 2 520,00	200,00
14.....	2 520,01 – 2 640,00	190,00	14.....	2 520,01 – 2 640,00	190,00
15.....	2 640,01 – 2 760,00	180,00	15.....	2 640,01 – 2 760,00	180,00
16.....	2 760,01 – 2 880,00	170,00	16.....	2 760,01 – 2 880,00	170,00
17.....	2 880,01 – 3 000,00	160,00	17.....	2 880,01 – 3 000,00	160,00
18.....	3 000,01 – 3 120,00	150,00	18.....	3 000,01 – 3 120,00	150,00
19.....	3 120,01 – 3 240,00	140,00	19.....	3 120,01 – 3 240,00	140,00
20.....	3 240,01 – 3 360,00	130,00	20.....	3 240,01 – 3 360,00	130,00
21.....	3 360,01 – 3 480,00	120,00	21.....	3 360,01 – 3 480,00	120,00
22.....	3 480,01 – 3 600,00	110,00	22.....	3 480,01 – 3 600,00	110,00
23.....	3 600,01 – 3 720,00	100,00	23.....	3 600,01 – 3 720,00	100,00
24.....	3 720,01 – 3 840,00	90,00	24.....	3 720,01 – 3 840,00	90,00

IMPORTANT ANNOUNCEMENT

Closing Times

- (1) APPLICATIONS FOR LIQUOR LICENCES
- (2) APPLICATIONS FOR REMOVAL OF LICENCES

Notice is hereby given that notices are to be submitted for acceptance on the Friday, two calendar weeks before date of publication.

The closing time is **15:00** sharp on the following days:

- ▷ **23 May 1991**, for the issue of Friday **7 June 1991**.
- ▷ **21 June 1991**, for the issue of Friday **5 July 1991**.
- ▷ **19 July 1991**, for the issue of Friday **2 August 1991**.
- ▷ **23 August 1991**, for the issue of Friday **6 September 1991**.
- ▷ **20 September 1991**, for the issue of Friday **4 October 1991**.
- ▷ **18 October 1991**, for the issue of Friday **1 November 1991**.
- ▷ **22 November 1991**, for the issue of Friday **6 December 1991**.

Note: Late notices will be placed in the subsequent issue.

Information will be reflected exactly as furnished on Form 2 and Form 28 of prospective applicant.

BELANGRIKE AANKONDIGING

Sluitingstye

- (1) AANSOEKE OM DRANKLISENSIES
- (2) AANSOEKE OM VERPLASINGS VAN LISENSIES

Hiermee word bekendgemaak dat kennisgewings vir aanname die Vrydag, twee kalenderweke voor datum van publikasie, ingedien moet word.

Die sluitingstyd is stiptelik **15:00** op die volgende dae:

- ▷ **23 Mei 1991**, vir die uitgawe van Vrydag **7 Junie 1991**.
- ▷ **21 Junie 1991**, vir die uitgawe van Vrydag **5 Julie 1991**.
- ▷ **19 Julie 1991**, vir die uitgawe van Vrydag **2 Augustus 1991**.
- ▷ **23 Augustus 1991**, vir die uitgawe van Vrydag **6 September 1991**.
- ▷ **20 September 1991**, vir die uitgawe van Vrydag **4 Oktober 1991**.
- ▷ **18 Oktober 1991**, vir die uitgawe van Vrydag **1 November 1991**.
- ▷ **22 November 1991**, vir die uitgawe van Vrydag **6 Desember 1991**.

L.W.: Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word.

Gegewens word presies weergegee soos verstrekk op Vorm 2 en Vorm 28 van voornemende aansoeker.

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.*

—oOo—

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.*

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