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No. 13702

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN LANDBOU

No. R. 11 3 Januarie 1992

WET OP VETERINÊRE EN PARA-VETERINÊRE
BEROEPE, 1982 (WET No. 19 VAN 1982)

REGULASIES BETREFFENDE VETERINÊRE EN
PARA-VETERINÊRE BEROEPE: WYSIGING

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 43 van die Wet op Veterinêre en Para-Veterinêre Beroepe, 1982 (Wet No. 19 van 1982), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermenskennisgewing No. R. 2085 van 1 Oktober 1982, soos gewysig deur Goewermenskennisgewings Nos. R. 1994 van 11 September 1987 (verbeter by Goewermenskennisgewing No. R. 2199 van 2 Oktober 1987), R. 397 van 4 Maart 1988 en R. 1067 van 17 Mei 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur die omskrywing van "Medunsa" deur die volgende omskrywing te vervang:

"'Medunsa' die Mediese Universiteit van Suider-Afrika;"

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur regulasie 5.1.1 deur die volgende regulasie te vervang:

"5.1.1 die betrokke nominasie wesentlik aan die vereistes in regulasie 4 uiteengesit, voldoen;"

Wysiging van Tabel 3 van die Regulasies

4. Tabel 3 van die Regulasies word hierby gewysig —
(a) deur kategorie 6 daarvan deur die volgende kategorie te vervang:

GOVERNMENT NOTICES

DEPARTMENT OF AGRICULTURE

No. R. 11 3 January 1992

VETERINARY AND PARA-VETERINARY PROFESSIONS ACT, 1982 (ACT No. 19 OF 1982)

REGULATIONS RELATING TO VETERINARY AND PARA-VETERINARY PROFESSIONS: AMENDMENT

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 43 of the Veterinary and Para-Veterinary Professions Act, 1982 (Act No. 19 of 1982), made the regulations in the Schedule.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2085 of 1 October 1982, as amended by Government Notices Nos. R. 1994 of 11 September 1987 (corrected by Government Notice No. R. 2199 of 2 October 1987), R. 397 of 4 March 1988 and R. 1067 of 17 May 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the substitution for the definition of "Medunsa" of the following definition:

"'Medunsa' Means the Medical University of Southern Africa;"

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for regulation 5.1.1 of the following regulation:

"5.1.1 the nomination concerned substantially complies with the requirements set out in regulation 4;"

Amendment of Table 3 of the Regulations

4. Table 3 of the Regulations is hereby amended —

(a) by the substitution for category 6 thereof of the following category:

1	2	3	4
"M. Med. Vet. (Geslagskunde) Perde	Medunsa	Geslagskunde: Perde	Veterinêre Geslagskundige: Perde
M. Med. Vet. (Gyn)	Pretoria	Geslagskunde: Algemeen ..	Veterinêre Geslagskundige: Algemeen"; en

(b) deur die volgende kategorie by te voeg:

1	2	3	4
"M. Med. Vet. (Ophth)	Pretoria	Oftalmologie	Veterinêre Oftalmoloog".

1	2	3	4
"M. Med. Vet. (Therigenology) Horses ..	Medunsa	Genesiology: Horses	Veterinary Genesiology: Horses
M. Med. Vet. (Gyn)	Pretoria	Genesiology: General	Veterinary Genesiology: General"; and

(b) by the addition of the following category:

1	2	3	4
"M. Med. Vet. (Ophth)	Pretoria	Ophthalmology	Veterinary Ophthalmologist".

DEPARTEMENT VAN MANNEKRAG

No. R. 2

3 Januarie 1992

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: WYSIGING VAN REGISTRASIE- EN ADMINISTRASIEFONDSOOREENKOMS

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1995 eindig, 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) en 2 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

DEPARTMENT OF MANPOWER

No. R. 2

3 January 1992

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: AMENDMENT OF REGISTRATION AND ADMINISTRATION EXPENSES AGREEMENT

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1995, 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) and 2 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1995, 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.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

BYLAE**NASIONALE NYWERHEIDSRAAD VIR YSTER-, STAAL-,
INGENIEURS-, EN METALLURGIESE NYWERHEID****REGISTRASIE- EN ADMINISTRASIEFONDS****OOREENKOMS**

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

**Association of Electric Cable Manufacturers of
South Africa**

**Automotive Parts Production Engineer's Associa-
tion**

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association

**Constructional Engineering Association (South
Africa)**

Covered Conductor Manufacturers' Association

**Domestic Appliance Manufacturers' Association of
South Africa**

**Electrical Engineering and Allied Industries Asso-
ciation**

**Electronics and Telecommunications Industries
Association**

Ferro Alloy Producers' Association

**Fire Protection Industries Association of South
Africa**

Gate and Fence Association

Hand Tool Manufacturers' Association

Heavy Engineering Manufacturers' Association

**Iron and Steel Producers' Association of South
Africa**

Lift Engineering Association of South Africa

**Light Engineering Industries Association of South
Africa**

Materials Handling Association

Natal Engineering Industries Association

**Non-Ferrous Metal Industries Association of South
Africa**

Plastics Manufacturers' Association of South Africa

**Plumbers and Engineers Brassware Manufacturers'
Association**

Port Elizabeth Engineers' Association

Precision Manufacturing Engineers' Association

**Pressure Vessel Manufacturers' Association of
South Africa**

**Radio, Appliance and Television Association of
South Africa**

**Refrigeration and Air Conditioning Manufacturers'
and Suppliers' Association**

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers' and Founders' Association

S.A. Fasteners Manufacturers' Association

S.A. Foundry Association

**S.A. Industrial Refrigeration and Air Conditioning
Contractors' Association**

SCHEDULE**NATIONAL INDUSTRIAL COUNCIL FOR THE IRON,
STEEL, ENGINEERING AND METALLURGICAL
INDUSTRY****REGISTRATION AND ADMINISTRATION EXPENSES****AGREEMENT**

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

**Association of Electric Cable Manufacturers of
South Africa**

**Automotive Parts Production Engineers' Associa-
tion**

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association

**Constructional Engineering Association (South
Africa)**

Covered Conductor Manufacturers' Association

**Domestic Appliance Manufacturers' Association of
South Africa**

**Electrical Engineering and Allied Industries Asso-
ciation**

**Electronics and Telecommunications Industries
Association**

Ferro Alloy Producers' Association

**Fire Protection Industries Association of South
Africa**

Gate and Fence Association

Hand Tool Manufacturers' Association

Heavy Engineering Manufacturers' Association

**Iron and Steel Producers' Association of South
Africa**

Lift Engineering Association of South Africa

**Light Engineering Industries Association of South
Africa**

Materials Handling Association

Natal Engineering Industries Association

**Non-Ferrous Metal Industries Association of South
Africa**

Plastics Manufacturers' Association of South Africa

**Plumbers and Engineers Brassware Manufacturers'
Association**

Port Elizabeth Engineers' Association

Precision Manufacturing Engineers' Association

**Pressure Vessel Manufacturers' Association of
South Africa**

**Radio, Appliance and Television Association of
South Africa**

**Refrigeration and Air Conditioning Manufacturers'
and Suppliers' Association**

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers' and Founders' Association

S.A. Fasteners Manufacturers' Association

S.A. Foundry Association

**S.A. Industrial Refrigeration and Air Conditioning
Contractors' Association**

S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of S.A.
Mine Workers' Union
National Union of Metalworkers of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel, Engineering and Allied Workers' Union of S.A.

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,

om die Registrasie- en Administrasiefondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 793 van 19 April 1991 (hierna die Herbekragtigingsooreenkoms genoem), te wysig.

DEEL I

ALGEMEEN

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) oral in die Republiek van Suid-Afrika; en

(b) deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede is van onderskeidelik die werkgewersorganisasies en die vakvereniging.

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

(a) die vervaardiging, vir verkoop, van standaard snelygereedskap gemaak van sneldraaistaal deur middel van masjinerie en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrostdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;

(b) die installering, onderhoud en herstel van elektriese uitrusting soos bedoel in paragraaf (b) van die omskrywing "Elektrotegniese Ingenieursnywerheid" in klousule 3 van Deel I van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1329 van 27 Junie 1980, in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of S.A.
Mine Workers' Union
National Union of Metalworkers of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel, Engineering and Allied Workers' Union of S.A.

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

to amend the Registration and Administration Expenses Agreement published under Government Notice No. R. 793 of 19 April 1991 (hereinafter referred to as the Re-enacting Agreement).

PART I

GENERAL

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreements shall be observed—

(a) throughout the Republic of South Africa; and

(b) by all the employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—

(a) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;

(b) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition "Electrical Engineering Industry" in section 3 of Part I of the Agreement published under Government Notice No. R. 1329 of 27 June 1980, in the Provinces of the Cape of Good Hope and the Orange Free State;

(c) die monteer, versiening, installing, onderhoud en/of herstel van toestelle, uitrusting, masjiene, werktuie en apparaat, hetsy dit van hand-, fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of 'n kombinasie van sodanige beginsels gebruik maak, wat in die eerste plek bedoel is vir gebruik by rekeningkunde- en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige prosedures;

(d) die Vervaardigingsnywerheid vir Hortjiesblindes en Verwante Produkte in die provinsie Transvaal;

(e) die installing en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(f) die Slotmakerybedryf in die landdrostdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort en Springs;

(g) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrostdistrikte Brits, Germiston, Kempton Park en Pretoria;

(h) die installing en/of herstel en/of versiening van radio's en/of koelkaste en/of huishoudelike elektriese toestelle in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(i) (i) die vervaardiging deur middel van massaproduksiemetodes uit plaatmetaal met 'n dikte van hoogstens 2,108 mm van—

(aa) kommersiële, gewone of gelitografeerde houers vir die verpakking van algemene handelsware, maar nie die vervaardiging van sodanige houers deur iemand vir die verpakking van sy eie produkte nie;

(ab) deksels vir bottels, flesses en ander houers;

(ac) gewone of gelitografeerde metaalspeelgoed;

(ad) gewone of gelitografeerde vertoontablette;

(ii) die vervaardiging van gewone of gelitografeerde vaste en/of voubare buise uit nie-ysterhoudende metaalklompe. Vir die toepassing van hierdie subparagraaf beteken "vaste buis" 'n houer;

(Vir die toepassing van subparagrafe (i) en (ii) beteken 'n "houer" 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking van produkte wat vervoer of verkoop moet word en wat met 'n deksel of doppie of ander soort prop toegemaak kan word.);

(j) die vervaardiging uit tinplaat met 'n dikte van hoogstens 0,416 mm van koffers en ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat, en van ander ware wat hoofsaaklik uit sodanige tinplaat vervaardig is.

(3) 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 met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel nie; en

(b) kwekelinge wat opgelei word kragtens artikel 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes daarkragtens vasgestel nie.

(c) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;

(d) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;

(e) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;

(f) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;

(g) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial District of Brits, Germiston, Kempton Park and Pretoria;

(h) the installation and/or repair and/or servicing of radios and/or refrigerators and/or domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;

(i) (i) the manufacture by mass production methods from sheetmetal of a gauge not heavier than 2,108 mm of—

(aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture of such containers by any person for the packaging of his own products;

(ab) bottle, jar and other container closures;

(ac) plain or lithographed metal toys;

(ad) plain or lithographed display tablets;

(ii) the manufacture of plain or lithographed rigid and/or collapsible tubes from non-ferrous metal slugs. For the purposes of this subparagraph, "rigid tube" shall mean a container;

(For the purposes of subparagraphs (i) and (ii) a "container" shall mean a plain or lithographed article designed for the packaging, for transport or sale, of products and capable of being closed by means of a lid or cap or any other type of closure.);

(j) the manufacture from tinplate of a gauge not exceeding 0,416 mm of trunks and other containers designed to hold personal effects, sporting kits, tools and documents, and other lines manufactured principally from such tinplate.

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

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

(b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. SPESIALE BEPALINGS

Klousule 2 van Deel IV van die Ooreenkoms gepubliseer by Goewermentskennissgewing No. R. 1552 van 27 Julie 1984, soos gewysig, verleng en herbekragtig deur Goewermentskennissgewings Nos. R. 230 van 8 Februarie 1985, R. 1578 van 19 Julie 1985, R. 1003 van 23 Mei 1986, R. 1743 van 22 Augustus 1986, R. 1799 van 21 Augustus 1987, R. 1232 van 24 Junie 1988, R. 248 van 17 Februarie 1989, R. 1916 van 1 September 1989 en R. 1829 van 3 Augustus 1990 (hierna die Vorige Ooreenkoms genoem), en soos gewysig, verleng, hernieu en herbekragtig van tyd tot tyd, is van toepassing op werkgewers en werknemers.

3. ALGEMENE BEPALINGS

Deel I, II, III en klousules 1 en 3 van Deel IV van die Vorige Ooreenkoms (soos gewysig, verleng en herbekragtig van tyd tot tyd), is van toepassing op werkgewers en werknemers.

4. KLOUSULE 3: WOORDOMSKRYWING

In die vyfde reël van die woordomskrywing van "werknemer", tussen die woorde "word" en "en", voeg in die uitdrukking "... of, indien enige van die genoemde Ooreenkoms verstryk het, daarin gelys was, ...".

DEEL II**5. KLOUSULE 1: BYDRAES**

(1) Vervang die bestaande subklousule (2) (a) (i) deur die volgende:

"(2) (a) (i)—15 sent per week ten opsigte van werknemers in diens op werk wat laer as Loon DD geklassifiseer is in terme van die Hoof-ooreenkoms of, waar sulke klassifikasie nie van toepassing is nie, 'n uurloon van R6,13 of minder ontvang".

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

"(2) (a) (ii)—28 sent per week ten opsigte van werknemers in diens op werk geklassifiseer as Loon DD of hoër in terme van die Hoof-ooreenkoms of, waar sulke klassifikasie nie van toepassing is nie, 'n uurloon van meer as R6,13 ontvang".

Namens die partye op hede die 12de dag van November 1991 te Johannesburg onderteken.

J. DE W. TROTSKIE,

Voorsitter.

A. BENN,

Ondervoorsitter.

D. G. LEVY,

Hoofsekretaris.

No. R. 3

3 Januarie 1992

WET OP ARBEIDSVERHOUDINGE, 1956**ELEKTROTEGNIËSE AANNEMINGSNYWERHEID, TRANSVAAL: WYSIGING VAN HOOFOORENKOMS**

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van

2. SPECIAL PROVISIONS

The provisions contained in section 2 of Part IV of the Agreement published under Government Notice No. R. 1552 of 27 July 1984, as amended, extended and re-enacted by Government Notices Nos. R. 230 of 8 February 1985, R. 1578 of 19 July 1985, R. 1003 of 23 May 1986, R. 1743 of 22 August 1986, R. 1799 of 21 August 1987, R. 1232 of 24 June 1988, R. 248 of 17 February 1989, R. 1916 of 1 September 1989 and R. 1829 of 3 August 1990 (hereinafter referred to as the Former Agreement), and as amended, extended, renewed and re-enacted from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions contained in Parts I, II, III and sections 1 and 3 of Part IV of the Former Agreement (as amended, extended and re-enacted from time to time), shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

At the end of the fourth line of the definition of "employee", after the word "hereof", insert the expression "... or, if any of the said Agreements have expired, were scheduled therein, ...".

PART II**5. SECTION 1: CONTRIBUTIONS**

(1) Substitute the following for the existing subsection (2) (a) (i):

"(2) (a) (i)—15 cents per week in respect of employees engaged on work classified below Rate DD in terms of the Main Agreement or, where such classification is not applicable, in receipt of an hourly rate of R6,13 or less".

(2) Substitute the following for the existing subsection (2) (a) (ii):

"(2) (a) (ii)—28 cents per week in respect of employees engaged on work classified at Rate DD or above in terms of the Main Agreement or, where such classification is not applicable, in receipt of an hourly rate in excess of R6,13".

Signed at Johannesburg for and on behalf of the parties this 12th day of November 1991.

J. DE W. TROTSKIE,

Chairman.

A. BENN,

Vice-Chairman.

D. G. LEVY,

General Secretary.

No. R. 3

3 January 1992

LABOUR RELATIONS ACT, 1956**ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL: AMENDMENT OF MAIN AGREEMENT**

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday

publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEID

OOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid,

om die Ooreenkoms, gepubliseer by Goewerments-kennisgewing No. R. 1882 van 23 Augustus 1985 (hierna die "Herbektigtingsooreenkoms" genoem), soos verleng en gewysig deur Goewermentskennisgewings Nos. R. 1337 en R. 1338 van 27 Junie 1986, R. 2151 van 25 September 1987, R. 2754 van 11 Desember 1987, R. 1235 van 24 Junie 1988, R. 1512 van 29 Julie 1988, R. 747 van 21 April 1989, R. 1417 van 7 Julie 1989, R. 2113 van 29 September 1989, R. 884 en R. 885 van 20 April 1990, R. 1637 van 13 Julie 1990 en R. 1188 van 24 Mei 1991, te wysig.

DEEL I

ALGEMENE VOORWAARDES WAT DEURGAANS OP HIERDIE OOREENKOMS VAN TOEPASSING IS

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

(a) wat lede is van onderskeidelik die werkgewers-organisasie en die vakverenigings; en

after the date of publication of this notice and for the period ending 30 June 1992, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY

AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

and the

Metal and Electrical Workers' Union of South Africa

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

being the parties to the Industrial Council for the Electrical Contracting Industry,

to amend the Agreement published under Government Notice No. R. 1882 of 23 August 1985 (hereinafter referred to as the "Re-enacting Agreement"), as extended and amended by Government Notices Nos. R. 1337 and R. 1338 of 27 June 1986, R. 2151 of 25 September 1987, R. 2754 of 11 December 1987, R. 1235 of 24 June 1988, R. 1512 of 29 July 1988, R. 747 of 21 April 1989, R. 1417 of 7 July 1989, R. 2113 of 29 September 1989, R. 884 and R. 885 of 20 April 1990, R. 1637 of 13 July 1990 and R. 1188 of 24 May 1991.

PART I

GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers' organisation and the trade unions, respectively; and

(b) wat betrokke is by of werksaam is in die Nywerheid in die provinsie Transvaal; en

(c) in die landdrostdistrikte Bloemfontein en Sasolburg.

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

(3) Vir die toepassing van hierdie Ooreenkoms word die "weeklikse loonskaal" van vakleerlinge wat kragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geag en is die "uurloon" die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word.

2. ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"(4) ALGEMENE BEPALINGS

Klousules 3 tot en met 8 (a) (vi), 8 (2) (b) tot en met 14, 15 (2) tot en met 17, 19 tot en met 33, 37 (1) en (2), 38 tot en met 40 van Deel I en klousules 1 tot en met 5 van Deel II van die Vorige Ooreenkoms, soos van tyd tot tyd gewysig, herbekragtig, verleng en/of hersien, is van toepassing op werkgevers en werknemers."

3. KLOUSULE 3: WOORDOMSKRYWING

(1) Vervang die omskrywing van "Gebied C" deur die volgende:

" 'Gebied C' die landdrostdistrikte Belfast, Bloemfontein, Bloemhof, Carolina, Christiana, Coligny, Delareyville, Eerste-hoek, Ellisras, Groblersdal, Koster, Letaba, Lichtenburg, Lydenburg, Marico, Messina, Pilgrim's Rest 1 en 2, Phalaborwa, Potgietersrust (slegs die gebied noord van die Melk-rivier), Schweizer-Reneke, Soutpansberg, Swartuggens, Thabazimbi, Ventersdorp, Waterberg, Waterval Boven en Wolmaransstad;"

4. KLOUSULE 16: DIENSBEEÏNDIGING EN UITTREE-LOON

In subklousule (3), vervang die uitdrukking "twee dae" deur die uitdrukking "drie dae".

DEEL II

5. KLOUSULE 1: REIS- EN VERBLYFTOELAES

In subklousule (1) (e) (ii), vervang die bestaande tabel in die voorlaaste paragraaf deur die volgende:

	Per nag
	R
Meester elektrisiën, elektrisiën en ambagsman	30,00
Alle ander kategorieë	20,00"

6. KLOUSULE 4: OPGAWE VAN LONE EN/OF VERDIENSTE

Vervang hierdie klousule deur die volgende:

"Geen laer lone as die onderstaande mag deur 'n werk-gewer betaal en deur 'n werknemer aanvaar word nie:

	Gebied A	Gebied B	Gebied C
	Per uur	Per uur	Per uur
	Sent	Sent	Sent
Meester elektrisiën	1 475	1 254	1 180
Elektrisiën en ambagsman	1 272	1 081	1 018
Elkonop 3	925	786	739
Elkonop 2	785	667	628
Elkonop 1	484	411	388

(b) who are engaged or employed in the Industry in the Province of the Transvaal; and

(c) in the Magisterial Districts of Bloemfontein and Sasolburg.

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

(3) For the purposes of this Agreement, the "weekly wage rate" of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement.

"(4) GENERAL PROVISIONS

The provisions contained in clauses 3 to 8 (2) (a) (vi), inclusive, 8 (2) (b) to 14, inclusive, 15 (2) to 17, inclusive, 19 to 33, inclusive, 37 (1) and (2), 38 to 40, inclusive, of Part I and clauses 1 to 5, inclusive, of Part II of the Former Agreement, as amended, re-enacted, extended and/or renewed from time to time shall apply to employers and employees."

3. CLAUSE 3: DEFINITION

(1) Substitute the following for the definition of "Area C":

" 'Area C' means the Magisterial Districts of Belfast, Bloemfontein, Bloemhof, Carolina, Christiana, Coligny, Delareyville, Eerstehoek, Ellisras, Groblersdal, Koster, Letaba, Lichtenburg, Lydenburg, Marico, Messina, Pilgrim's Rest 1 and 2, Phalaborwa, Potgietersrust (only the district north of the Melkriver), Schweizer-Reneke, Soutpansberg, Swartuggens, Thabazimbi, Ventersdorp, Waterberg, Waterval Boven and Wolmaransstad;"

4. CLAUSE 16: TERMINATION OF EMPLOYMENT AND SEVERANCE PAY

In subclause (3), for the expression "two days" substitute the expression "three days" .

PART II

5. CLAUSE 1: TRAVELLING AND SUBSISTENCE ALLOWANCES

In subclause (1) (e) (ii) substitute the following for the existing table appearing in the penultimate paragraph:

	Per night
	R
Master electrician, electrician and artisans	30,00
All other categories	20,00"

6. CLAUSE 4: SCHEDULE OF WAGES AND/OR EARNINGS

Substitute the following for this clause:

"No employer shall pay and no employee shall accept wages at rates lower than the following:

	Area A	Area B	Area C
	Per hour	Per hour	Per hour
	Cents	Cents	Cents
Master electrician	1 475	1 254	1 180
Electrician and artisan	1 272	1 081	1 018
Elkonop 3	925	786	739
Elkonop 2	785	667	628
Elkonop 1	484	411	388

	Gebied A	Gebied B	Gebied C
	Per uur	Per uur	Per uur
	Sent	Sent	Sent
Drywer van 'n voertuig waarvan die onbelaste massa—			
(a) hoogstens 3 500 kg is	532	452	425
(b) van 3 501 kg tot 9 000 kg is	629	535	504
(c) 9 001 kg en meer is .	699	594	559
Arbeider	417	354	334"

7. KLOUSULE 4bis: GEWAARBORGDE MINIMUM VERHOIGINGS EN TEENSTELLING

Skrap hierdie klousule in sy geheel.

8. KLOUSULE 5: VERLOFBONUS

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

"(b) Enige werknemer wie se kategorie gedurende 'n verlofsiklus van 'n laer na 'n hoër kategorie verander, moet wanneer hy vir verlof kwalifiseer 'n bonus ontvang wat op 'n *pro rata*-basis bereken is volgens die aantal dae wat hy in elke kategorie gewerk het."

Soos gemagtig, vir en namens die partye by die Raad, op hede die 12de dag van Junie 1991 te Johannesburg onderteken.

J. C. BAKER,

Voorsitter.

B. NICHOLSON,

Ondervoorsitter.

G. R. J. STRYDOM,

Assistentsekretaris.

	Area A	Area B	Area C
	Per hour	Per hour	Per hour
	Cents	Cents	Cents
Driver of a vehicle, the unladen mass of which is—			
(a) up to 3 500 kg	532	452	425
(b) from 3 501 kg to 9 000 kg	629	535	504
(c) 9 001 kg and over	699	594	559
Labourer	417	354	334"

7. CLAUSE 4bis: GUARANTEED MINIMUM INCREASES AND OFFSET

Delete this clause in its entirety.

8. CLAUSE 5: LEAVE BONUS

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

"(b) Any employee whose category changes from a lower to a higher category during any leave cycle shall, on qualifying for leave, receive a leave bonus calculated on a *pro rata* basis on the number of days completed in each category."

Signed at Johannesburg, as authorised, for and on behalf of the parties to the Council, this 12th day of June 1991.

J. C. BAKER,

Chairman.

B. NICHOLSON,

Vice-Chairman.

G. R. J. STRYDOM,

Assistant Secretary.

No. R. 6

3 Januarie 1992

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID: WYSIGING VAN LEERVOORWAARDES

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van 1 Januarie 1992, Goewermentskennisgewing No. R. 431 van 6 Maart 1981 (soos toegepas by Goewermentskennisgewing No. R. 1033 van 15 Mei 1981), soos gewysig by Goewermentskennisgewings Nos. R. 2292 van 29 Oktober 1982, R. 1219 van 22 Junie 1984, R. 886 van 26 April 1985, R. 1913 van 19 September 1986, R. 1473 van 10 Julie 1987, R. 1686 van 7 Augustus 1987, R. 2423 van 30 Oktober 1987, R. 2736 van 15 Desember 1989 en R. 466 van 8 Maart 1991, deur klousule 3 (1) van die leervoorwaardes met betrekking tot lone, deur die volgende te vervang:

"3. (1) 'n Werkgewer moet 'n vakleerling 'n weeklikse besoldiging van nie minder as die volgende betaal:

Eerste jaar: R215,00;
Tweede jaar: R241,00;
Derde jaar: R266,00;
Vierde jaar: R329,00;

No. R. 6

3 January 1992

MANPOWER TRAINING ACT, 1981

PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from 1 January 1992, Government Notice No. R. 431 of 6 March 1981 (as applied by Government Notice No. R. 1033 of 15 May 1981), as amended by Government Notices Nos. R. 2292 of 29 October 1982, R. 1219 of 22 June 1984, R. 886 of 26 April 1985, R. 1913 of 19 September 1986, R. 1473 of 10 July 1987, R. 1686 of 7 August 1987, R. 2423 of 30 October 1987, R. 2736 of 15 December 1989 and R. 466 of 8 March 1991, by the substitution of clause 3 (1) of the conditions of apprenticeship with regard to wages, of the following clause:

"3. (1) An employer shall pay an apprentice a weekly remuneration of not less than the following:

First year: R215,00;
Second year: R241,00;
Third year: R266,00;
Fourth year: R329,00;

Met dien verstande dat vakleerlinge wat ingeboek is na voltooiing van hul aanvanklike diens ingevolge die Verdedigingswet, 1957 (Wet No. 44 van 1957), of die Polisiewet, 1958 (Wet No. 7 van 1958), 'n weeklikse besoldiging van nie minder nie as die volgende betaal moet word:

Eerste jaar: R237,00;
Tweede jaar: R264,00;
Derde jaar: R323,00;
Vierde jaar: R368,00."

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

No. R. 7

3 Januarie 1992

WET OP MANNEKRAGOPLEIDING, 1981

**WYSIGING EN VERLENGING VAN OPLEIDING-
SKEMA VIR DIE LUGRUIMNYWERHEID**

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, handelende kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981 —

(a) wysig hierby, met ingang van die datum van publikasie van hierdie kennisgewing, die Skema gepubliseer in die Bylae tot Goewermentskennisgewing No. R. 2942 van 21 Desember 1990, deur in klousule 7 (1) (b) van die Skema die uitdrukking "R15 (vyftien Rand)" met die uitdrukking "R18,75 (agtien Rand vyf-en sewentig sent)" te vervang; en

(b) verleng hierby die tydperk vasgestel by Goewermentskennisgewing No. R. 2942 van 21 Desember 1990 met 'n tydperk van vyf jaar wat op 20 Desember 1996 eindig.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

No. R. 8

3 Januarie 1992

WET OP MANNEKRAGOPLEIDING, 1981

**WYSIGING VAN OPLEIDINGSKEMA VIR DIE DRUK-
NUUSBLAD- EN VERPAKKINGSNYWERHEDE**

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, handelende kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die datum van publikasie van hierdie kennisgewing, die Skema gepubliseer in die Bylae tot Goewermentskennisgewing No. 1124 van 25 Mei 1990 en Goewermentskennisgewing No. R. 465 van 8 Maart 1991 —

(a) deur in klousule 7.1.1 van die Skema die uitdrukking "R11,58" met die uitdrukking "R14,63 (BTW ingesluit)" te vervang; en

(b) deur in klousule 7.1.2 die uitdrukking "R0,60" met die uitdrukking "R0,77 (BTW ingesluit)" te vervang.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

Provided that apprentices indentured after having completed their initial training or service in terms of the Defence Act, 1957 (Act No. 44 of 1957), or the Police Act, 1958 (Act No. 7 of 1958), shall be paid a weekly remuneration of not less than the following:

First year: R237,00;
Second year: R264,00;
Third year: R323,00;
Fourth year: R368,00."

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

No. R. 7

3 January 1992

MANPOWER TRAINING ACT, 1981

**AMENDMENT AND EXTENSION OF TRAINING
SCHEME FOR THE AEROSPACE INDUSTRY**

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of section 39 (6) of the Manpower Training Act, 1981 —

(a) hereby amend, with effect from the date of publication of this notice, the Scheme published in the Schedule to Government Notice No. R. 2942 of 21 December 1990, by the substitution in clause 7 (1) (b) of the Scheme for the expression "R15 (fifteen Rand)" of the expression "R18,75 (eighteen Rand seventy-five cents)"; and

(b) hereby extend the period fixed by Government Notice No. R. 2942 of 21 December 1990 with a period of five years ending on 20 December 1996.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

No. R. 8

3 January 1992

MANPOWER TRAINING ACT, 1981

**AMENDMENT OF TRAINING SCHEME FOR THE
PRINTING, NEWSPAPER AND PACKAGING INDUS-
TRIES**

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of section 39 (6) of the Manpower Training Act, 1981, hereby amend, with effect from the date of publication of this notice, the Scheme published in the Schedule to Government Notice No. 1124 dated 25 May 1990 and Government Notice R. 465 dated 8 March 1991 —

(a) by the substitution in clause 7.1.1 of the Scheme for the expression "R11,58" of the expression "R14,63 (inclusive of VAT)"; and

(b) by the substitution in clause 7.1.2 of the Scheme for the expression "R0,60" of the expression "R0,77 (inclusive of VAT)".

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

No. R. 9 3 Januarie 1992**WET OP MANNEKRAGOPLEIDING, 1981****VRYSTELLING INGEVOLGE ARTIKEL 47 (1):
VERLENGING VAN TYDPERK**

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, verleng hierby kragtens artikel 47 (2) van die Wet op Mannekragopleiding, 1981, die tydperk soos vasgestel in Goewermentskennisgewings Nos. 1718 van 26 Julie 1991 en R. 2943 van 21 Desember 1990 ten opsigte van die volgende Nywerhede—

(a) Motornywerheid; en

(b) Lugruimnywerheid,

met 'n verdere tydperk wat op 31 Desember 1992 eindig.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

No. R. 10**3 Januarie 1992****WET OP ARBEIDSVERHOUDINGE, 1956****MOTORNYWERHEID: WYSIGING VAN
HOOFOOREENKOMS**

Ek, Daniel Pieter Antonie Schutte, Adjunkminister 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 eerste Maandag na die datum van publikasie en vir die tydperk wat op 31 Augustus 1993 eindig, 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 klousule 1 (1) (b) van Afdeling A met ingang van die eerste Maandag na die datum van publikasie en vir die tydperk wat op 31 Augustus 1993 eindig, bindend is vir alle ander werkgewers en werknemers as die 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.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

BYLAE**DIE NASIONALE NYWERHEIDSRAAD VIR DIE
MOTORNYWERHEID****HOOFOOREENKOMS**

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

**South African Motor Industry Employers'
Association**

en die

No. R. 9 3 January 1992**MANPOWER TRAINING ACT, 1981****EXEMPTION IN TERMS OF SECTION 47 (1):
EXTENSION OF PERIOD**

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby, in terms of section 47 (2) of the Manpower Training Act, 1981, extend the period fixed in Government Notices Nos. 1718 of 26 July 1991 and R. 2943 of 21 December 1990 in respect of the following Industries—

(a) Motor Industry; and

(b) Aerospace Industry,

by a further period ending 31 December 1992.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

No. R. 10**3 January 1992****LABOUR RELATIONS ACT, 1956****MOTOR INDUSTRY: AMENDMENT OF MAIN
AGREEMENT**

I Daniel Pieter Antonie Schutte, Deputy 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 first Monday after the date of publication and for the period ending 31 August 1993 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 clause 1 (1) (b) of Division A shall be binding, with effect from the first Monday after the date of publication and for the period ending 31 August 1993 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.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

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

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

National Union of Metalworkers of South Africa

Motor Industry Employees' Union of South Africa

en die

Motor Industry Staff Association

(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, gepubliseer by Goewermentskennisgewing R. 2321 van 27 Oktober 1989, soos verleng, gewysig en hernieu deur Goewermentskennisgewings R. 2081 van 31 Augustus 1990, R. 2305 van 28 September 1990, R. 2840 van 30 November 1990, R. 449 van 1 Maart 1991, R. 1973 en R. 1974 van 16 Augustus 1991, R. 2154 van 30 Augustus 1991 en R. 2856 van 29 November 1991, te wysig.

AFDELING A

1. KLOUSULE 1: TOEPASSINGSBESTEK

(1) Behoudens subklousule (3) van hierdie klousule en klousule 1 van Afdeling B van die Hoofooreenkoms 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 werkgewersorganisasie 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.

2. KLOUSULE 21: SPESIALE BEPALINGS BETREFFENDE WAGTE

(1) In subklousule (3), vervang "R136,00" deur "R150,00".

AFDELING B

3. KLOUSULE 3: LONE

(1) Vervang die bestaande loonbylae deur die volgende:

"A. LOONBYLAE

Klas werknemer	Minimum loon			
	Gebiede A		Ander gebiede	
	Per week	Per maand	Per week	Per maand
(a) Winkelassistent/verkoopspersoon en/of Klerk—gedurende eerste jaar ondervinding...	R	R	R	R
	187,20	810,00	169,20	733,00

South African Vehicle Builders' and Repairers' Association

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

National Union of Metalworkers of South Africa

Motor Industry Employees' Union of South Africa

and the

Motor Industry Staff Association

(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 R. 2321 of 27 October 1989 as extended, amended and renewed by Government Notices R. 2081 of 31 August 1990, R. 2305 of 28 September 1990, R. 2840 of 30 November 1990, R. 449 of 1 March 1991, R. 1973 and R. 1974 of 16 August 1991, R. 2154 of 30 August 1991 and R. 2856 of 29 November 1991.

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 the 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.

2. CLAUSE 21: SPECIAL PROVISIONS RELATING TO WATCHMEN

(1) In subclause (3) substitute "R150,00" for "R136,00".

DIVISION B

3. 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	Per month	Per week	Per month
(a) Shop assistant/sales person and/or clerical employee—during first year of experience.....	R	R	R	R
	187,20	810,00	169,20	733,00

Klas werknemer	Minimum loon			
	Gebiede A		Ander gebiede	
	Per week	Per maand	Per week	Per maand
	R	R	R	R
gedurende tweede jaar ondervinding...	212,40	920,00	186,30	807,00
gedurende derde jaar ondervinding.....	243,45	1 055,00	197,55	855,00
daarna.....	300,15	1 300,00	248,85	1 078,00
(b) <i>Motorvoertuigverkoopspersoon</i> —				
gedurende eerste jaar ondervinding...	199,80	865,00	170,55	738,00
daarna.....	300,15	1 300,00	248,85	1 078,00

Klas werknemer	Alle gebiede	
	Per week	Per maand
	R	R
(c) <i>Handelsreisiger</i> —		
gedurende eerste jaar ondervinding	243,45	1 055,00
daarna.....	300,15	1 300,00
(d) <i>Leweransier-verkoopspersoon</i> —		
gedurende eerste jaar ondervinding	243,45	1 055,00
gedurende tweede jaar ondervinding	291,15	1 260,00
gedurende derde jaar ondervinding	323,55	1 400,00
daarna.....	350,10	1 515,00
(e) <i>Deeltydse werknemers</i>	*	*

* Een elfde van die minimum weekloon wat in (a) hiervan vir klerke voorgekryf 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."

AFDELING C: HOOFSTUK I

4. KLOUSULE 3: LONE

(1) Vervang die bestaande loonbylae deur die volgende:

"A. LOONBYLAE

Klas werknemer	Minimum lone					
	Gebiede A		Gebiede B		Gebiede C	
	Per week	Per uur	Per week	Per uur	Per week	Per uur
	R	R	R	R	R	R
Graad 1	122,40	2,72	91,80	2,04	79,65	1,77
Graad 2	183,15	4,07	137,25	3,05	119,25	2,65

	Gebiede A		Ander gebiede	
	Per week	Per uur	Per week	Per uur
	R	R	R	R
Graad 3	207,90	4,62	187,20	4,16
Graad 4	227,70	5,06	204,75	4,55
Graad 5	257,40	5,72	231,75	5,15
Graad 6	315,00	7,00	283,50	6,30

Class of employee	Minimum wages			
	Areas A		Other areas	
	Per week	Per month	Per week	Per month
	R	R	R	R
during second year of experience.....	212,40	920,00	186,30	807,00
during third year of experience.....	243,45	1 055,00	197,55	855,00
thereafter	300,15	1 300,00	248,85	1 078,00
(b) <i>Motor vehicle sales person</i> —				
during first year of experience.....	199,80	865,00	170,55	738,00
thereafter	300,15	1 300,00	248,85	1 078,00

Class of employee	All areas	
	Per week	Per month
	R	R
(c) <i>Traveller</i> —		
during first year of experience ...	243,45	1 055,00
thereafter.....	300,15	1 300,00
(d) <i>Supply sales person</i> —		
during first year of experience ...	243,45	1 055,00
during second year of experience	291,15	1 260,00
during third year of experience ..	323,55	1 400,00
thereafter.....	350,10	1 515,00
(e) <i>Part-time employees</i>	*	*

* 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."

DIVISION C: CHAPTER I

4. CLAUSE 3: WAGES

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

"A. WAGE SCHEDULE

Class of employee	Minimum of 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	122,40	2,72	91,80	2,04	79,65	1,77
Grade 2	183,15	4,07	137,25	3,05	119,25	2,65

	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 3	207,90	4,62	187,20	4,16
Grade 4	227,70	5,06	204,75	4,55
Grade 5	257,40	5,72	231,75	5,15
Grade 6	315,00	7,00	283,50	6,30

	Alle gebiede	
	Per week	Per uur
	R	R
Graad 7	422,10	9,38
Graad 8	485,10	10,78

Wag — Vir hierdie graad werknemer, kyk klousule 21 van Afdeling A.”

AFDELING C: HOOFSTUK II, DEEL I

5. KLOUSULE 4: LONE

(1) Vervang die lone voorgeskryf in hierdie klousule deur die volgende:

“Klas werknemer	Loon per week (alle gebiede)
	R
Graad 1	122,40 (R 2,72 per uur)
Graad 2	183,15 (R 4,07 per uur)
Graad 7	422,10 (R 9,38 per uur)
Graad 8	485,10 (R10,78 per uur)”

AFDELING C: HOOFSTUK II, DEEL II

6. 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	122,40 (R 2,72 per uur)
Graad 2	183,15 (R 4,07 per uur)
Graad 3	207,90 (R 4,62 per uur)
Graad 5	257,40 (R 5,72 per uur)
Graad 6	315,00 (R 7,00 per uur)
Graad 7	422,10 (R 9,38 per uur)
Graad 8	485,10 (R10,78 per uur)

DEEL B—WERKMANNE

Klas werknemer	Loon per week (alle gebiede)
	R
Graad 5	257,40 (R5,72 per uur)”

AFDELING C: HOOFSTUK III

7. KLOUSULE 4: LONE

(1) Vervang die Loonbylae in hierdie klousule deur die volgende:

“A. BYLAE

DEEL A—DIVERSE

Klas werknemer	Loon per week (alle gebiede)
	R
Graad 1	122,40 (R 2,72 per uur)
Graad 2	183,15 (R 4,07 per uur)
Graad 8	385,10 (R10,78 per uur)

DEEL B—WERKMANNE WAT VIR 'N STELBONUS IN AANMERKING KAN KOM

Klas werknemer	Loon per week (alle gebiede)
	R
Graad 3	207,90 (R4,62 per uur)
Graad 4	227,70 (R5,06 per uur)
Graad 5	257,40 (R5,72 per uur)
Graad 6	315,00 (R7,00 per uur)”

	All areas	
	Per week	Per hour
	R	R
Grade 7	422,10	9,38
Grade 8	485,10	10,78

Watchman — For this grade of employee, refer to clause 21 of Division A.”

DIVISION C: CHAPTER II, PART I

5. CLAUSE 4: WAGES

(1) Substitute the following for the wages prescribed in this clause:

“Class of employee	Wages per week (all areas)
	R
Grade 1	122,40 (R 2,72 per hour)
Grade 2	183,15 (R 4,07 per hour)
Grade 7	422,10 (R 9,38 per hour)
Grade 8	485,10 (R10,78 per hour)”

DIVISION C: CHAPTER II, PART II

6. 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	122,40 (R 2,72 per hour)
Grade 2	183,15 (R 4,07 per hour)
Grade 3	207,90 (R 4,62 per hour)
Grade 5	257,40 (R 5,72 per hour)
Grade 6	315,00 (R 7,00 per hour)
Grade 7	422,10 (R 9,38 per hour)
Grade 8	485,10 (R10,78 per hour)

PART B—OPERATIVES

Class of employee	Wages per week (all areas)
	R
Grade 5	257,40 (R5,72 per hour)”

DIVISION C: CHAPTER III

7. CLAUSE 4: 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	122,40 (R 2,72 per hour)
Grade 2	183,15 (R 4,07 per hour)
Grade 8	485,10 (R10,78 per hour)

PART B—OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

Class of employee	Wages per week (all areas)
	R
Grade 3	207,90 (R4,62 per hour)
Grade 4	227,70 (R5,06 per hour)
Grade 5	257,40 (R5,72 per hour)
Grade 6	315,00 (R7,00 per hour)”

AFDELING C: HOOFSTUK IV**8. KLOUSULE 4: LONE**

(1) In subklousule (1), vervang die Loonbylae deur die volgende:

"A. LOONBYLAE

Klas werknemer	Minimum lone					
	Gebiede A		Gebiede B		Gebiede C	
	Per week	Per uur	Per week	Per uur	Per week	Per uur
Graad 1	R 122,40	R 2,72	R 91,80	R 2,04	R 79,65	R 1,77
Graad 2	183,15	4,07	137,25	3,05	119,25	2,65

	Gebiede A		Ander gebiede	
	Per week	Per uur	Per week	Per uur
Graad 3	R 207,90	R 6,62	R 187,20	R 4,16
Graad 4	227,70	5,06	204,75	4,55
Graad 5	257,40	5,72	231,75	5,15
Graad 6	315,00	7,00	283,50	6,30

	Alle gebiede	
	Per week	Per uur
Graad 7	R 422,10	R 9,38
Graad 8	485,10	10,78
Wag	150,00	(geen uurlikse loon)"

(2) Wysig die lone voorgeskryf in Opmerking 2 soos volg:

"Werkman-enjinmonteur:

Vir werknemers op wie klousule 2 (6) (a) 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.....	R257,40 per week (R5,72 per uur).
Daarna	R422,10 per week (R9,38 per uur).

Vir werknemers op wie klousule 2 (6) (a) van hierdie Hoofstuk van toepassing is, is die gespesifiseerde loon as volg:

R422,10 per week (R9,38 per uur).

Werkman graad A:

Eerste 12 maande ondervinding.....	R257,40 per week (R5,72 per uur).
Daarna	R315,00 per week (R7,00 per uur).

Werkman graad B:

Eerste 6 maande ondervinding.....	R211,05 per week (R4,69 per uur).
Daarna	R225,45 per week (R5,01 per uur)".

AFDELING C: HOOFSTUK V**9. 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	122,40 (R 2,72 per uur)
Graad 2	183,15 (R 4,07 per uur)
Graad 3	207,90 (R 4,62 per uur)
Graad 4	227,70 (R 5,06 per uur)

DIVISION C: CHAPTER IV**8. 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
Grade 1	R 122,40	R 2,72	R 91,80	R 2,04	R 79,65	R 1,77
Grade 2	183,15	4,07	137,25	3,05	119,25	2,65

	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
Grade 3	R 207,90	R 4,62	R 187,20	R 4,16
Grade 4	227,70	5,06	204,75	4,55
Grade 5	257,40	5,72	231,75	5,15
Grade 6	315,00	7,00	283,50	6,30

	All areas	
	Per week	Per hour
Grade 7	R 422,10	R 9,38
Grade 8	485,10	10,78
Watchman.....	150,00	(no hourly rate)"

(2) Amend the wages prescribed in Note 2 as follows:

"Operative Engine Assembler:

For employees to whom clause 2 (6) of this Chapter does not apply and who have had less than 18 months' experience the specified wage shall be:

For first 18 months of experience	R257,40 per week (R5,72 per hour).
Thereafter	R422,10 per week (R9,38 per hour).

For employees to whom clause 2 (6) of this Chapter applies the specified wage shall be:

R422,10 per week (R9,38 per hour).

Operative Grade A:

For first 12 months of experience	R257,40 per week (R5,72 per hour).
Thereafter	R315,00 per week (R7,00 per hour).

Operative Grade B:

For first 6 months of experience	R211,05 per week (R4,69 per hour).
Thereafter	R225,45 per week (R5,01 per hour)".

DIVISION C: CHAPTER V**9. 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)
Grade 1	122,40 (R 2,72 per hour)
Grade 2	183,15 (R 4,07 per hour)
Grade 3	207,90 (R 4,62 per hour)
Grade 4	227,70 (R 5,06 per hour)

Klas werknemer	Loon per week (alle gebiede)
Graad 5	257,40 (R 5,72 per uur)
Graad 6	315,00 (R 7,00 per uur)
Graad 7	422,10 (R 9,38 per uur)
Graad 8	485,10 (R10,78 per uur)

DEEL B – WERKMANNE

Graad 4	227,70 (R5,06 per uur)
Graad 5	257,40 (R5,72 per uur)''

Namens die partye op hede die 13de dag van Desember 1991 te Randburg onderteken.

T. NIEUWOUDT,

President van die Raad.

C. S. ROBERTS,

Visepresident van die Raad.

H. C. L. LOOCK,

Hoofsekretaris van die Raad.

No. R. 12

3 Januarie 1992

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE INLIGTINGS-
TEGNOLOGIENYWERHEID

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, handelende kragtens artikels 39 (5) en 39 (6) van die Wet op Mannekragopleiding, 1981 –

(a) trek hierby die Skema gepubliseer by Goewermenskennisgewing No. R. 1067 van 22 Junie 1973, soos gewysig by Goewermenskennisgewing No. R. 1063 van 21 Junie 1974 en verleng by Goewermenskennisgewings Nos. R. 1668 van 10 September 1976, R. 1142 van 24 Junie 1977, R. 978 van 16 Mei 1980, R. 1275 van 19 Junie 1981, R. 1292 van 24 Junie 1983, R. 1572 van 25 Julie 1986 en R. 2173 van 6 Oktober 1989 en gewysig by Goewermenskennisgewing No. R. 2174 van 6 Oktober 1989, met ingang van die datum van publikasie van hierdie kennisgewing, in; en

(b) verklaar hierby dat die bepalings van die Skema wat in die Bylae hiervan verskyn, met ingang van die datum van publikasie hiervan en vir 'n tydperk wat op 30 November 1996 eindig, bindend is vir alle werkgevers en werknemers wat betrokke is by of in diens is in die Inligtingstegnologienywerheid in die Republiek van Suid-Afrika.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

BYLAE

Die Opleidingskema vir die Inligtingstegnologienywerheid, hierna genoem "die Nywerheid", is ingestel deur die BEA Information Technology Association kragtens artikel 39 (4) van die Wet op Mannekragopleiding, 1981, vir die opleiding van werknemers in die Nywerheid en maak voorsiening vir die voortsetting

Class of employee	Wages per week (all areas)
Grade 5	257,40 (R 5,72 per hour)
Grade 6	315,00 (R 7,00 per hour)
Grade 7	422,10 (R 9,38 per hour)
Grade 8	485,10 (R10,78 per hour)

PART B – OPERATIVES

Grade 4	227,70 (R5,06 per hour)
Grade 5	257,40 (R5,72 per hour)''

Signed at Randburg, on behalf of the parties, this 13th day of December 1991.

T. NIEUWOUDT,

President of the Council.

C. S. ROBERTS,

Vice-President of the Council.

H. C. L. LOOCK,

General Secretary of the Council.

No. R. 12

3 January 1992

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE INFORMATION
TECHNOLOGY INDUSTRY

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of sections 39 (5) and 39 (6) of the Manpower Training Act, 1981 –

(a) hereby withdraw the Scheme published by Government Notice No. R. 1067 of 22 June 1973, as amended by Government Notice No. R. 1063 of 21 June 1974 and extended by Government Notices Nos. R. 1668 of 10 September 1976, R. 1142 of 24 June 1977, R. 978 of 16 May 1980, R. 1275 of 19 June 1981, R. 1292 of 24 June 1983, R. 1572 of 25 July 1986 and R. 2173 of 6 October 1989 and amended by Government Notice No. R. 2174 of 6 October 1989, with effect from the date of publication of this notice; and

(b) hereby declare that the provisions of the Scheme which appears in the Schedule hereto, shall be binding with effect from the date of publication hereof for a period ending on 30 November 1996, upon all employers and employees who are engaged or employed in the Information Technology Industry in the Republic of South Africa.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

SCHEDULE

The Training Scheme for the Information Technology Industry, hereinafter referred to as "the Industry", has been established by the BEA Information Technology Association in terms of section 39 (4) of the Manpower Training Act, 1981, for the training of employees

en herbenaming van die Opleidingsfonds vir die Bedryfsuitrustingvereniging vir die doeleindes van die Skema, die betaling van bydraes aan die Fonds deur werkgewers in die Nywerheid en die aanstelling van die Inligtingstegnologienywerheidopleidingsraad om die Fonds, wat as die "Inligtingstegnologienywerheidopleidingsfonds" bekend sal staan, te administreer.

1. Naam van die Skema

Die naam van die Skema is die "Inligtingstegnologienywerheidopleidingskema".

2. Toepassingsbestek van die Skema

Die bepalinge van die Skema moet nagekom word deur alle werkgewers en werknemers in die Inligtingstegnologienywerheid in die Republiek van Suid-Afrika maar sluit nie die Staat in nie.

3. Woordomskrywings

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

"**bestuurder**" 'n werknemer wat deur sy werkgewer belas is met die oorhoofse toesighouding oor, verantwoordelikheid vir en bestuur van 'n onderneming en die werknemers wat daarin werksaam is;

"**Fonds**" die Inligtingstegnologienywerheidopleidingsfonds bedoel in klousule 5;

"**inligtingstegnologie-uitrusting**" toestelle, uitrusting, masjiene, ontwerpe, apparaat, stelsels en sagte ware, hetsy gebruik gemaak word van die hande of van fotografeë, meganiese, elektrotegniese, optiese, elektrostatiese of elektroniese beginsels, of enige kombinasie van sodanige beginsels, wat in die eerste instansie bedoel is vir gebruik in die hande en/of nywerheid en/of onderwys om stem en/of data en/of beeld en/of teks op te neem en/of te prosesseer en/of te dupliseer en/of te monitor, of enige kombinasie daarvan, of vir gebruik in enige van die volgende aktiwiteite: Boekhouding, berekening, dataverwerking, dataversending, duplisering, teksverwerking, dokumentreproduksie, dokumentversending, rekordhouding en rekordherwinning;

"**Nywerheid**" of "**Inligtingstegnologienywerheid**" die nywerheid waarin werkgewers en werknemers geassosieer is om een of meer van die volgende werksaamhede te verrig:

(a) Beraming van die behoeftes van besigheids-, nywerheids-, Staats- of ander ondernemings of organisasies betreffende die gebruik van inligtingstegnologie-uitrusting en die aanbeveling van uitrusting of stelsels wat in bepaalde behoeftes voorsien;

(b) verkoop van inligtingstegnologie-uitrusting of die produkte van inligtingstegnologie-uitrusting of verpag, verhuur, huur of uithuur van inligtingstegnologie-uitrusting, insluitend die verkoop deur die verskaffer van inligtingstegnologie-uitrusting van onderdele of toebehore of materiaal wat saam met die inligtingstegnologie-uitrusting wat verskaf word, gebruik word;

in the Industry and provides for the continuation and renaming of the Business Equipment Association Training Fund for the purposes of the Scheme, the payment of contributions to the Fund by employers in the Industry and the appointment of the Information Technology Industry Training Board to administer the Fund, which shall be known as the "Information Technology Industry Training Fund".

1. Name of the Scheme

The name of the Scheme shall be the "Information Technology Industry Training Scheme".

2. Scope of application of the Scheme

The provisions of the Scheme shall be observed by all employers and employees in the Information Technology Industry in the Republic of South Africa but does not include the State.

3. Definitions

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

"**Act**" means the Manpower Training Act, 1981 (Act No. 56 of 1991);

"**Board**" means the Information Technology Industry Training Board;

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

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

"**Fund**" means the Information Technology Industry Training Fund referred to in clause 5;

"**Industry**" or "**Information Technology Industry**" means the industry in which employers and their employees are associated for the purpose of carrying out any one or more of the following activities:

(a) Assessing the needs of business, industrial, State or other undertakings and organisations in regard to the use of information technology equipment and recommending equipment or systems to meet specific needs;

(b) selling information technology equipment or the products of information technology equipment or leasing, letting, renting or hiring out information technology equipment, including the sale by the supplier of information technology equipment of parts or accessories or material that are used in conjunction with the equipment supplied;

(c) providing to users of information technology equipment services which are essential or incidental to the operation thereof, such as training the user's employees in operating the equipment, the design or implementation of accounting, business, data processing or office systems and the hiring of the services of specialist staff;

(d) manufacturing, assembling, installing, maintaining, servicing or repairing information technology equipment,

(c) lewering aan gebruikers van inligtingstechnologie-uitrusting van dienste wat noodsaaklik is vir of gepaard gaan met die bediening daarvan, soos die opleiding van die gebruiker se werknemers in die bediening van die uitrusting, die ontwerp en implementering van boekhou-, besigheids-, dataverwerkings- of kantoorstelsels en die huur van die dienste van gespesialiseerde personeel;

(d) vervaardiging, montering, installering, onderhoud, versiening en herstelling van inligtingstechnologie-uitrusting, maar uitgesluit die verkoop van inligtingstechnologie-uitrusting of onderdele of toebehore of materiaal daarvoor of die verkoop van die produkte van inligtingstechnologie-uitrusting waar sodanige verkoop nie saam met enigeen of meer van die werksaamhede in (a), (c) of (d) hierbo bedoel, geskied nie;

"opleidingsaansporing" enige skenking, subsidie, premie of ander voordeel, hetsy finansieel of andersins, betaal deur of verkry van die Fonds of geskenk ingevolge hierdie Skema aan 'n werkgewer vir die opleiding en ontwikkeling van sy werknemers;

"Raad" die Inligtingstechnologienywerheidsopleidingsraad;

"Registrateur" die Registrateur van Mannekragopleiding aangestel ingevolge die bepalings van die Wet;

"salarisse en lone" die bruto betalings aan werknemers ten opsigte van hulle normale werkure, uitgesluit enige betalings vir oortyd, bonusse, bystandstoele, reistoelae en kommissies;

"Skema" die Inligtingstechnologienywerheidsopleidingskema;

"tegnikus" of **"Inligtingstechnologietegnikus"** 'n werknemer wat regstreeks werksaam is in verband met die tegniese aspekte van montering, versiening, installering, onderhoud en/of herstel van inligtingstechnologie-uitrusting in die Nywerheid;

"werkgewer" enige werkgewer, soos in die Wet omskryf, wat 'n werknemer in die Nywerheid in diens het of aan hom werk verskaf;

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

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

4. Doelstellings van die Skema

Die doelstellings van die skema is—

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

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

but excludes the sale of information technology equipment or parts or accessories or material therefor or the selling of the products of information technology equipment where such sale is not carried on in conjunction with any one or more of the activities referred to in (a), (c) or (d) above;

"information technology equipment" means appliances, equipment, machines, devices, apparatus, systems or software, whether utilising manual, photographic, mechanical, electrotechnical, optical, electrostatic or electronic principles or any combination of such principles, that are primarily intended for use in commerce and/or industry and/or education which record and/or process and/or duplicate and/or monitor voice and/or data and/or image and/or text, or any combination thereof, or for use in any one or more of the following activities: Accounting, calculating, data processing, data transmission, duplicating, text processing, document reproduction, document transmission, record keeping and record retrieval;

"manager" means an employee who is charged by his employer with the overall supervision over, responsibility for and direction of the activities of an establishment and the employees engaged therein;

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

"salaries and wages" means the gross payments to employees in respect of their ordinary hours of work, excluding any payments for overtime, bonuses, standby allowances, travel allowances and commissions;

"Scheme" means the Information Technology Industry Training Scheme;

"technician" or **"Information Technology Technician"** means an employee who is directly engaged in the technical aspects of the assembling, servicing, installation, maintenance and/or repair of information technology equipment in the Industry; and

"training incentive" means any grant, subsidy, bounty or other benefit, whether financial or otherwise, paid or obtained from the Fund or granted in terms of this Scheme, to an employer for the training and development of his employees.

4. Objects of the Scheme

The objects of the Scheme are—

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

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

5. Inligtingstegnologienywerheidopleidingsfonds

(1) Die opleidingsfonds van die Bedryfsuitrustingvereniging, ingestel kragtens die Skema gepubliseer by Goewermentskennisgewing No. R. 1067 van 22 Junie 1973, word hierby voortgesit, onderhewig aan die bepalings van hierdie Skema, en sal vanaf die datum van inwerkingtreding van hierdie Skema bekend staan as die Inligtingstegnologienywerheidopleidingsfonds.

(2) Die Fonds word geadministreer deur die Inligtingstegnologienywerheidopleidingsraad.

(3) In die Fonds word inbetaal—

(a) opleidingsheffings kragtens klousule 7 van hierdie Skema;

(b) rente en/of kapitaalaanwas wat voortvloei uit die belegging van enige gelde van die Fonds; en

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

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

6. Instelling en funksies van die Inligtingstegnologienywerheidopleidingsraad

(1) Die Inligtingstegnologienywerheidopleidingsraad is deur die BEA Information Technology Association ingestel in ooreenstemming met 'n konstitusie wat deur die Registrateur goedgekeur is.

(2) Die Raad het die bevoegdheid om met alle sake binne die bestek van die doelstellings van hierdie Skema te handel.

7. Opgawes en bydraes tot die Fonds

(1) Elke werkgewer in die Nywerheid moet, teen die 15de dag van elke maand ten opsigte van die voorafgaande kalendermaand—

(a) by die Raad, Posbus 3277, Randburg, 2125, of sodanige ander adres as waarvan hy van tyd tot tyd skriftelik verwittig mag word, 'n opgawe indien in die vorm deur die Raad van tyd tot tyd bepaal, waarin die totale getal tegnisi, anders as bestuurders, in sy diens of deur hom uitverhuur soos op die laaste dag van die betrokke kalendermaand, en die totale salarisse en lone deur hom betaal aan sodanige tegnisi gedurende die genoemde kalendermaand aangetoon word, en die werkgewer moet jaarliks sodanige opgawes laat ouditeer deur 'n openbare ouditeur en moet 'n afskrif van die ouditeur se sertifikaat saam met sy eersvolgende opgawe wat na die uitreiking van die sertifikaat ingedien moet word, aan die Raad stuur; en

(b) aan die Fonds per tjek 'n heffing betaal gelyk aan 1% (een persent) van die totale salarisse en lone ingesluit in die betrokke opgawe bedoel in paragraaf (a) of R50 (vyftig rand) per maand, watter een ook al die grootste is, welke betaling die genoemde opgawe moet vergesel.

(2) Die koste verbonde aan die invordering van laat betalings en bydraes en rente teen 1% (een persent) per maand of gedeelte daarvan ten opsigte van sodanige laat betalings, moet op die betrokke werkgewer verhaal en deur hom betaal word: Met dien verstande dat die Raad afstand mag doen van die betaling van sodanige koste en/of rente of deel daarvan.

5. Information Technology Industry Training Fund

(1) The Business Equipment Association Training Fund, established in terms of the Scheme published by Government Notice No. R. 1067 of 22 June 1973, is hereby continued, subject to the provisions of this Scheme, and shall from the date of coming into operation of this Scheme be known as the Information Technology Industry Training Fund.

(2) The Fund shall be administered by the Information Technology Industry Training Board.

(3) Into the Fund shall be paid—

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

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

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

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

6. Establishment and functions of the Information Technology Industry Training Board

(1) The Information Technology Industry Training Board has been established by the BEA Information Technology Association in accordance with a constitution approved by the Registrar.

(2) The Board shall have the authority to deal with all matters falling within the scope of the objects of this Scheme.

7. Returns and contributions to the Fund

(1) Every employer in the Industry shall, by the 15th day of each month in respect of the preceding calendar month—

(a) submit to the Board, at P.O. Box 3277, Randburg, 2125, or such other address as he may be notified of in writing from time to time, a return in the form determined by the Board from time to time, showing the total number of technicians, other than managers, employed and/or hired out by him as at the last day of the calendar month in question, and the total salaries and wages paid by him to such technicians during the said calendar month and the employer shall have such returns certified annually by a public auditor and shall forward a copy of the auditor's certificate to the Board with the first return to be submitted after the issue of the certificate; and

(b) pay to the Fund by cheque a levy equal to 1% (one per cent) of the total salaries and wages included in the relevant return referred to in paragraph (a) or R50 (fifty rand) per month, whichever is the greater, which payment must accompany the said return.

(2) Costs incurred in collecting late levies and contributions and interest at 1% (one per cent) per month or part thereof in respect of such late payments, shall be charged to and paid by the employer concerned: Provided that the Board may waive the payment of such costs and/or interest or part thereof.

(3) Die Raad mag, op skriftelike aansoek deur die werkgewer, die indiening van opgawes en betaling van die heffing op 'n kwartaallikse basis goedkeur, onderhewig aan sodanige voorwaardes as wat die Raad mag nodig ag.

8. Inligting

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

(2) Die Raad moet binne drie maande na afloop van elke finansiële jaar aan die Direkteur-generaal: Mannekrag en aan elke party tot die Raad 'n afskrif van die verslag van sy aktiwiteite gedurende daardie finansiële jaar tesame met afskrifte van sy finansiële state verskaf en moet die verslag en state beskikbaar hou vir insae deur enige bydraende werkgewer.

9. Finansies

(1) Alle gelde wat ontvang word, moet inbetaal word in 'n bankrekening geopen in die naam van die Fonds.

(2) Betalings namens die Fonds geskied by wyse van tjek of debietorder, geteken deur sodanige persone as wat van tyd tot tyd skriftelik deur die Raad daartoe gemagtig word.

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

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

(b) Nasionale Spaarsertifikate;

(c) Posspaarbankrekenings of -sertifikate;

(d) spaarrekenings, permanente aandele of vaste deposito's in bougenootskappe of banke,

of op sodanige ander wyse as wat die Registrateur mag goedkeur.

(4) Die Raad moet 'n openbare ouditeur aanstel, wat uit die Fonds betaal moet word, om die state van die Fonds jaarliks te ouditeer vir die tydperk wat op 31 Desember eindig.

10. Ontbinding van die Fonds

(1) In die geval van die beëindiging van die Skema om watter rede ook al, moet die Raad in ooreenstemming met sy konstitusie oor die bates van die Fonds beskik.

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

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

(3) The Board may, on written application by the employer, approve of the submission of returns and the payment of the levy on a quarterly basis, subject to such conditions as the Board may deem necessary.

8. Information

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

(2) The Board shall, within three months after the close of each financial year, furnish the Director-General: Manpower and every party to the Board with a copy of the report on its activities during that financial year, together with copies of the audited financial statements and shall keep the report and statements open for inspection by any contributing employer.

9. Finance

(1) All moneys received shall be deposited into a banking account opened in the name of the Fund.

(2) Payments on behalf of the Fund shall be by cheque or debit order signed by such persons as may from time to time be authorised thereto in writing by the Board.

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

(a) internal registered stock within the meaning of section 21 of the Exchequer Act, 1975 (Act No. 66 of 1975);

(b) National Savings Certificates;

(c) Post Office savings accounts or certificates;

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

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

(4) The Board shall appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund annually for the period ending 31 December.

10. Dissolution of the Fund

(1) Upon the termination of the Scheme, for any reason whatsoever, the assets of the Fund shall be disposed of by the Board in accordance with its constitution.

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

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

11. Agente

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

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

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

12. Vrywaring

Die lede van die Raad is nie aanspreeklik nie vir enige verlies vir die Fonds wat voortspruit uit enige onbehoorlike belegging gemaak te goeder trou, of deur enige optrede in hul *bona fide*-administrasie van die Fonds, of deur die nalatigheid of bedrog van enige persoon in diens van die Raad, of as gevolg van 'n handeling of versuim deur lede, of as gevolg van enige ander saak, uitgesluit individuele opsetlike of bedrieglike optrede van die kant van sodanige lede wat aanspreeklik gehou kan word.

Enige sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid opgeloop deur hom in die verdediging van enige vervolging, hetsy siviël of strafregtelik, voortspruitend uit 'n bewering waarby kwade trou betrokke is en waarin regspraak in sy guns gelewer word of waarvan hy vrygespreek word.

13. Vrystellings

Enige aansoek om vrystelling van enige bepaling van hierdie Skema, wat kragtens artikel 47 van die Wet deur die Minister verleen kan word, moet by die Inligtingstechnologienywerheidopleidingsraad, Posbus 3277, Randburg, 2125, ingedien word, wat sodanige aansoek tesame met enige aanbeveling deur die Raad moet deurstuur na die Direkteur-generaal: Mannekrag.

11. Agents

(1) The Board may appoint agents to give effect to the objects of the Scheme under such conditions and subject to such control as the Board deems fit.

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

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

12. Indemnity

The members of the Board shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or by any act in their *bona fide* administration of the Fund, or by the negligence or fraud of any person employed by the Board, or by reason of any act or omission by members or by reason of any other matter save individual wilful or fraudulent wrongdoing on the part of such members as can be held responsible.

Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of an allegation involving bad faith in which judgement is given in his favour or in which he is acquitted.

13. Exemptions

Any application for exemption from any provision of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, must be submitted to the Information Technology Industry Training Board, P.O. Box 3277, Randburg, 2125, which shall forward such application together with any recommendation by the Board to the Director-General: Manpower.

**Maak uself asseblief deeglik vertrou met die
"Voorwaardes vir Publikasie" van wetlike
kennisgewings in die *Staatskoerant*, asook met die
nuwe tariewe wat daarmee in verband staan**

**Please, acquaint yourself thoroughly with the
"Conditions for Publication" of legal notices in
the *Government Gazette*, as well as the new tariffs
in connection therewith**

BELANGRIKE AANKONDIGING*Sluitingstye VOOR VAKANSIEDAE vir***WETLIKE KENNISGEWINGS
GOEWERMENSKENNISGEWINGS 1991**

Die sluitingstyd is stiptelik 15:00 op die volgende dae:

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

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

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

IMPORTANT ANNOUNCEMENT*Closing times PRIOR TO PUBLIC HOLIDAYS for***LEGAL NOTICES
GOVERNMENT NOTICES 1991**

The closing time is 15:00 sharp on the following days:

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

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

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

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 1991 tot 30 September 1992 word Afrikaans EERSTE geplaas.
3. Hierdie reëling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.*

—oOo—

IMPORTANT!!

Placing of languages:

Government Gazettes

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be effected annually from the first issue in October.
2. For the period 1 October 1991 to 30 September 1992, Afrikaans 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.*

INHOUD

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