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GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAG

No. R. 2544 31 Desember 1993

WET OP BASIESE DIENSVOORWAARDES, 1983

WYSIGING VAN REGULASIES

Die Minister van Mannekrag het kragtens die bevoegdheid hom verleen by artikel 37 van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983), die regulasies in die Bylae uitgevaardig en het 17 Januarie 1994 bepaal as die datum waarop die bepalings van genoemde regulasies bindend word.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing No. R. 1148 van 3 Junie 1983, soos gewysig by Goewermenskennisgewings Nos. R. 1056 van 25 Mei 1984, R. 1018 van 10 Mei 1985, R. 501 van 18 Maart 1988, R. 2253 van 4 November 1988, R. 922 van 27 April 1990, R. 3028 van 28 Desember 1990 en R. 490 van 8 April 1993.

2. Aanhangsel 4A van die Regulasies word hierby gewysig deur—

(a) in die opsomming van artikel 6A die paragraaf—

"'n Werkgewer kan met 'n plaaswerker 'n skriftelike ooreenkoms, deur beide partye onderteken, aangaan ingevolge waarvan die gewone werkure van die plaaswerker vir 'n ooreengekome tydperk, wat nie langer as vier maande in enige aaneenlopende tydperk van 12 maande mag wees nie, verleng word, maar met hoogstens vier uur per week. Met dien verstande dat die gewone werkure van die plaaswerker met 'n ooreenstemmende getal ure verminder word gedurende 'n tydperk van dieselfde duur as die waartydens die verlengde ure gegeld het, en in dieselfde tydperk van 12 maande."

GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER

No. R. 2544 31 December 1993

BASIC CONDITIONS OF EMPLOYMENT ACT, 1983

AMENDMENT OF REGULATIONS

The Minister of Manpower has, by virtue of the powers vested in him by section 37 of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), made the Regulations in the Schedule and has fixed 17 January 1994 as the date from which the provisions of the said Regulations shall be binding.

SCHEDULE

1. In this Schedule "the Regulations" means the regulations published under Government Notice No. R. 1148 of 3 June 1983, as amended by Government Notices Nos. R. 1056 of 25 May 1984, R. 1018 of 10 May 1985, R. 501 of 18 March 1988, R. 2253 of 4 November 1988, R. 922 of 27 April 1990, R. 3028 of 28 December 1990 and R. 490 of 8 April 1993.

2. Annexure 4A to the Regulations is hereby amended by—

(a) the substitution in the summary of section 6A of the paragraph—

"An employer may conclude a written agreement with a farm worker, signed by both parties, in terms of which the ordinary working hours of the farm worker for a period agreed upon, but not exceeding four months in any continuous period of 12 months, are extended, but not by more than eight hours per week: Provided that the ordinary working hours of the farm worker shall be reduced in such a way that over the same period of 12 months the average ordinary working hours of the farm worker shall not exceed 48 hours per week."

deur die volgende paragraaf te vervang:

"'n Werkgewer kan met 'n plaaswerker 'n skriftelike ooreenkoms, deur beide partye onderteken, aangaan ingevolge waarvan die gewone werkure van die plaaswerker vir 'n ooreengekome tydperk, wat nie langer as vier maande in enige aaneenlopende tydperk van 12 maande mag wees nie, verleng word, maar met hoogstens agt uur per week. Met dien verstande dat die gewone werkure van die plaaswerker op so 'n wyse verminder word dat oor dieselfde tydperk van 12 maande die gemiddelde gewone werkure van die plaaswerker nie 48 uur per week oorskry nie."

- (b) in die opsomming van artikel 10 die paragrafe—

"In die geval van 'n plaaswerker wat werk verrig wat in die gewone loop van sake op 'n Sondag verrig moet word, moet sy werkgewer aan hom, indien hy—

- (a) minder as een uur op 'n Sondag gewerk het, 'n bedrag betaal wat bereken is teen 'n skaal van dubbel sy gewone loon vir een werkuur;
- (b) langer as een uur maar hoogstens twee uur op 'n Sondag gewerk het, 'n bedrag betaal wat bereken is teen 'n skaal van dubbel sy gewone loon ten opsigte van die tyd werklik deur hom gewerk;
- (c) langer as twee uur maar hoogstens vyf uur op 'n Sondag gewerk het, 'n bedrag betaal wat nie minder is as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat gewoonlik deur hom op 'n weekdag gewerk word; of
- (d) langer as vyf uur op 'n Sondag gewerk het, 'n bedrag betaal wat nie minder is as of 'n bedrag bereken teen 'n skaal van dubbel sy gewone loon ten opsigte van die volle tyd deur hom op 'n Sondag gewerk, of 'n bedrag gelyk aan dubbel die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat gewoonlik deur hom op 'n weekdag gewerk word, watter bedrag ook al die grootste is; en
- (e) die ure beoog in paragraaf (c) of (d) hierbo op 'n Sondag gewerk het, een gewone werkdag sonder beloning in die daaropvolgende week toestaan as 'n dag waarop hy nie hoef te werk nie."

deur die volgende te vervang:

"Indien 'n plaaswerker werk verrig wat in die gewone loop van sake op 'n Sondag verrig moet word, moet sy werkgewer aan hom, indien hy—

- (a) vir hoogstens twee uur op 'n Sondag gewerk het, 'n bedrag betaal wat bereken is teen 'n skaal van dubbel sy gewone loon ten opsigte van die hele tyd deur hom gewerk: Met dien verstande dat die minimum bedrag betaalbaar nie minder as sy gewone loon vir twee uur mag wees nie; of

for the following paragraph:

"An employer may conclude a written agreement with a farm worker, signed by both parties, in terms of which the ordinary working hours of the farm worker, for a period agreed upon, but not exceeding four months in any continuous period of 12 months, are extended, but not by more than four hours per week: Provided that the ordinary working hours of the farm worker shall be reduced by a corresponding number of hours during a period of the same duration as that during which the extended hours were in force, and in the same period of 12 months."

- (b) the substitution in the summary of section 10 of the paragraphs—

"If a farm worker performs work which in the ordinary course of events is required to be performed on a Sunday his employer shall—

- (a) pay him, if he has worked for not longer than two hours on a Sunday, an amount calculated at a rate of double his ordinary wage in respect of the whole time worked by him: Provided that the minimum amount payable shall not be less than his ordinary wage for two hours; or
- (b) pay him, if he has worked for longer than two hours but not longer than five hours on a Sunday, an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a weekday; or
- (c) pay him, if he has worked for longer than five hours on a Sunday, an amount which shall not be less than either an amount calculated at a rate of double his ordinary wage in respect of the whole time worked by him on a Sunday, or an amount equal to double the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a weekday, whichever amount is the greater; and
- (d) grant him, without remuneration, an ordinary working day in the next succeeding week as a day on which he is not required to work, if he has worked the hours contemplated in paragraph (b) or (c) above."

for the following:

"In the case of a farm worker who performs work which in the ordinary course of events is required to be performed on a Sunday his employer shall—

- (a) pay him, if he has worked less than one hour on a Sunday, an amount calculated at a rate of double his ordinary wage for one working hour;

- (b) langer as twee uur maar hoogstens vyf uur op 'n Sondag gewerk het, 'n bedrag betaal wat nie minder is as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat gewoonlik deur hom op 'n weekdag gewerk word; of
- (c) langer as vyf uur op 'n Sondag gewerk het, 'n bedrag betaal wat nie minder is as of 'n bedrag bereken teen 'n skaal van dubbel sy gewone loon ten opsigte van die volle tyd deur hom op 'n Sondag gewerk, of 'n bedrag gelyk aan dubbel die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat gewoonlik deur hom op 'n weekdag gewerk word, watter bedrag ook al die grootste is; en
- (d) die ure beoog in paragraaf (b) of (c) hierbo gewerk het, 'n gewone werkdag sonder beloning in die daaropvolgende week toestaan as 'n dag waarop hy nie hoef te werk nie.”;
- (c) in die opsomming van artikel 12 na die uitdrukking “uitgesonderd 'n los werknemer” die uitdrukking “of 'n seisoenwerker” in te voeg;
- (d) in die opsomming van artikel 13 punt (2) onder “Opmerkings.” te vervang deur die volgende: “(2) Die bepalings van hierdie artikel is nie op 'n los werknemer of 'n seisoenwerker van toepassing nie.”;
- (e) aan die einde van die opsomming van artikel 15 die punt te skrap en die volgende voorbehoudsbepaling by te voeg “: Met dien verstande dat indien 'n seisoenwerker sy werkgewer versoek om hom van 'n dienssertifikaat te voorsien, die werkgewer hom van so 'n sertifikaat moet voorsien.”; en
- (f) aan die einde van die eerste sin van die opsomming van artikel 22 die punt te skrap en die volgende voorbehoudsbepaling in te voeg: “: Met dien verstande dat die inspekteur 'n woonperseel op 'n plaas slegs na voorafkennisgewing mag betree.”.
- (b) pay him, if he has worked for longer than one hour but not longer than two hours on a Sunday, an amount calculated at a rate of double his ordinary wage in respect of the time actually worked by him;
- (c) pay him, if he has worked for longer than two hours but not longer than five hours on a Sunday, an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a weekday; or
- (d) pay him, if he has worked for longer than five hours on a Sunday, an amount which shall not be less than either an amount calculated at a rate of double his ordinary wage in respect of the whole time worked by him on a Sunday, or an amount equal to double the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a weekday, whichever amount is the greater; and
- (e) if he has worked the hours contemplated in paragraph (c) or (d) above on a Sunday, grant him, without remuneration, any ordinary working day in the succeeding week as a day on which he is not required to work.”.
- (c) the insertion in the summary of section 12 of the expression “or a seasonal worker” after the expression “excluding a casual employee”;
- (d) the substitution for point (2) in the “Notes:” to the summary of section 13 of the following: “(2) The provisions of this section do not apply to any casual employee or seasonal worker.”;
- (e) the deletion of the full stop at the end of the summary of section 15 and the addition of the following proviso: “: Provided that if a seasonal worker requests his employer to furnish him with a certificate of service, the employer shall furnish him with such a certificate.”; and
- (f) by the deletion of the full stop at the end of the first sentence in the summary of section 22 and the insertion of the following proviso: “: Provided that the inspector shall only after prior notice enter any dwelling premises on a farm.”.

No. R. 2545**31 Desember 1993**

WET OP BASIESE DIENSVORWAARDES, 1983

WYSIGING VAN REGULASIES

Die Minister van Mannekrag het kragtens die bevoegdheid hom verleen by artikel 37 van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983), die regulasie in die Bylae uitgevaardig en het 1 Januarie 1994 bepaal as die datum waarop die bepalings van genoemde regulasies bindend word.

BYLAE

1. In hierdie Bylae beteken “die Regulasies” die regulasies afgekondig by Goewermentskennisgewing No. R. 1148 van 3 Junie 1983, soos gewysig by Goewermentskennisgewings Nos. R. 1056 van 25 Mei 1984, R. 1018 van 10 Mei 1985, R. 501 van 18 Maart 1988, R. 2253 van 4 November 1988, R. 922 van 27 April 1990, R. 3028 van 28 Desember 1990 en R. 490 van 8 April 1993.

No. R. 2545**31 December 1993**

BASIC CONDITIONS OF EMPLOYMENT ACT, 1983

AMENDMENT OF REGULATIONS

The Minister of Manpower has, by virtue of the powers vested in him by section 37 of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), made the regulations in the Schedule and has fixed 1 January 1994 as the date from which the provisions of the said regulations shall be binding.

SCHEDULE

1. In this Schedule, “the Regulations” means the regulations published under Government Notice No. R. 1148 of 3 June 1983, as amended by Government Notices Nos. R. 1056 of 25 May 1984, R. 1018 of 10 May 1985, R. 501 of 18 March 1988, R. 2253 of 4 November 1988, R. 922 of 27 April 1990, R. 3028 of 28 December 1990 and R. 490 of 8 April 1993.

2. Regulasie 1 (1) van die Regulasies word hierby gewysig deur na die omskrywing van "betaling in natura", in die geval van 'n plaaswerker" die volgende paragraaf in te voeg:

"betaling in natura", in die geval van 'n huiswerker, enige ander vergoeding as kontant aan 'n werknemer gedoen of verskuldig na aanleiding van die werknemer se diens waarvan die waarde R100,00 per maand is of 'n bedrag waarop die werkgewer en die werknemer skriftelik ooreenkom, watter bedrag ook al die grootste is;"

3. Regulasie 1 (2) (g) van die Regulasies word hierby gewysig deur "Kriel" na "Hoëveldrif" in te voeg.

4. Regulasie 3 van die Regulasies word hierby gewysig deur in subregulasie (1) die paragrafe—

"Die aantekeninge wat deur 'n werkgewer ingevolge artikel 20 (1) van die Wet gehou moet word, is—

- (a) 'n tyd- en loonregister in die vorm van Aanhangsel 1; en
- (b) 'n presensieregister, wesenlik in die vorm van Aanhangsel 2;"

deur die volgende te vervang:

"Die aantekeninge wat deur 'n werkgewer ingevolge artikels 20 (1) en 20A (2) van die Wet gehou moet word, is—

- (a) 'n tyd- en loonregister wesenlik in die vorm van Aanhangsel 1 en, in die geval van 'n huiswerker, Aanhangsel 1A;
- (b) 'n presensieregister wesenlik in die vorm van Aanhangsel 2 en, in die geval van 'n huiswerker, Aanhangsel 2A."

5. Die aanhangsels van die Regulasies word hierby gewysig—

- (a) deur die invoeging van Aanhangsel 1A (aangeheg) ná Aanhangsel 1;
- (b) deur in Aanhangsel 2 die volgende aan die einde van "Opmerkings" in te voeg:

"(4) Wanneer 'n werkgewer kragtens die bepalings van artikel 10 van die Wet 'n werknemer op 'n Sondag laat werk het of toegelaat het om te werk en die werknemer in die daaropvolgende week een dag verlof toegestaan het [kragtens artikel 10 (2A) (e) ten opsigte van plaaswerkers of artikel 10 (2) (b) ten opsigte van alle ander werknemers], moet hierdie dag vry of dag verlof duidelik op die betrokke dag in die datumkolom getoon word."

- (c) deur die invoeging van Aanhangsel 2A (aangeheg) ná Aanhangsel 2;
- (d) deur in Aanhangsel 4—
- (i) die opskrif en paragraaf—

"OPSOMMING WAT KRAGTENS ARTIKEL 21 DEUR 'N WERKGEWER (UITGESONDERD 'N WERKGEWER BETROKKE BY BOERDERYBEDRYGWIGHEDE) GEHOU MOET WORD

Die volgende is 'n opsomming van die bepalings van die belangrikste artikels van die Wet op Basiese Diensvoorwaardes, 1983 (uitgesonderd ten opsigte van boeredybedrywighede):"

2. Regulation 1 (1) of the Regulations is hereby amended by the addition of the following paragraph after the definition of "payment in kind", in the case of a farm worker,":

"payment in kind", in the case of a domestic worker, means any payment other than cash made or owing to an employee in pursuance of the employee's employment, the value of which is R100,00 per month or an amount agreed to in writing by the employer and employee, whichever is the larger amount;"

3. Regulation 1 (2) (g) of the Regulations is hereby amended by the insertion of "Kriel", after "Highveld Ridge".

4. Regulation 3 of the Regulations is hereby amended by the substitution in subregulation (1) of the paragraphs—

"The records which an employer is required to keep in terms of sections 20 (1) and 20A (2) of the Act shall be—

- (a) a time and wages register, substantially in the form of Annexure 1, and in the case of the domestic worker, Annexure 1A;
- (b) an attendance register, substantially in the form of Annexure 2, and in the case of the domestic worker, Annexure 2A;"

for the following:

"The records which an employer is required to keep in terms of section 20 (1) of the Act shall be—

- (a) a time and wages register, in the form of Annexure 1;
- (b) an attendance register, substantially in the form of Annexure 2;"

5. The annexures to the Regulations are hereby amended—

- (a) by the insertion after Annexure 1 of Annexure 1A (attached);
- (b) by the inclusion in Annexure 2 at the end of the "Notes" of the following:

"(4) Whenever an employer has in terms of the provisions of section 10 of the Act required or permitted an employee to perform work on a Sunday and grants the employee a day off in the next succeeding week [in terms of section 10 (2A) (e) in respect of farm workers or section 10 (2) (b) in respect of all other employees], such day off or day's leave must be clearly indicated in the date column on the day concerned."

- (c) by the insertion after Annexure 2 of Annexure 2A (attached);
- (d) by in Annexure 4—
- (i) the substitution of the heading and paragraph—

"SUMMARY TO BE KEPT BY AN EMPLOYER (EXCLUDING AN EMPLOYER ENGAGED IN FARMING ACTIVITIES OR DOMESTIC WORK) IN TERMS OF SECTION 21

The following is a summary of the provisions of the most important sections of the Basic Conditions of Employment Act, 1983 (except in respect of farming activities and domestic work):"

deur die volgende opskrif en paragraaf te vervang:

"OPSOMMING WAT KRAGTENS ARTIKEL 21 DEUR 'N WERKGEWER (UITGESONDERD 'N WERKGEWER BETROKKE BY BOERDERYBEDRYGWIGHEDE OF HUISHOUDELIKE WERK) GEHOU MOET WORD

Die volgende is 'n opsomming van die bepalings van die belangrikste artikels van die Wet op Basiese Diensvoorwaardes, 1983 (uitgesonderd ten opsigte van boerderijbedrywighede of huishoudelike werk):";

(ii) die opskrifte en paragraaf—

"TOEPASSING VAN DIE WET

Artikel 1 (2) en (3)

1. Die Wet is van toepassing op alle werkgewers en werknemers, uitgesonderd 'n persoon—

- (a) wat in verband met liefdadigheidsbedrywighede werk verrig waarvoor hy nie beloning ontvang nie;
- (b) wat in private huishoudings in diens is;
- (c) in diens van die Staat (met inbegrip van die Parlement), die Atoomenergiekorporasie van SA Bpk. (met inbegrip van 'n filiaalmaatskappy van dié Korporasie), die SA Reserwebank, die SA Uitsaaikorporasie, die SA Buro vir Standaarde, die SA Wetenskaplike en Nywerheidsnavorsingsraad, die SA Mediese Navorsingsraad, die Land- en Landboubank van SA, die Raad vir Geesteswetenskaplike Navorsing of die Raad vir Mineraaltegnologie;
- (d) in diens van 'n universiteit, technikon, kollege, skool of opvoedkundige inrigting wat uitsluitlik of gedeeltelik uit Staatsgeld in stand gehou word;
- (e) wat 'n universiteitstudent is en in diens is van iemand as deel van sy universiteitsopleiding;
- (f) in diens van 'n beheerraad soos die Vleisraad, die Mielieraad, ens.;
- (g) in diens van 'n kinderwelsynsorganisasie of ander welsynsorganisasie wat geldelike hulp van die Staat ontvang of in diens van 'n kulturele inrigting wie se diensvoorwaardes kragtens die Wet op Kulturele Inrigtings, 1969, gereël word;
- (h) in diens op 'n vaartuig ten opsigte waarvan die Handelskeepvaartwet, 1951, van toepassing is;
- (i) wat tydelik by 'n landbou-, tuinbou-, nywerheids- of soortgelyke tentoonstelling in diens is."

for the following heading and paragraph:

"SUMMARY TO BE KEPT BY AN EMPLOYER (EXCLUDING AN EMPLOYER ENGAGED IN FARMING ACTIVITIES) IN TERMS OF SECTION 21

The following is a summary of the provisions of the most important sections of the Basic Conditions of Employment Act, 1983 (excluding farming activities):";

(ii) the substitution of the headings and paragraph—

"APPLICATION OF ACT

Section 1 (2) and (3)

1. The Act applies to all employers and employees, except a person—

- (a) who performs work in connection with charitable operations for which he does not receive remuneration;
- (b) employed by the State (including Parliament), the Atomic Energy Corporation of SA Ltd (including a subsidiary company of this Corporation), the SA Reserve Bank, the SA Broadcasting Corporation, the SABS, the CSIR, the SA Medical Research Council, the Land and Agricultural Bank of SA, the Human Sciences Research Council or Mintek;
- (c) employed by a university, technikon, college, school or educational institution which is maintained wholly or partly from State funds;
- (d) who is a university student employed by any person as part of his university training;
- (e) employed by a control board such as the Meat Board, the Maize Board, etc.;
- (f) employed by a child welfare society or other welfare organisation which receives financial aid from the State or employed by a cultural institution whose conditions of employment are regulated by the Cultural Institutions Act, 1969;
- (g) employed on a vessel in respect of which the Merchant Shipping Act, 1951, applies;
- (h) who is temporarily employed at any agricultural, horticultural, industrial or similar show."

deur die volgende opskrifte en paragraaf te vervang:

“TOEPASSING VAN DIE WET

Artikel 1 (2) en (3)

1. Die Wet is van toepassing op alle werkgewers en werknemers, uitgesonderd 'n persoon—

- (a) wat in verband met liefdadigheidsbedrywighede werk verrig waarvoor hy nie beloning ontvang nie;
- (b) in diens van die Staat (met inbegrip van die Parlement), die Atoomenergiekorporasie van die SA Bpk. (met inbegrip van 'n filiaalmaatskappy van dié Korporasie), die SA Reserwebank, die SA Uitsaai-korporasie, die SABS, die WNNR, die SA Mediese Navorsingsraad, die Land- en Landboubank van SA, die Raad vir Geesteswetenskaplike Navorsing of Mintek;
- (c) in diens van 'n universiteit, technikon, kollege, skool of opvoedkundige inrigting wat uitsluitlik of gedeeltelik uit Staatsgeld in stand gehou word;
- (d) wat 'n universiteitstudent is en in diens is van iemand as deel van sy universiteitsopleiding;
- (e) in diens van 'n beheerraad soos die Vleisraad, die Milieraad, ens.;
- (f) in diens van 'n kindersynsorganisasie of ander welsynsorganisasie wat geldelike hulp van die Staat ontvang of in diens van 'n kulturele inrigting wies diensvoorwaardes kragtens die Wet op Kulturele Inrigtings, 1969, gereël word;
- (g) in diens op 'n vaartuig ten opsigte waarvan die Handelskeepvaartwet, 1951, van toepassing is;
- (h) wat tydelik by 'n landbou-, tuinbou-, nywerheids- of soortgelyke tentoonstelling in diens is.”; en

- (e) deur in Aanhangsel 4A die paragrawe en opskrifte—

“Die volgende is 'n opsomming van die bepalings van die belangrikste artikels van die Wet op Basiese Diensvoorwaardes, 1983, wat op boerderybedrywighede van toepassing is:

TOEPASSING VAN DIE WET

Artikel 1

Die Wet is van toepassing op alle werkgewers en werknemers (uitgesonderd 'n persoon wat in private huishoudings in diens is) in boerderybedrywighede.”

for the following headings and paragraph:

“APPLICATION OF ACT

Section 1 (2) and (3)

1. The Act applies to all employers and employees, except a person—

- (a) who performs work in connection with charitable operations for which he does not receive remuneration;
- (b) who is employed in private households;
- (c) employed by the State (including Parliament), the Atomic Energy Corporation of SA Ltd (including a subsidiary company of the Corporation), the SA Reserve Bank, the SA Broadcasting Corporation, the SA Bureau of Standards, the SA Council for Scientific and Industrial Research, the SA Medical Research Council, the Land and Agricultural Bank of SA, the Council for Mineral Technology or the Human Sciences Research Council;
- (d) employed by a university, technikon, college, school or educational institution which is maintained wholly or partly from State funds;
- (e) who is a university student employed by any person as part of his university training;
- (f) employed by a control board such as the Meat Board, the Maize Board, etc.;
- (g) employed by a child welfare society or other welfare organisation which receives financial aid from the State or employed by a cultural institution whose conditions of employment are regulated by the Cultural Institutions Act, 1969;
- (h) employed on a vessel in respect of which the Merchant Shipping Act, 1951, applies;
- (i) who is temporarily employed at any agricultural, horticultural, industrial or similar show.”; and

- (e) by the substitution in Annexure 4A of the paragraphs and headings—

“The following is a summary of the provisions of the most important sections of the Basic Conditions of Employment Act, 1983, applicable to farming activities (excluding domestic workers whose conditions of employment are regulated by other conditions in terms of this Act):

APPLICATION OF THE ACT

Section 1

The Act applies to all employers and employees in farming activities.”

deur die volgende paragrawe en opskrifte te vervang:

“Die volgende is ’n opsomming van die bepalinge van die belangrikste artikels van die Wet op Basiese Diensvoorwaardes, 1983, wat op boerderybedrywighede van toepassing is (uitgesonderd huiswerkers wie se diensvoorwaardes kragtens hierdie Wet deur ander voorwaardes gereël word):

TOEPASSING VAN DIE WET

Artikel 1

Die Wet is van toepassing op alle werkgewers en werknemers in boerderybedrywighede.”

for the following paragraphs and headings:

“The following is a summary of the provisions of the most important sections of the Basic Conditions of Employment Act, 1983, applicable to farming activities:

APPLICATION OF THE ACT

Section 1

The Act applies to all employers and employees (excluding a person employed in private households) in farming activities.”

“AANHANGSEL I A

(Huiswerker)

TYD- EN LOONREGISTER

Volle naam:

Identiteitsnommer: Beroep:

(inwonend/nie-inwonend/gereelde dagwerker)

Jaar: 19..... Maand:

BEREKENING VAN LOON	
Gewone loon per uur, per dag, per week of per maand	R
Waarde van betaling in natura [sien opmerking (a) hieronder]	R
Bedrag verskuldig vir gewone tyd gewerk	R
Bedrag verskuldig vir oortyd gewerk (insluitende waarde van betaling in natura)	R
Bedrag verskuldig vir werk op Sondae en openbare feesdae (insluitende waarde van betaling in natura)	R
Gemagtigde aftrekkings	R
Totale bedrag verskuldig	R

Opmerkings:

- ’n Huiswerker se loon sluit die waarde van betaling in natura in, waar die werkgewer voedsel, huisvesting en enige ander vergoeding as kontant aan die werkgewer betaal waarvan die waarde R100 per maand is of ’n bedrag waarop die werkgewer en die werknemer skriftelik oorgeenkom watter bedrag ook al die grootste is.
- Hierdie aantekeninge, of ’n mikroreproduksie daarvan, moet deur die werkgewer vir ’n tydperk van minstens drie jaar na die datum van die laaste inskrywing daarin of daarop bewaar word [kyk artikel 20 (3) van die Wet].

Loon soos aangedui
ontvang

"AANHANGSEL 2A

(Huiswerker)

PRESENSIEREGISTER

Volle naam: Id-No.:

Jaar: 19..... Maand:

Datum	Dag	Handtekening	Totale ure gewerk	Totale tyd van werk- pouses	Gewone ure gewerk	Oortyd gewerk	Sondagtyd gewerk	Openbare feesdae (tyd gewerk)
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								
27								
28								
29								
30								
31								
TOTAAL								

Opmerking: Artikel 7 van die Wet bepaal dat 'n werknemer nie meer as 5 uur ononderbroke mag werk sonder 'n etenspouse nie."

"ANNEXURE I A**(Domestic worker)****TIME AND WAGES REGISTER**

Name in full:

Identity Number Occupation:

(live-in/non-live-in/regular day worker)

Year: 19 Month:

CALCULATION OF WAGES	
Ordinary wages per hour, per day, per week or per month	R
Value of payment in kind [see remark (a) below]	R
Amount due for ordinary time worked	R
Amount due for overtime worked (including value of payment in kind)	R
Amount due for work on Sundays and public holidays (including value of payment in kind)	R.
Authorised deductions	R

Total amount due:

- (a) A domestic worker's wage includes the value of payment in kind, where the employer provides food, quarters and any other payment other than cash made to an employee, the value of which is R100 per month or an amount agreed to in writing by the employer and employee, whichever is the larger amount.
- (b) These records, or a microreproduction thereof, shall be retained by the employer for a period of not less than three years after the date of the last entry therein or thereon [see section 20 (3) of the Act].

Wage as indicated
received

"ANNEXURE 2A

(Domestic worker)

ATTENDANCE REGISTER

Name in full: Id. No.:

Year: 19..... Month:

Date	Day	Signature	Total hours worked	Total time of intervals off work	Ordinary time worked	Over-time worked	Time worked on Sundays	Public holidays [time worked]
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
25								
26								
27								
28								
29								
30								
31								
TOTAL								

Note: Section 7 of the Act provides that an employee may not work for longer than 5 hours without a meal interval."

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 1993 tot 30 September 1994 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 1993 to 30 September 1994, 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.*

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

Die "Onderstepoort Journal of Veterinary Research" word deur die Staatsdrukker, Pretoria, gedruk en is verkrygbaar van die Direkteur, Afdeling Landbou-inligting, Privaatsak X144, Pretoria, 0001, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Hierdie publikasie is 'n voortsetting van die "Reports of the Government Veterinary Bacteriologist of the Transvaal" wat terugdateer tot 1903 en waarvan 18 verskyn het tot 1932. Dit is gevolg deur 52 volumes van die "Onderstepoort Journal". Tans bestaan elke volume uit vier nommers wat teen R10 per kopie of R40 per jaar plus AVB binnelands en R12,50 per kopie of R50 per jaar buitelands van bogenoemde adres posvry verkrygbaar is (lugposbestellings: R15 per kopie of R60 per jaar).

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The Onderstepoort Journal of Veterinary Research is printed by the Government Printer, Pretoria, and is obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria, 0001, to whom all communications should be addressed.

This publication is a continuation of the Reports of the Government Veterinary Bacteriologist of the Transvaal which date back to 1903 and of which 18 have appeared up to 1932. These were followed by 52 volumes of the Onderstepoort Journal. At present each volume comprises four numbers which are obtainable from the above address at R10 per copy or R40 per annum plus GST local or other countries R12,50 per copy or R50 per annum (air mail: R15 per copy or R60 per annum).

Directors of laboratories etc. desiring to exchange publications are invited to communicate with the Director, Veterinary Research Institute, P.O. Onderstepoort, 0110, Republic of South Africa.

PHYTOPHYLACTICA

Hierdie publikasie bevat artikels oor plantpatologie, mikologie, mikrobiologie, entomologie, nematologie en ander dierkundige plantplae. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

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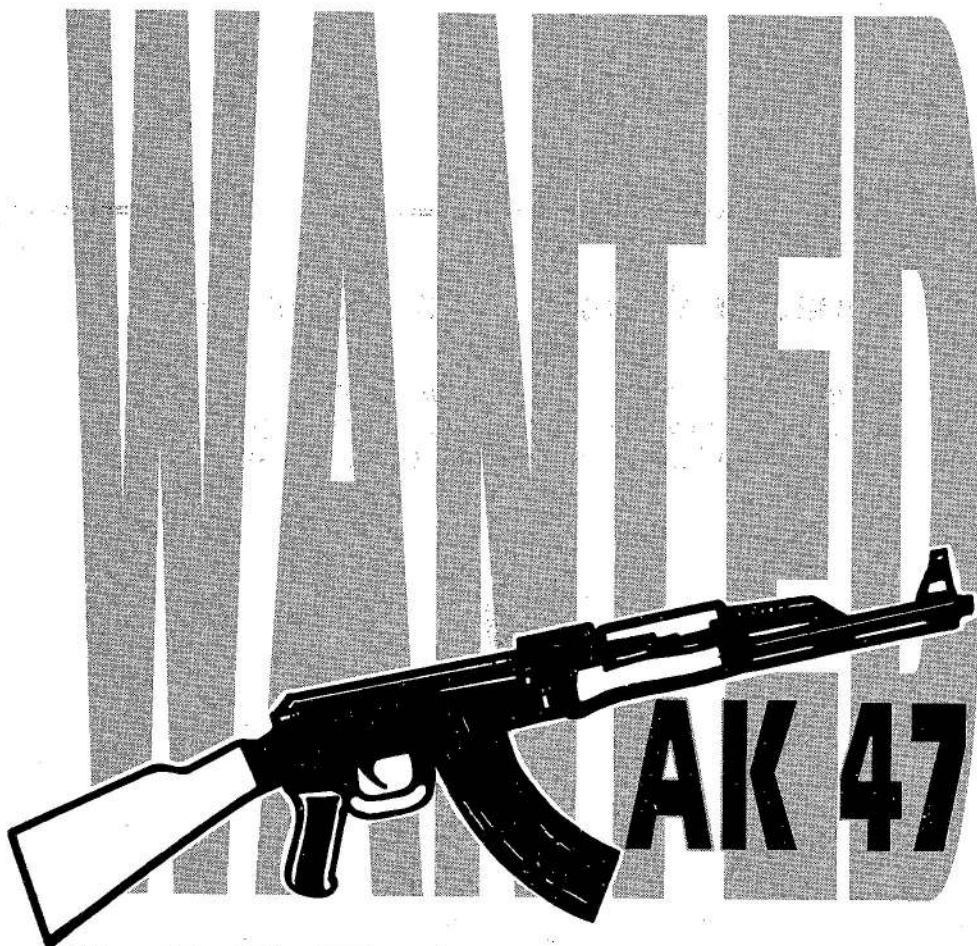
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