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GOVERNMENT NOTICES

DEPARTMENT OF TRANSPORT

No. R. 1468 **29 September 1995**

MERCHANT SHIPPING ACT, 1951
(ACT No. 57 OF 1951)

AMENDMENT OF THE EXAMINATION REGULATIONS FOR CERTIFICATES OF COMPETENCY FOR FISHERMAN, 1993

The Minister of Transport has under section 356 (1) of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations in the Schedule.

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN VERVOER

No. R. 1468 **29 September 1995**

HANDELSKEEPVAARTWET, 1951
(WET No. 57 VAN 1951)

WYSIGING VAN DIE EKSAMENREGULASIES VIR BEKWAAMHEIDSERTIFIKATE VIR VISSERMANNE, 1993

Die Minister van Vervoer het kragtens artikel 356 (1) van die Handelskeepvaartwet, 1951 (Wet No. 57 van 1951), die regulasies in die Bylae uitgevaardig.

SCHEDULE

Definitions

1. In these regulations "*the Regulations*" means the Examination Regulations for Certificates of Competency for Fishermen, 1993, promulgated under Government Notice No. R. 2317 of 1 December 1993.

Amendment of regulation 13**2. Regulation 13 of the Regulations is hereby amended -**

- (a) by the substitution for subregulation (3) of the following subregulation:

"(3) A candidate for the Fisherman Grade 3 examination shall, as holder of a Fisherman Grade 4 (Watch-keeper or Skipper) certificate of competency, have a minimum of one year's service in any deck officer watch-keeping position on a fishing vessel of not less than 100 tons or 24 m or more in length: Provided that a candidate who, before the commencement of these regulations, was exempted from the requirement of obtaining a Fisherman Grade 4 certificate of competency in terms of regulation 15 of the Examination Regulations for Certificates of Competency as Fisherman and Marine Motorman, 1985, may within 15 months from the commencement of the Amendment of the Examination Regulations for Certificates of Competency for Fishermen, 1995, apply to an examiner for admission to the Fisherman Grade 3 examination."; and

- (b) by the addition to subregulation (4) of the following proviso:

"Provided that a candidate who, before the commencement of these regulations, performed sea service of one year as second in command of a fishing vessel of over 100 tons, or performed sea service of one year in command of a vessel of under 100 tons plus six months sea service in a deck officer watch-keeping position on a fishing vessel of more than 300 tons may, within 15 months from the commencement of the Amendment of the Examination Regulations for Certificates of Competency for Fishermen, 1995, apply to an examiner for admission to the Fisherman Grade 2 examination.".

Amendment of regulation 16

3. Regulation 16.(1) of the Regulations is hereby amended by the substitution in the English text for the word "navel" of the word "naval".

Amendment of regulation 17

4. Regulation 17 of the Regulations is hereby amended by the substitution in the Afrikaans text for the word "en" where it appears in the expression "Wiskunde en Natuurwetenskap" of the word "of".

BYLAE**Woordomskrywing**

1. In hierdie regulasies beteken "die Regulasies" die Eksamen-regulasies vir Bekwaamheidsertifikate vir Vissermanne, 1993, afgekondig by Goewermentskennisgewing No. R.2317 van 1 Desember 1993.

Wysiging van regulasie 13

2. Regulasie 13 van die Regulasies word hierby gewysig -

- (a) deur subregulasie (3) deur die volgende subregulasie te vervang :

"(3) 'n Kandidaat vir die eksamen vir Visserman Graad 3 moet as houer van 'n Bekwaamheidsertifikaat as Visserman Graad 4 (Waghouer of Skipper) minstens een jaar diens in enige dekoffisierwaghoupas op 'n vissersvaartuig van nie minder nie as 100 ton of met 'n lengte van meer as 24 m verrig het: Met dien verstande dat 'n kandidaat wat voor die inwerkingtreding van hierdie regulasies ingevolge regulasie 15 van die Eksamenregulasies vir Bekwaamheidsertifikate vir Vissermanne en Seemasjiniste, 1985, vrygestel was van die vereiste om 'n Bekwaamheidsertifikaat as Visserman Graad 4 te verkry, binne 15 maande vanaf die inwerkingtreding van die Wysiging van die Eksamenregulasies vir Bekwaamheidsertifikate vir Vissermanne, 1995, by 'n eksaminator aansoek kan doen om toelating tot die eksamen vir Visserman Graad 3"; en

- (b) deur na subregulasie (4) die volgende voorbehoudsbepaling in te voeg:

"Met dien verstande dat 'n kandidaat wat voor die inwerkingtreding van hierdie regulasies een jaar seediens as tweede-in-bevel van 'n vissersvaartuig van meer as 100 ton verrig het, of seediens van een jaar in bevel van 'n vaartuig van minder as 100 ton tesame met ses maande seediens in 'n dekoffisierwaghoupas op 'n vissersvaartuig van meer as 300 ton verrig het, binne 15 maande vanaf die inwerkingtreding van die Wysiging van die Eksamenregulasies vir Bekwaamheidsertifikate vir Vissermanne, 1995, by 'n eksaminator aansoek kan doen om toelating tot die eksamen vir Visserman Graad 2."

Wysiging van regulasie 16

3. Regulasie 16.(1) van die Regulasies word hierby gewysig deur die woord "navel" in die Engelse teks deur die woord "naval" te vervang.

Wysiging van regulasie 17

4. Regulasie 17 van die Regulasies word hierby gewysig deur die woord "en" in die uitdrukking "Wiskunde en Natuurwetenskap" deur die woord "of" te vervang.

No. R. 1469

29 September 1995

MERCHANT SHIPPING ACT, 1951
(ACT No. 57 OF 1951)

AMENDMENT OF THE CERTIFICATES OF QUALIFICATION REGULATIONS, 1985

The Minister of Transport has, under section 356 (1) of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations set out in the Schedule.

No. R. 1469

29 September 1995

HANDELSKEEPVAARTWET, 1951
(WET No. 57 VAN 1951)

WYSIGING VAN DIE REGULASIES BETREFFENDE
BEVOEGDHEIDSERTIFIKATE, 1985

Die Minister van Vervoer het kragtens artikel 356 (1) van die Handelskeepvaartwet, 1951 (Wet No. 57 van 1951), die regulasies in die Bylae hiervan vervat, uitgevaardig.

SCHEDULE

1. In these regulations "*the Regulations*" means the Certificates of Qualification Regulations, 1985, promulgated under Government Notice No. R.2654 of 29 November 1985, as amended by Government Notices Nos R.39 of 10 January 1989 and R.2315 of 1 December 1993.

2. That portion of the Regulations setting out the arrangement after the words "*Arrangement of the regulations*" is hereby amended -

(a) in the part where reference is made to the contents of Chapter II, by the insertion, after item 27G, of the following:

"CERTIFICATE AS GENERAL PURPOSE RATING:

27H. Steering certificate

27I. Qualifying service.

27J. Examination requirements for certificate as general purpose rating.

27K. Syllabus for examination for certificate as general purpose rating."; and

(b) in the part specifying the annexures to the Regulations, by the addition, after Annexure F, of the following:

"Annexure G - Certificate of proficiency in survival craft - local.

Annexure H - Certificate as efficient deck rating - local.

Annexure I - Certificate as general purpose rating.".

3. Regulation 1 of the Regulations is hereby amended by the substitution for the word "*Certificate*" of the word "*Certificates*".

4. Regulation 2 of the Regulations is hereby amended -

(a) by the substitution for the definition of "*certificate*" of the following definition:

"'certificate' means a certificate of qualification and includes a certificate of proficiency in survival craft, a certificate of proficiency in survival craft - local, a certificate as efficient deck rating, a certificate as efficient deck rating - local, a certificate as efficient engine-room rating, a certificate as efficient cook and a certificate as general purpose rating;" and

(b) by the insertion of the following definition:

"'certificate as general purpose rating' means a certificate of qualification entitling the holder to act as either deck rating or engine-room rating in a South African ship."

5. The following regulation is hereby substituted for regulation 5.1:

"5.1 A candidate for examination, or for the granting to him or her of a certificate or an endorsement of an additional qualification under these regulations, shall apply therefor on the form approved by the Director-General."

6. Regulation 8.3 of the Regulations is hereby deleted.

7. The following regulations are hereby substituted for regulations 22.1, 22.2 and 22.3 of the Regulations:

"22.1 If a holder of a certificate as efficient deck rating, efficient engine-room rating or general purpose rating wishes to sail on a type of vessel referred to in subregulation 2 in the capacity of the certificate he or she holds, then an endorsement of an additional qualification to his or her certificate shall be required.

22.2 An endorsement of additional qualification shall be required for an efficient deck rating, efficient engine-room rating or general purpose rating sailing in -

- (a) an oil tanker;
- (b) a chemical tanker; or
- (c) a liquefied gas tanker.

22.3 An endorsement of additional qualification shall not be granted under regulation 29.5 unless documentary proof has been submitted that the

holder of a certificate as efficient deck rating or efficient engine-room rating or general purpose rating has successfully completed such course at such training establishment as has been approved by the Director-General."

8. The following regulation is hereby substituted for regulation 24 of the Regulations:

"Additional documents required for endorsement of additional qualification

24. In addition to the documents referred to in paragraphs (a), (b) and (c) of regulation 5.2, a person who wishes to obtain an endorsement of additional qualification shall submit the following documents:

(a) His or her certificate as efficient deck rating, efficient engine-room rating or general purpose rating; and

(b) his or her certificate of pass referred to in regulation 23."

9. Regulation 27E of the Regulations is hereby amended by the substitution for the expression "38" of the expression "31".

10. The following is hereby inserted in the Regulations after regulation 27G:

"CERTIFICATE AS GENERAL PURPOSE RATING

Steering certificate

- 27H. A candidate who wishes to be examined for a certificate as general purpose rating shall produce the steering certificates referred to in regulation 15.

Qualifying service

27I. A candidate for a certificate as general purpose rating shall, subject to a reduction in terms of regulation 31, produce appropriate documentary proof or an affidavit to the effect that he or she has 24 months' qualifying service of which he or she has served at least

- (a) six months in any capacity in the deck department;
- (b) six months in any capacity in the engine-room department;
- (c) 12 months on ships of 100 gross tons or more.

Examination requirements for certificate as general purpose rating

27J.1 Any seaman who -

- (a) has attained the age of 18 years and six months;
- (b) has performed the qualifying service referred to in regulation 27I;
- (c) produces the steering certificates referred to in regulation 27H;
- (d) is in possession of a certificate of proficiency in survival craft;
- (e) is in possession of a medical certificate issued by a medical practitioner which states that he or she does not suffer from any physical or other defect including deafness; and

(f) is in possession of a sight test certificate showing that he or she has passed the test within a period of six months preceding the date of examination,

may be examined for a certificate as general purpose rating.

- 27J.2 The holder of a certificate of qualification as efficient deck rating shall be exempted from Parts A and B of regulation 27K.2 and the holder of a certificate of qualification as efficient engine-room rating shall be exempted from Parts A and C of regulation 27K.2 in the examination for a certificate as general purpose rating.

Syllabus for examination for certificate as general purpose rating

- 27K.1 A candidate shall not be required to give written answers, since the examination shall be oral and practical only.

- 27K.2 A candidate shall be examined in the following three parts:

Part A - General

(a) Nautical knowledge including -

- (i) the meaning of common nautical terms;
- (ii) the names and functions of various parts of a ship;
- (iii) (aa) the use, care and maintenance of life-saving and fire-fighting equipment;

- (bb) basic principles of the causes, prevention and extinguishing of shipboard fires and damage control (spontaneous combustion);
 - (cc) measures, weights and volumes;
- (iv) ship cleanliness and personal hygiene;
- (v)
 - (aa) the preparation of surfaces for painting, the mixing and application of priming coats, undercoats and final coats of paint;
 - (bb) the care of equipment;
- (vi) general safety precautions to be observed at sea and in harbour;
- (vii) basic first aid;
- (viii) the use of the appropriate internal communication and alarm systems;
- (ix) the precautions to be taken to prevent pollution of the marine environment, and the precautions to be taken when dealing with hazardous and toxic chemicals;
- (x) emergency duties;
- (xi) stowage, care and stock records of stores;

- (xii) the precautions to be taken when using portable power tools and high pressure washing/blasting equipment; and
- (b) the following practical work;
 - (i) Knots and other hitches and bonds in common use;
 - (ii)
 - (aa) slinging a stage;
 - (bb) rigging a boatswain's chair;
 - (cc) maintenance and checks on ladders, scaffolds and stages;
 - (iii) safety practices in respect of the matters referred to in subparagraph (ii);
 - (iv) the use of chain blocks;
 - (v) the ability to understand orders and make himself understood by the officer of the watch in matters relevant to his duties; and
 - (vi) any other matter which the examiner may deem necessary relating to this part of the examination.

Part B - Deck department

- (a) Nautical knowledge including -

- (i) knowledge of the magnetic and gyro compass and the ability to report the approximate bearing of an object in terms of points on the bow by sight and by hearing;
- (ii) (aa) understanding helm orders;
(bb) handing over the watch;
(cc) familiarity with the change-over from automatic pilot to hand steering and vice versa;
- (iii) (aa) markings on a hand lead line;
(bb) taking a cast on the hand lead and correctly reporting the sounding obtained;
- (iv) (aa) the cleaning and preparing of holds and tanks for receipt of cargo;
(bb) the securing, lashing and tomming down of cargo and containers;
- (v) the use of pyrotechnic distress signals;
- (vi) the duties of a look-out; and
- (b) the following practical work:
 - (i) (aa) Whipping a rope's end;

- (bb) finishing off the end of a heaving line with a wal-and-crown knot or other simple method;
- (cc) putting on chain or rope stoppers;
- (dd) putting on a seizing;
- (ee) constructing a pilot ladder;
- (ii) (aa) splicing plaited and multi-strand manila and synthetic fibre rope by means of eye splicing, short splicing and back splicing;
- (bb) splicing wire rope by means of eye splicing using a locking tuck;
- (cc) the care and handling of rope and wire;
- (iii) reeving a boat's fall and luff tackle;
- (iv) (aa) rigging a pilot ladder/com-bination ladder;
- (bb) rigging a ship to shore and a ship to ship gangway;
- (cc) safety practices in respect of the matters referred to in this subparagraph;
- (v) (aa) rigging a derrick;

- (bb) driving a winch and engaging and disengaging gears and knowing how to use them;
- (cc) general precautions to be taken before and during operation of a winch, whether the winch is used for the working of cargo or for warping;
- (vi) (aa) the use and operation of a windlass in anchor work and in warping;
- (bb) the safe handling of moorings with particular reference to synthetic fibre ropes and self-tensioning winches;
- (cc) the stowage of chain cables in the chain locker and the securing of the anchor for sea;
- (vii) (aa) a knowledge of the gear used in cargo work and an understanding of how it is used, including the rigging of Union Purchase Derricks;
- (bb) general maintenance, with special reference to the overhauling of gin blocks and guy blocks and to the rigging of simple purchases;
- (viii) (aa) the safe handling of hatch covers;

(bb) the battening down and securing of a hatchway and of tank lids;

(ix) the ability to understand orders and make himself understood by the officer of the watch in matters relevant to his duties; and

(x) any other matter which the examiner may deem necessary relating to this part of the examination.

Part C - Engine department

(a) Nautical knowledge including -

(i) (aa) the procedures and use of all pumping arrangements found in a conventional type engine-room;

(bb) the different types of valves;

(cc) the various common measuring gauges found in a conventional engine-room; and

(dd) a general understanding of various common systems found in an engine-room;

(ii) the various escape routes from an engine-room;

(iii) bunkering-preparation, precautions, the use of ullage tapes, tank capacities, the care and maintenance of sounding pipes, vents and drip trays, the avoidance of spillage;

(iv) the lashing, securing and safe stowage of engine-room spares; and

(b) the following practical work :

(i) the rigging of simple purchases;

(ii) the use of overhead gantries and engine-room cranes;

(iii) the ability to understand orders and make himself understood by the officer of the watch in matters relevant to his duties;

(iv) the care, maintenance and use of tools, including special tools, used in a conventional engine-room;

(v) any other matter which the examiner may deem necessary relating to this part of the examination."

11. The following regulation is hereby inserted in the Regulations after regulation 29.4(B):

"29.4(C) A candidate who passes the examination for a certificate of qualification as general purpose rating shall be issued with such certificate substantially in the form set out in Annexure I."

12. Regulation 29.5 of the Regulations is hereby amended by the substitution for paragraphs (a) and (b) of the following paragraphs:

"(a) A certificate -

- (i) of proficiency in survival craft;
- (ii) of proficiency in survival craft - local;
- (iii) as efficient deck rating;
- (iv) as efficient deck rating - local;
- (v) as efficient engine-room rating; and
- (vi) as general purpose rating

shall be granted by the examiner who conducted the examination.

(b) (i) A certificate as efficient cook shall be granted by an examiner who is satisfied that the catering rating has complied with the conditions set out in regulations 25.

(ii) An endorsement of qualification shall be granted by an examiner who is satisfied that the person in the rating concerned has complied with regulation 24."

13. The following heading is hereby substituted for the heading of Chapter IV of the Regulations:

"SERVICE IN SHIPS OTHER THAN SOUTH AFRICAN SHIPS AND REDUCTION OF PERIOD OF QUALIFYING SERVICE".

14. The following regulation is hereby substituted for regulation 31 of the Regulations:

"Reduction of period of qualifying service

31. If a candidate for a certificate as efficient deck rating, efficient engine-room rating, efficient deck rating - local or general purpose rating -

(a) has served, after the attainment of the age 14 years, at an approved training establishment, whether ashore or not; and;

(b) has produced a satisfactory certificate from the principal or other person in charge of such establishment stating that the candidate has completed a course of training provided by the establishment and testifying to his or her good conduct and proficiency up to the time of his or her leaving such establishment,

the period of qualifying service required by such candidate for such certificate in terms of regulation 16, 19, 27E or 27I, respectively, shall be reduced by the period of time he or she so served: Provided that the Director-General shall determine in respect of each training establishment which period of time, being not more than six months, served at that establishment shall be regarded as qualifying service."

15. Regulations 21.2.(b)(ii)(aa), 27.2(p) and 27G.2(b)(i) of the Regulations are hereby amended by the substitution for the word "*bends*" of the word "*bonds*".

16. The following annexure is hereby substituted for Annexure B to the Regulations:

"ANNEXURE B

REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF TRANSPORT - MARINE DIVISION

[Merchant Shipping Act, 1951 (Act No. 57 of 1951)]

NOTIFICATION OF FAILURE IN EXAMINATION UNDER THE
CERTIFICATES OF QUALIFICATION REGULATIONS, 1985

Surname (in block letters).....

First names.....

Place of birth.....Date of birth.....

No. of record book.....Present rating.....

I have to inform you that you failed the examination held
at

..... on the
day of..... 19...

- (a) for a certificate of proficiency in survival craft;
- (b) for a certificate of qualification as efficient deck rating;
- (c) for a certificate of qualification as efficient engine-room rating;
- (d) for a certificate of proficiency in survival craft - local;
- (e) for a certificate of qualification as efficient deck rating - local;
- (f) for a certificate of qualification as general purpose rating.

The following documents are enclosed.....

.....
.....
.....

Port.....

Date.....

Signature of examiner

★ Note. -- The examiner must strike out (a), (b), (c), (d), (e), or (f), whichever is not applicable."

17. The following annexure is hereby added to Regulations after Annexure H:

"ANNEXURE I

REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF TRANSPORT - MARINE DIVISION

[Merchant Shipping Act, 1951 (Act No. 57 of 1951)]

CERTIFICATE OF QUALIFICATION AS GENERAL PURPOSE RATING

Particulars of seaman

Surname (in block letters)	First names (in block letters)	Place of birth	Date of birth

Nationality	Height	Colour of eyes	Rating	No. of record book

This is to certify that the above-mentioned seaman was examined at.....
..... on (date) and
has satisfied me that he or she is duly qualified to fulfil the duties of an
Efficient Deck Rating or an Efficient Engine-room Rating in ships of the mer-
chant service.

Dated at..... this.....
day of..... 19....

.....
Examiner

(Official stamp)

.....
Signature of Seaman".

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die Regulasies betreffende Bevoegdheidsertifikate, 1985, afgekondig by Goewermentskennisgewing No. R.2654 van 29 November 1985, soos gewysig by Goewermentskennisgewings Nos. R.39 van 10 Januarie 1989 en R.2315 van 1 Desember 1993.
2. Die deel van die Regulasies wat die indeling na die woorde "Indeling van regulasies" uiteensit, word hierby gewysig -
 - (a) in die deel waar verwys word na die inhoud van Hoofstuk II, deur die invoeging, na item 27G, van die volgende:

"CERTIFIKAAT AS UTILITEITSEEMAN**27H. Stuursertifikaat.**

27I. Kwalifiserende diens.

27J. Eksamenvereistes vir sertifikaat as utiliteitseeman.

27K. Eksamenleerplan vir sertifikaat as utiliteitseeman."; en

(b) in die deel wat die aanhangsels van die Regulasies spesifiseer, deur die byvoeging, na Aanhangsel F, van die volgende:

"Aanhangsel G - Bekwaamheidsertifikaat in oorlewingsvaartuie - plaaslik.

Aanhangsel H - Sertifikaat as bekwame dekseeman - plaaslik.

Aanhangsel I - Sertifikaat as utiliteitseeman.".

3. Die Engelse teks van regulasie 1 van die Regulasies word hierby gewysig deur die woord "Certificate" deur die woord "Certificates" te vervang.

4. Regulasie 2 van die Regulasies word hierby gewysig -

(a) deur die woordomskrywing van "sertifikaat" deur die volgende omskrywing te vervang:

"'sertifikaat' beteken 'n bevoegdheidsertifikaat, en ook 'n bekwaamheidsertifikaat in oorlewingsvaartuie, 'n bekwaamheidsertifikaat in oorlewingsvaartuie - plaaslik, 'n bevoegdheidsertifikaat as bekwame dekseeman, 'n bevoegdheidsertifikaat as bekwame dekseeman - plaaslik, 'n sertifikaat as bekwame masjienkamerseeman, 'n bevoegdheidsertifikaat as bekwame kok en 'n sertifikaat as utiliteitseeman;" en

(b) deur die volgende woordomskrywing in te voeg:

"'sertifikaat as utiliteitseeman' beteken 'n bevoegdheidsertifikaat wat die houer daartoe geregtig maak om óf as dekseeman óf as masjienkamerseeman diens te doen aan boord van 'n Suid-Afrikaanse skip."

5. Regulasie 5.1 word hierby deur die volgende regulasie vervang:

"5.1 'n Kandidaat vir eksaminering, of vir die toekenning aan hom of haar van 'n sertifikaat of 'n endossement van addisionele kwalifikasie kragtens hierdie Regulasies, moet daarom aansoek doen op die vorm wat deur die Direkteur-generaal goedgekeur is."

6. Regulasie 8.3 van die Regulasies word hierby geskrap.

7. Regulasies 22.1, 22.2 en 22.3 van die Regulasies word hierby deur die volgende regulasies vervang:

"22.1 Indien 'n houer van 'n sertifikaat as bekwame dekseeman, bekwame masjienkamerseeman of utiliteitseeman in 'n tipe vaartuig in regulasie 2 genoem, wil vaar in die hoedanigheid van die sertifikaat waarvan hy of sy die houer is, word 'n endossement van addisionele kwalifikasie op sy of haar sertifikaat vereis.

22.2 'n Endossement van addisionele kwalifikasie word vereis van 'n bekwame dekseeman, bekwame masjienkamerseeman of utiliteitseeman wat vaar in -

- (a) 'n olietenkskip;
- (b) 'n chemikalieëtenkskip; of
- (c) 'n vloeigastenskip.

22.3 'n Endossement van addisionele kwalifikasie word nie by regulasie 29.5 toegeken nie, tensy dokumentêre bewys voorgelê is dat die houer van 'n sertifikaat as bekwame dekseeman, bekwame masjienkamerseeman of utiliteitseeman sodanige kursus suksesvol voltooi het by sodanige opleidingsinrigting wat

deur die Direkteur-generaal goedgekeur is."

8. Regulasie 24 van die Regulasies word hierby vervang deur die volgende regulasie:

"Addisionele dokumente vereis vir endossement van addisionele kwalifikasie

24. Benewens die dokumente in paragrafe (a), (b) en (c) van regulasie 5.2 genoem, moet iemand wat 'n endossement van addisionele kwalifikasie wil bekom, die volgende dokumente voorlê:

(a) Sy of haar sertifikaat as bekwame dekseeman, bekwame masjienkamerseeman of utiliteitseeman; en

(b) sy of haar slaagsertifikaat in regulasie 23 genoem."

9. Regulasie 27E van die Regulasies word hierby gewysig deur die uitdrukking "38" deur die uitdrukking "31" te vervang.

10. Die volgende word hierby na regulasie 27G van die Regulasies ingevoeg:

"CERTIFIKAAT AS UTILITEITSEEMAN

Stuursertifikaat

27H. 'n Kandidaat wat 'n eksamen vir 'n sertifikaat as utiliteitseeman wil aflê, moet die stuursertifikate in regulasie 15 genoem, voorlê.

Kwalifiserende diens

27I. 'n Kandidaat vir 'n sertifikaat as utiliteitseeman moet, behoudens 'n vermindering ingevolge regulasie 31, aanvaarbare dokumentêre bewys of 'n beëdigde verklaring te dien effekte lewer dat hy of sy 24 maande kwalifiserende diens verrig het waarvan minstens -

- (a) ses maande in enige hoedanigheid in die dekaafdeling verrig is;
- (b) ses maande in enige hoedanigheid in die masjien-kamerafdeling verrig is;
- (c) 12 maande op skepe van 100 bruto ton of meer verrig is.

Eksamenvereistes vir sertifikaat as utiliteitseeman

27J.1 'n Seeman wat -

- (a) die ouderdom van 18 jaar en ses maande bereik het;
- (b) die kwalifiserende diens genoem in regulasie 27I verrig het;
- (c) die stuursertifikate genoem in regulasie 27H lewer;
- (d) in besit is van 'n bekwaamheidsertifikaat in oorlewingsvaartuie;
- (e) in besit is van 'n mediese sertifikaat wat deur 'n mediese praktisyn uitgereik is waarin gemeld word dat hy of sy aan geen liggaams- of ander gebrek, met inbegrip van doofheid, ly nie; en
- (f) in besit is van 'n oogtoetssertifikaat wat aandui dat hy of sy die toets geslaag het binne 'n tydperk van ses maande voor die eksamendatum,

kan geëksamineer word vir 'n sertifikaat as utiliteitseeman.

- 27J.2 Die houer van 'n bevoegdheidsertifikaat as bekwame dekseeman word vrygestel van Dele A en B van regulasie 27K.2 en die houer van 'n bevoegdheidsertifikaat as bekwame masjienkamerseeman word vrygestel van Dele A en C van regulasie 27K.2 in die eksamen vir sertifikaat as utiliteitseeman.

Eksamenleerplan vir die sertifikaat as utiliteitseeman

- 27K.1 Daar word nie van 'n kandidaat verlang dat hy of sy skriftelike antwoorde moet gee nie, aangesien die eksamen slegs mondeling en prakties is.

- 27K.2 'n Kandidaat word in die volgende drie dele geëksamineer:

Deel A - Algemeen

- (a) Skeepvaartkennis, met inbegrip van -
- (i) die betekenis van algemene skeepvaartterme;
 - (ii) die name en funksies van die verskillende dele van 'n skip;
 - (iii) (aa) die gebruik, versorging en instandhouding van reddings- en brandbestrydingstoerusting;
 - (bb) basiese beginsels van die oorsake, voorkoming en blus van brande aan boord, en skadeheer (selfontbranding);
 - (cc) mate, gewigte en volumes;
 - (iv) die skoonhou van die skip en persoonlike higiëne;

- (v) (aa) die voorbereiding van oppervlakke vir verf, die meng en aanwending van grondlae, onderlae en eindverflae; en
 - (bb) die versorging van toerusting;
 - (vi) algemene veiligheidsmaatreëls wat ter see en in die hawe nagekom moet word;
 - (vii) basiese noodhulp;
 - (viii) die gebruik van die toepaslike interne kommunikasie- en alarmstelsels;
 - (ix) die voorsorgmaatreëls wat getref moet word om besoedeling van die see-omgewing te voorkom, en voorsorgmaatreëls wat getref moet word wanneer gevaarhoudende en giftige chemikalieë hanteer word;
 - (x) noodpligte;
 - (xi) stuwings, versorging en die optekening van voorrade;
 - (xii) die voorsorgmaatreëls wat getref moet word wanneer draagbare masjien-gereedskap, hoëdrukskoonspoel-/straaltoerusting gebruik word; en
- (b) die volgende praktiese werk:
- (i) Knope en ander touverbindinge wat algemeen gebruik word;
 - (ii) (aa) hoe om 'n stellage met stroppe op te hys;

- (bb) hoe om 'n bootsmanstoel op te takel;
- (cc) die instandhouding en nagaan van lere, steiers en stellaties;
- (iii) veiligheidsmaatreëls ten opsigte van die aangeleenthede wat in hierdie subparagraaf genoem word;
- (iv) die gebruik van kettingblokke;
- (v) die vermoë om bevele te begryp en om hom by die offisier van die wag verstaanbaar te maak oor aangeleenthede wat op sy pligte betrekking het; en
- (vi) enige ander aangeleentheid wat die eksaminator nodig mag ag aangaande dié deel van die eksamen.

Deel B - Dekafdeling

- (a) Skeepvaartkennis, met inbegrip van -
 - (i) kennis van die magnetiese en girokompas en die vermoë om by benadering die peiling van 'n voorwerp volgens boegpunte deur sowel sig as gehoor te kan aangee;
 - (ii)
 - (aa) begrip van die bevele van die roerganger;
 - (bb) die oorhandiging van die wag;
 - (cc) vertroudheid met die oorskakeling van stuuroutomaat na handstuur en omgekeerd;

(iii) (aa) merke op 'n handloodlyn;

(bb) hoe om die handlood te gooi en korrek verslag te doen van die loding verkry;

(iv) (aa) die skoonmaak en voorbereiding van ruime en tenks vir die inskeep van vrag;

(bb) die vasmaak, vaswoel en keiling van vrag en houters;

(v) die gebruik van pirotegnieknoodseine;

(vi) die pligte van 'n uitkykwag; en

(b) die volgende praktiese werk:

(i) (aa) Die besetting van 'n tou se ent;

(bb) die afwerking van die punt van 'n werplyn deur middel van 'n sjouermans- en kruisknoop of ander eenvoudige metode;

(cc) die aansit van ketting- of toustoppers;

(dd) die aansit van 'n seising; en

(ee) die konstruksie van 'n loodsleer;

(ii) (aa) die splitsing van gevlegte en meerdraadmanilla- en sintetiese veseltou deur middel

van oogsplitsing, kortsplitsing en agtersplitsing;

- (bb) die splitsing van draadtou deur middel van oogsplitsing deur gebruik te maak van sluitsteek;
- (cc) die versorging en hantering van tou en draad;
- (iii) hoe om 'n boot se looper en loeftakel te reef;
- (iv)
 - (aa) hoe om 'n loodsleer/kombinasieleer op te takel;
 - (bb) die optakeling van 'n skip aan 'n wal- en skiploopbrug;
 - (cc) veiligheidsmaatreëls ten opsigte van die aangeleenthede wat in hierdie subparagraaf genoem word;
- (v)
 - (aa) die optakeling van 'n laai-boom;
 - (bb) die hantering van 'n wenas en die inkoppel en ontkoppel van ratte en kennis van hul gebruik; en
 - (cc) algemene voorsorgmaatreëls wat voor en gedurende die werking van 'n wenas getref moet word, hetsy dit vir laaiwerk of vir verhaalwerk gebruik word;

- (vi) (aa) die gebruik en werking van 'n ankerspil by ankerwerk en verhaalwerk;
- (bb) die veilige hantering van meertoue, met besondere verwysing na sintetiese veseltoue en selfspanningswenasse;
- (cc) die opberging van 'n ankerketting in die kettingbak en die vasmaak van die anker vir uitvaring;
- (vii) (aa) kennis van die skeepstuig wat gebruik word vir laaiwerk en 'n begrip van die optakel van Union Purchase-laaibome; en
- (bb) algemene instandhoudingswerk, met spesiale klem op die herstel van rammelblokke en geiblokke en die optakel van eenvoudige takelstelle;
- (viii) (aa) die veilige hantering van luikdeksels;
- (bb) die toeklamp en vasmaak van luikopenings en tenkdeksels;
- (ix) die vermoë om bevele te begryp en om hom by die offisier van die wag verstaanbaar te maak oor aangeleenthede wat op sy pligte betrekking het; en
- (x) enige ander aangeleentheid wat die eksaminator nodig mag ag aangaande

dié deel van die eksamen.

Deel C - Masjienkamerafdeling

(a) Skeepvaartkennis, met inbegrip van -

(i) (aa) die prosedures en gebruik van al die pompinstallasies in 'n konvensionele tipe masjienkamer;

(bb) die verskillende tipes kleppe;

(cc) die verskillende gewone meters wat in 'n konvensionele masjienkamer aangetref word; en

(dd) 'n algemene begrip van die verskillende stelsels wat in 'n masjienkamer aangetref word;

(ii) die verskillende noodroetes uit 'n masjienkamer;

(iii) bunkeringvoorbereiding, voorsorgmaatreëls, die gebruik van uitsitruimte-meetbande, tenkinhoude, die versorging en instandhouding van peilkokers, luggate en drupbakke, die vermyding van storting;

(iv) die vaswoel, vasmaak en veilige stuwring van masjienkameronderdele; en

(b) die volgende praktiese werk -

(i) die optakel van eenvoudige takelstelle;

- (ii) die gebruik van bobaanlaaibrûe en masjienkamerkrane;
- (iii) die vermoë om bevele te begryp en om hom by die offisier van die wag verstaanbaar te maak oor aangeleenthede wat op sy pligte betrekking het;
- (iv) die versorging, instandhouding en gebruik van gereedskap, met inbegrip van spesiale gereedskap, wat in 'n konvensionele masjienkamer gebruik word; en
- (v) enige ander aangeleentheid wat die eksaminator nodig mag ag aangaande dié deel van die eksamen."

11. Die volgende regulasie word hierby na regulasie 29.4(B) in die Regulasies ingevoeg:

"29.4(C) Aan 'n kandidaat wat slaag in die eksamen vir 'n bevoegdheidsertifikaat as utiliteitseeman word sodanige sertifikaat uitgereik wesenlik in die vorm soos in Aanhangsel I uiteengesit."

12. Regulasie 29.5 van die Regulasies word hierby gewysig deur paragrawe (a) en (b) deur die volgende paragrawe te vervang:

- "(a) (i) 'n bekwaamheidsertifikaat in oorlewingsvaartuie;
- (ii) 'n bekwaamheidsertifikaat in oorlewingsvaartuie - plaaslik;
- (iii) 'n sertifikaat as bekwame dekseeman;
- (iv) 'n sertifikaat as bekwame dekseeman - plaaslik;

(v) 'n sertifikaat as bekwame masjienkamerseeman;
en

(vi) 'n sertifikaat as utiliteitseeman

word toegeken deur die eksaminator wat die eksamen af-
geneem het."

(b) (i) 'n Sertifikaat as bekwame kok word toegeken
deur 'n eksaminator wat daarmee tevrede is
dat die spysenieringseeman aan die vereistes
wat in regulasie 25 uiteengesit word, voldoen
het.

(ii) 'n Endossement van addisionele kwalifikasie
word toegeken deur 'n eksaminator wat daarmee
tevrede is dat die persoon in die betrokke
gradering aan die vereistes van regulasie 24
voldoen het.

13. Die opskrif van Hoofstuk IV van die Regulasies word hierby
deur die volgende opskrif vervang:

**"DIENS IN SKEPE, UITGESONDERD SUID-AFRIKAANSE SKEPE, EN
VERMINDERING VAN TYDPERK VAN KWALIFISERENDE DIENS".**

14. Regulasie 31 van die Regulasies word hierby deur die vol-
gende regulasie vervang:

"Vermindering van tydperk van kwalifiserende diens

31. Indien 'n kandidaat vir 'n sertifikaat as bekwame dek-
seeman, bekwame masjienkamerseeman, bekwame dekseeman
- plaaslik, of utiliteitseeman -

(a) diens verrig het, ná bereiking van die ouderdom
van 14 jaar, aan 'n goedgekeurde opleidingsentrum,
hetsy op land of nie; en

(b) 'n bevredigende sertifikaat van die prinsipaal of ander persoon in beheer van sodanige inrigting voorgelê het waarin gemeld word dat die kandidaat die opleidingskursus wat deur die inrigting aangebied word, voltooi het en waarin getuig word van sy of haar goeie gedrag en bekwaamheid tot op die datum waarop hy of sy die inrigting verlaat het,

word die tydperk van kwalifiserende diens wat deur sodanige kandidaat vir sodanige sertifikaat kragtens regulasie 16, 19, 27E of 27I onderskeidelik vereis word, verminder met die gedeelte van die tyd wat hy of sy aldus diens verrig het: Met dien verstande dat die Direkteur-generaal ten opsigte van elke inrigting moet vasstel watter gedeelte van die tyd, wat hoogstens ses maande moet wees, wat diens aan daardie inrigting verrig is, as kwalifiserende diens moet tel."

15. Regulasies 21.2.(b)(ii)(aa), 27C.2(p) en 27G.2(b)(i) van die Regulasies word hierby gewysig deur in die Engelse teks die woord "bends" deur die woord "bonds" te vervang.

16. Aanhangsel B van die Regulasies word hierby deur die volgende aanhangsel vervang:

"AANHANGSEL B**REPUBLIEK VAN SUID-AFRIKA****DEPARTEMENT VAN VERVOER - MARINE-AFDELING**

[Handelskeepvaartwet, 1951 (Wet No. 57 van 1951)]

KENNISGEWING DAT 'N KANDIDAAT GEDRUIP HET IN 'N EKSAMEN
OOREENKOMSTIG DIE REGULASIES BETREFFENDE
BEVOEGDHEIDSERTIFIKATE, 1985

Van (in blokletters).....

Voorname.....

Geboorteplek.....Geboortedatum.....

Verslagboeknommer.....Huidige gradering.....

Ek wens u te verwittig dat u gedruip het in die eksamen wat
op die dag van
19..... te gehou is -

- (a) vir 'n bekwaamheidsertifikaat in oorlewingsvaartuie;
- (b) vir 'n bevoegdheidsertifikaat as bekwame dekseeman;
- (c) vir 'n bevoegdheidsertifikaat as bekwame masjienkamer-
seeman;
- (d) vir 'n bekwaamheidsertifikaat in oorlewingsvaartuie -
plaaslik;
- (e) vir 'n bevoegdheidsertifikaat as bekwame dekseeman -
plaaslik;
- (f) vir 'n bevoegdheidsertifikaat as utiliteitseeman.

Die volgende dokumente word hierby ingesluit

.....
.....

Hawe.....

Datum.....

.....
Handtekening van eksaminator

★ Let wel. - Die eksaminator moet (a), (b), (c), (d), (e) of (f), watter ook al nie van toepassing is nie, skrap."

17. Die volgende aanhangsel word hierby na Aanhangsel H by die Regulasies gevoeg:

"AANHANGSEL I

REPUBLIEK VAN SUID-AFRIKA

DEPARTEMENT VAN VERVOER - MARINE-AFDELING

[Handelskeepvaartwet, 1951 (Wet No. 57 van 1951)]

BEVOEGDHEIDSERTIFIKAAT AS UTILITEITSEEMAN

Besonderhede van seeman

Van (in blokletters)	Voorname (in blokletters)	Geboorteplek	Geboorte- datum

Nasionaliteit	Lengte	Kleur van oë	Gradering	Verslag- boeknommer

Hiermee word gesertifiseer dat bogenoemde seeman geëksamineer is te.....
..... op (datum) en my
daarvan oortuig het dat hy of sy behoorlik gekwalifiseer is om die pligte van
'n Bekwame Dekseeman of 'n Bekwame Masjienkamerseeman te vervul in skepe van
die handelsdiens.

Gedateer te op hede die
dag van 19....

.....
Eksaminator

(Amptelike stempel)

.....
Handtekening van seeman"

DEPARTMENT OF FINANCE

DEPARTEMENT VAN FINANSIES

No. R. 1458

29 September 1995

No. R. 1458

29 September 1995

CUSTOMS AND EXCISE ACT, 1964

DOEANE- EN AKSYNSWET, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/739)

WYSIGING VAN BYLAE No. 1 (No. 1/1/739)

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

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

A. ERWIN,

A. ERWIN.

Deputy Minister of Finance.

Adjunkminister van Finansies.

SCHEDULE

Heading	Sub-heading	C D	Article Description	Statistical Unit	Rate of Duty	Anno- tations
85.18, 85.19, 85.20, 85.21 and 85.22 "85.18			By the substitution for headings Nos. 85.18, 85.19, 85.20, 85.21 and 85.22 of the following:			
			Microphones and stands therefor; loudspeakers, whether or not mounted in their enclosures; headphones, earphones and combined microphone-speaker sets; audio-frequency electric amplifiers; electric sound amplifier sets:			
	8518.10	1	Microphones and stands therefor	u	free	
	8518.2		Loudspeakers, whether or not mounted in their enclosures:			
	8518.21	2	Single loudspeakers, mounted in their enclosures	u	free	
	8518.22	9	Multiple loudspeakers, mounted in the same enclosure	u	free	
	8518.29	3	Other	u	free	
	8518.30	0	Headphones, earphones and combined microphone-speakers sets	u	free	
	8518.40	5	Audio-frequency electric amplifiers	u	free	
	8518.50	5	Electric sound amplifier sets	u	free	
	8518.90	8	Parts	u	free	
85.19			Turntables (record-decks), record-players, cassette-players and other sound reproducing apparatus, not incorporating a sound recording device:			
	8519.10	5	Coin- or disc-operated record-players	u	free	
	8519.2		Other record-players:			
	8519.21	6	Without loudspeaker			
	8519.29	7	Other	u	free	
	8519.3		Turntables (record-decks):			
	8519.31	0	With automatic record changing mechanism	u	free	
	8519.39	1	Other	u	free	
	8519.40	9	Transcribing machines	u	free	
	8519.9		Other sound reproducing apparatus:			
	8519.91	8	Cassette type	u	free	
	8519.99	7	Other	u	free	
85.20			Magnetic tape recorders and other sound recording apparatus, whether or not incorporating a sound reproducing device:			
	8520.10	5	Dictating machines not capable of operating without an external source of power	u	free	
	8520.20	1	Telephone answering machines	u	free	
	8520.3		Other magnetic tape recorders incorporating sound reproducing apparatus:			
	8520.31	0	Cassette-type	u	free	
	8520.39	1	Other	u	free	
	8520.90	1	Other	u	free	
85.21			Video recording or reproducing apparatus, whether or not incorporating a video tuner:			
	8521.10	9	Magnetic tape-type	u	free	
	8521.90	5	Other	u	free	
85.22			Parts and accessories of apparatus of headings Nos. 85.19 to 85.21:			
	8522.10	2	Pick-up cartridges	kg	free	

Heading	Sub-heading	C D	Article Description	Statistical Unit	Rate of Duty	Anno- tations
85.26 and 85.27 "85.26"	8522.90	9	Other By the substitution for headings Nos. 85.26 and 85.27 of the following: Radar apparatus, radio navigational aid apparatus and radio remote control apparatus:	kg	free"	
	8526.10	7	Radar apparatus	u	free	
	8526.9		Other:			
	8526.91	3	Radio navigational aid apparatus	u	free	
85.27	8526.92	6	Radio remote control apparatus	u	free	
			Reception apparatus for radio-telephony, radio-telegraphy or radio-broadcasting, whether or not combined, in the same housing, with sound recording or reproducing apparatus or a clock:			
	8527.1		Radio-broadcast receivers capable of operating without an external source of power, including apparatus capable of receiving also radio-telephony or radio-telegraphy:			
	8527.11	7	Combined with sound recording or reproducing apparatus	u	25%	
	8527.19	8	Other	u	25%	
	8527.2		Radio-broadcast receivers not capable of operating without an external source of power, of a kind used in motor vehicles, including apparatus capable of receiving also radio-telephony, or radio-telegraphy:			
	8527.21	1	Combined with sound recording or reproducing apparatus	u	25%	
	8527.29	2	Other	u	25%	
	8527.3		Other radio-broadcasting receivers, including apparatus capable of receiving also radio-telephony or radio-telegraphy:			
	8527.31	6	Combined with sound recording or reproducing apparatus	u	free	
	8527.32	2	Not combined with sound recording or reproducing apparatus but combined with a clock	u	free	
	8527.39	7	Other	u	free	
	8527.90	7	Other apparatus	u	free"	
90.06 "90.06"			By the substitution for heading No. 90.06 of the following: Photographic (excluding cinematographic) cameras; photographic flashlight apparatus and flashbulbs (excluding discharge lamps of heading No. 85.39):			
	9006.10	0	Cameras of a kind used for preparing printing plates or cylinders	u	free	
	9006.20	5	Cameras of a kind used for recording documents on microfilm, microfiche or other microforms	u	free	
	9006.30	2	Cameras specially designed for underwater use, for aerial survey or for medical or surgical examination of internal organs; comparison cameras for forensic or criminological purposes	u	free	
	9006.40	4	Instant print cameras	u	free	
	9006.5		Other cameras:			
	9006.51	5	With a through-the-lens viewfinder [single lens reflex (SLR)], for roll film or a width not exceeding 35 mm	u	free	
	9006.52	1	Other, for roll film of a width less than 35 mm	u	free	
	9006.53	8	Other, for roll film of a width of 35 mm	u	free	
	9006.59	6	Other	u	free	
	9006.6		Photographic flashlight apparatus and flashbulbs:			
	9006.61	0	Discharge lamp ("electronic") flashlight apparatus	u	free	
	9006.62	6	Flashbulbs, flashcubes and the like	u	free	
	9006.69	0	Other	u	free	
	9006.9		Parts and accessories:			
	9006.91	3	For cameras	kg	free	
	9006.99	4	Other	kg	free"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
85.18, 85.19, 85.20, 85.21 en 85.22 "85.18			Deur poste Nos. 85.18, 85.19, 85.20, 85.21 en 85.22 deur die volgende te vervang: Mikrofone en staanders daarvoor; luidsprekers, hetsy in hulle omhulsels gemonteer al dan nie; koptelefone, oorfone en gekombineerde mikrofoon-sprekerstelle; elektriese oudiofrekwensieversterkers; elektriese klankversterkerstelle:			
	8518.10	1	Mikrofone en staanders daarvoor	u	vry	
	8518.2		Luidsprekers, hetsy in hulle omhulsels gemonteer al dan nie:			
	8518.21	2	Enkel luidsprekers, in hulle omhulsels gemonteer	u	vry	
	8518.22	9	Veelvoudige luidsprekers in dieselfde omhulsel gemonteer	u	vry	
	8518.29	3	Ander	u	vry	
	8518.30	0	Koptelefone, oorfone en gekombineerde mikrofoon-sprekerstelle	u	vry	
	8518.40	5	Oudiofrekwensieversterkers	u	vry	
	8518.50	5	Elektriese klankversterkerstelle	u	vry	
	8518.90	8	Onderdele	u	vry	
85.19			Draaitafels (platedraai-eenhede), platespelers, kassetspelers en ander klankweergee-apparate, wat nie 'n klankopneemtoestel inkorporeer nie:			
	8519.10	5	Muntstuk of skyfie geaktueerde platespelers	u	vry	
	8519.2		Ander platespelers:			
	8519.21	6	Sonder luidsprekers	u	vry	
	8519.29	7	Ander	u	vry	
	8519.3		Draaitafels (platedraai-eenhede):			
	8519.31	0	Met outomatiese plaatwisselmeganisme	u	vry	
	8519.39	1	Ander	u	vry	
	8519.40	9	Transkripsiemasjiene	u	vry	
	8519.9		Ander klankweergee-apparate:			
	8519.91	8	Kasset tipe	u	vry	
	8519.99	7	Ander	u	vry	
85.20			Magnetiese bandopnemers en anderklankopneemapparate, hetsy dit 'n klankweergeetoestel inkorporeer al dan nie:			
	8520.10	5	Dikteermasjiene wat nie in staat is om sonder 'n eksterne kragbron te werk nie	u	vry	
	8520.20	1	Telefoonantwoordmasjiene	u	vry	
	8520.3		Ander magnetiese bandopnemers wat klankweergeeapparate inkorporeer:			
	8520.31	0	Kasset tipe	u	vry	
	8520.39	1	Ander	u	vry	
	8520.90	1	Ander	u	vry	
85.21			Video-opneem- of weergee-apparate, hetsy dit 'n video-instemmer inkorporeer al dan nie:			
	8521.10	9	Magnetiese band tipe	u	vry	
	8521.90	5	Ander	u	vry	
85.22			Onderdele en bybehoorsels van apparate van poste Nos. 85.19 tot 85.21:			
	8522.10	2	Opneempatrone	kg	vry	
	8522.90	9	Ander	kg	vry"	
85.26 en 85.27 "85.26			Deur poste Nos. 85.26 en 85.27 deur die volgende te vervang: Radarapparate, radionavigasiehulpapparate en radio-afstandbeheerapparate:			
	8526.10	7	Radarapparate	u	vry	
	8526.9		Ander:			
	8526.91	3	Radionavigasiehulpapparate	u	vry	
	8526.92	6	Radio-afstandbeheerapparate	u	vry	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
85.27			Ontvangsapparate vir radiotelefonie, radiotelegrafie of radio-uitsending, hetsy in dieselfde omhulsel met klankopneem- of weergee-apparate of 'n uurwerk gekombineer al dan nie:			
	8527.1		Radio-uitsendingontvangers wat in staat is om sonder 'n eksterne kragbron te funksioneer, met inbegrip van apparate wat in staat is om ook radiotelefonie of radiotelegrafie te ontvang:			
	8527.11	7	Met klankopneem- of weergee-apparate gekombineer	u	25%	
	8527.19	8	Ander	u	25%	
	8527.2		Radio-uitsendingontvangers wat nie in staat is om sonder 'n eksterne kragbron te funksioneer nie, van 'n soort in motorvoertuie gebruik, met inbegrip van apparate wat in staat is om ook radiotelefonie of radiotelegrafie te ontvang:			
	8527.21	1	Met klankopneem- of weergee-apparate gekombineer	u	25%	
	8527.29	2	Ander	u	25%	
	8527.3		Ander radio-uitsendingontvangers, met inbegrip van apparate wat in staat is om ook radiotelefonie of radiotelegrafie te ontvang:			
	8527.31	6	Met klankopneem-of-weergee-apparate gekombineer	u	vry	
	8527.32	2	Nie met klankopneem- of -weergee-apparate gekombineer nie, maar met 'n uurwerk gekombineer	u	vry	
	8527.39	7	Ander	u	vry	
	8527.90	7	Ander apparate	u	vry"	
90.06			Deur pos No. 90.06 deur die volgende te vervang:			
"90.06			Fotografiese (uitgesonderd kinematografiese) kameras; fotografiese blitsligapparate en blitsbolle (uitgesonderd ontladingslampe van pos No. 85.39):			
	9006.10	0	Kameras van die soort by die voorbereiding van drukplate of -silinders gebruik	u	vry	
	9006.20	5	Kameras van die soort by die afneem van dokumente op mikrofilm, mikrofiche of ander mikroforms gebruik	u	vry	
	9006.30	2	Kameras spesiaal ontwerp vir gebruik onder water, vir lug-opmeting of vir mediese of chirurgiese ondersoek van interne organe; vergelykingskameras vir forensiese of kriminologiese doeleindes	u	vry	
	9006.40	4	Kitsontwikkelkameras	u	vry	
	9006.5		Ander kameras:			
	9006.51	5	Met 'n deur die lens soeker [enkellensrefleks (ELR)], vir film in rolle met 'n wydte van hoogstens 35 mm	u	vry	
	9006.52	1	Ander, vir film in rolle met 'n wydte van minder as 35 mm	u	vry	
	9006.53	8	Ander, vir film in rolle met 'n wydte van 35 mm	u	vry	
	9006.59	6	Ander	u	vry	
	9006.6		Fotografiese blitsapparate en blitsbolle:			
	9006.61	0	Ontladingslamp ("elektroniese") blitsligapparate	u	vry	
	9006.62	6	Blitsbolle, blitskubusse en soortgelyke artikels	u	vry	
	9006.69	0	Ander	u	vry	
	9006.9		Onderdele en bybehoorsels:			
	9006.91	3	Vir kameras	kg	vry	
	9006.99	4	Ander	kg	vry"	

DEPARTMENT OF JUSTICE

No. R. 1459

29 September 1995

AMENDMENT OF THE RULES REGULATING THE PROCEEDINGS OF THE TRANSCAAL PROVINCIAL DIVISION AND THE WITWATERSRAND LOCAL DIVISION OF THE SUPREME COURT OF SOUTH AFRICA

Notice is hereby given that the Judge President of the Transvaal Provincial Division of the Supreme Court of South Africa has, in terms of section 43(2)(b) of the

DEPARTEMENT VAN JUSTISIE

No. R. 1459

29 September 1995

WYSIGING VAN DIE REËLS WAARBY DIE VER-
RIGTINGS VAN DIE TRANSCAALSE PROVINSIALE
AFDELING EN DIE WITWATERSRANDSE PLAAS-
LIKE AFDELING VAN DIE HOOGGEREGSHOF VAN
SUID-AFRIKA GEREËL WORD

Kennis word hierby gegee dat die Regter-president van die Transvaalse Provinsiale Afdeling van die Hooggeregshof van Suid-Afrika kragtens artikel 43 (2)

Supreme Court Act, 1959 (Act No. 59 of 1959), amended the rules regulating the proceedings of the Transvaal Provincial Division and the Witwatersrand Local Division of the Supreme Court of South Africa by—

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

"1. Terms

In the Transvaal Provincial Division and the Witwatersrand Local Division the terms for the despatch of civil and criminal business shall be as follows:

(1) For the year 1995

- (a) The third term shall be from 31 July to 29 September, inclusive; and
- (b) the fourth term shall be from 9 October to 8 December, inclusive.

(2) For the year 1996

- (a) The first term shall be from 29 January to 4 April, inclusive;
- (b) the second term shall be from 15 April to 21 June, inclusive;
- (c) the third term shall be from 29 July to 27 September, inclusive; and
- (d) the fourth term shall be from 7 October to 6 December, inclusive.

(3) For the year 1997

- (a) The first term shall be from 27 January to 28 March, inclusive;
- (b) the second term shall be from 7 April to 20 June, inclusive;
- (c) the third term shall be from 28 July to 26 September, inclusive; and
- (d) the fourth term shall be from 6 October to 5 December, inclusive."

(b) the substitution for rule 2 of the following rule:

"2. Administrative recesses

(1) The administrative recesses for the year 1995 shall be as follows:

- (a) From 30 September to 8 October, inclusive; and
- (b) from 9 December to 28 January 1996, inclusive.

(2) The administrative recesses for the year 1996 shall be as follows:

- (a) From 5 April to 14 April, inclusive;
- (b) from 22 June to 28 July, inclusive;
- (c) from 28 September to 6 October, inclusive; and
- (d) from 7 December to 26 January 1997, inclusive.

(3) The administrative recesses for the year 1997 shall be as follows:

- (a) From 29 March to 6 April, inclusive;
- (b) from 21 June to 27 July, inclusive;
- (c) from 27 September to 5 October, inclusive; and
- (d) from 6 December to 25 January 1998, inclusive.

(b) van die Wet op die Hooggeregshof, 1959 (Wet No. 59 van 1959), die reëls waarby die verrigtings van die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling van die Hooggeregshof van Suid-Afrika gereël word, gewysig het deur—

(a) die vervanging van reël 1 deur die volgende reël:

"1. Termynne

In die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling is die termynne vir die afhandeling van siviele en strafaangeleenthede soos volg:

(1) Vir die jaar 1995

- (a) Die derde termyn is van 31 Julie tot en met 29 September; en
- (b) die vierde termyn is van 9 Oktober tot en met 8 Desember.

(2) Vir die jaar 1996

- (a) Die eerste termyn is van 29 Januarie tot en met 4 April;
- (b) die tweede termyn is van 15 April tot en met 21 Junie;
- (c) die derde termyn is van 29 Julie tot en met 27 September; en
- (d) die vierde termyn is van 7 Oktober tot en met 6 Desember.

(3) Vir die jaar 1997

- (a) Die eerste termyn is van 27 Januarie tot en met 28 Maart;
- (b) die tweede termyn is van 7 April tot en met 20 Junie;
- (c) die derde termyn is van 28 Julie tot en met 26 September; en
- (d) die vierde termyn is van 6 Oktober tot en met 5 Desember."

(b) die vervanging van reël 2 deur die volgende reël:

"2. Administratiewe resesse

(1) Die administratiewe resesse vir die jaar 1995 is soos volg:

- (a) Van 30 September tot en met 8 Oktober; en
- (b) van 9 Desember tot en met 28 Januarie 1996.

(2) Die administratiewe resesse vir die jaar 1996 is soos volg:

- (a) Van 5 April tot en met 14 April;
- (b) van 22 Junie tot en met 28 Julie;
- (c) van 28 September tot en met 6 Oktober; en
- (d) van 7 Desember tot en met 26 Januarie 1997.

(3) Die administratiewe resesse vir die jaar 1997 is soos volg:

- (a) Van 29 Maart tot en met 6 April;
- (b) van 21 Junie tot en met 27 Julie;
- (c) van 27 September tot en met 5 Oktober; en
- (d) van 6 Desember tot en met 25 Januarie 1998.

- (4) The Judge President shall determine prior to the commencement of the recesses referred to in subrules (1), (2) and (3) how many and which judges are to perform the functions in the said Divisions during the recesses.
- (5) No civil or criminal business shall be heard or placed on the roll for hearing during the following terms unless a judge on duty, as referred to in subrule (4), is of the opinion that the business is urgent:
 - (a) From 25 December 1995 to 5 January 1996, inclusive;
 - (b) from 23 December 1996 to 5 January 1997, inclusive; and
 - (c) from 22 December 1997 to 4 January 1998, inclusive.”;

(c) the substitution for rule 3 of the following rule:

“3. Motion court

- (1) (a) In the Transvaal Provincial Division applications in terms of rule 43 and applications for summary judgment shall be set down for hearing on Mondays and, if a Monday is a public holiday, on the following court day.
- (b) All other motion court matters shall be set down for hearing on Tuesdays and, if a Tuesday is a public holiday, on the following court day.
- (2) In the Witwatersrand Local Division all motion court matters shall be set down for hearing on Tuesdays and, if a Tuesday is a public holiday, on the following court day.
- (3) If any of the cases referred to in subrules (1) and (2) are not disposed of on the day for which such cases have been set down, they shall be heard at a later stage in accordance with the directions of the presiding judge.”;

(d) the substitution for rule 4 of the following rule:

“4. Undefended trial cases for divorce

- (1) In the Transvaal Provincial Division undefended trial cases for divorce shall be set down for hearing on Fridays. The Judge President shall decide from time to time how many divorce cases may be set down for hearing on a Friday. If a Friday is a public holiday, the cases may be set down for hearing on the preceding court day.
- (2) In the Witwatersrand Local Division undefended trial cases for divorce shall be set down for hearing on Thursdays and Fridays. The Judge President shall decide from time to time how many

- (4) Die Regter-president bepaal voor die begin van die resesse in subreëls (1), (2) en (3) bedoel, hoeveel en watter regters tydens die resesse die werksaamhede in gemelde Afdelings moet waarneem.
- (5) Geen siviele of strafaangeleentheid word gedurende die volgende termynne verhoor of vir verhoor ter rolle geplaas nie tensy ’n regter aan diens, soos bedoel in subreël (4), van oordeel is dat ’n aangeleentheid dringend is:
 - (a) Van 25 Desember 1995 tot en met 5 Januarie 1996;
 - (b) van 23 Desember 1996 tot en met 5 Januarie 1997; en
 - (c) van 22 Desember 1997 tot en met 4 Januarie 1998.”;

(c) die vervanging van reël 3 deur die volgende reël:

“3. Mosiehof

- (1) (a) In die Transvaalse Provinsiale Afdeling word aansoeke kragtens reël 43 en aansoeke om summiere vonnis ter rolle geplaas vir verhoor op Maandae, en indien ’n Maandag ’n openbare vakansiedag is, vir die volgende hofdag.
- (b) Alle ander mosiehofaangeleenthede word ter rolle geplaas vir verhoor op Dinsdae, en indien ’n Dinsdag ’n openbare vakansiedag is, vir die volgende hofdag.
- (2) In die Witwatersrandse Plaaslike Afdeling word alle mosiehofaangeleenthede ter rolle geplaas vir verhoor op Dinsdae, en indien ’n Dinsdag ’n openbare vakansiedag is, vir die volgende hofdag.
- (3) Indien enigeen van die sake in subreëls (1) en (2) bedoel, nie op die dag waarvoor sodanige sake ter rolle geplaas is, afgehandel word nie, word genoemde sake later ooreenkomstig die aanwysings van die voorsittende regter verhoor.”;

(d) die vervanging van reël 4 deur die volgende reël:

“4. Onverdedigde verhoorsake vir egskeiding

- (1) In die Transvaalse Provinsiale Afdeling word onverdedigde verhoorsake vir egskeiding ter rolle geplaas vir verhoor op Vrydae. Die Regter-president bepaal van tyd tot tyd hoeveel egskeidingsake vir verhoor op ’n Vrydag geplaas mag word. Indien ’n Vrydag ’n openbare vakansiedag is, kan die sake op die voorafgaande hofdag vir verhoor ter rolle geplaas word.
- (2) In die Witwatersrandse Plaaslike Afdeling word onverdedigde egskeidingsake ter rolle geplaas vir verhoor op Donderdae en Vrydae. Die Regter-president bepaal van tyd tot tyd hoeveel egskeiding

divorce cases may be set down for hearing on a Friday. Should more cases than have been determined be set down for hearing on a Friday, they shall be set down for hearing on the Thursday of the following week. If a Friday or a Thursday is a public holiday, the cases may be set down for hearing on the preceding court day.”;

- (e) the substitution for rule 5 of the following rule:

“5. Criminal sessions

Criminal cases may be set down for hearing in any of the above-mentioned terms or, should the Judge President deem it fit, in any of the administrative recesses.”;

- (f) the insertion of the following rule as rule 6:

“6. Civil appeals from magistrates’ courts

- (1) In rule 50 (1) of the Rules Regulating the Conduct of the Proceedings of the Several Provincial and Local Divisions of the Supreme Court of South Africa, the period of 60 days shall be extended to 14 weeks in respect of the Transvaal Provincial Division and the Witwatersrand Local Division.

- (2) In rule 50 (4) of the Rules Regulating the Conduct of the Proceedings of the Several Provincial and Local Divisions of the Supreme Court of South Africa, the period of 40 days shall be extended to 12 weeks and the period of 60 days shall be extended to 14 weeks in respect of the Transvaal Provincial Division and the Witwatersrand Local Division.

- (3) Where in rule 50 (7) of the Rules Regulating the Conduct of the Proceedings of the Several Provincial and Local Divisions of the Supreme Court of South Africa it is stipulated that two copies of the record shall be filed with the registrar no less than 14 days prior to the date assigned for the hearing of the appeal and that two copies of the record shall be served upon the other party, it is stipulated in respect of the Transvaal Provincial Division and the Witwatersrand Local Division that—

- (a) the two copies of the record to be filed with the registrar shall be filed simultaneously with the application for a date of hearing in accordance with the provisions of rule 50 (4), as adjusted in respect of the Transvaal Provincial Division and the Witwatersrand Local Division: Provided that the registrar may accept an application for a date of hearing of an appeal without the necessary copies of the record if—

- (i) the application is accompanied by a written agreement between the parties to the effect that copies of the record may be filed late; or

sake vir verhoor op ’n Vrydag ter rolle geplaas mag word. Indien meer sake vir verhoor op ’n Vrydag ter rolle geplaas word as wat bepaal is, word sodanige sake ter rolle geplaas vir verhoor op die Donderdag van die daaropvolgende week. Indien ’n Vrydag of ’n Donderdag ’n openbare vakansiedag is, kan die sake op die voorafgaande hofdag vir verhoor ter rolle geplaas word.”;

- (e) die vervanging van reël 5 deur die volgende reël:

“5. Strafsittings

Strafsake mag vir verhoor ter rolle geplaas word in enige van die voormelde termynne, of, indien die Regter-president dit goedvind, in enigeen van die administratiewe resesse.”;

- (f) die invoeging van die volgende reël as reël 6:

“6. Siviele appèlle van landdroshowe

- (1) In reël 50 (1) van die Reëls waarby die Verrigtings van die Verskillende Provinsiale en Plaaslike Afdelings van die Hooggeregshof van Suid-Afrika gereël word, word die tydperk van 60 dae verleng tot 14 weke ten opsigte van die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling.

- (2) In reël 50 (4) van die Reëls waarby die Verrigtings van die Verskillende Provinsiale en Plaaslike Afdelings van die Hooggeregshof van Suid-Afrika gereël word, word die tydperk van 40 dae verleng tot 12 weke en die tydperk van 60 dae tot 14 weke ten opsigte van die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling.

- (3) Waar daar in reël 50 (7) van die Reëls waarby die Verrigtings van die Verskillende Provinsiale en Plaaslike Afdelings van die Hooggeregshof van Suid-Afrika gereël word, bepaal word dat daar minstens 14 dae voor die datum van aanhoring van die appèl twee afskrifte van die oorkonde by die griffier ingedien moet word en twee afskrifte van die oorkonde aan die ander party verskaf moet word, word daar ten opsigte van die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling bepaal dat—

- (a) die twee eksemplare van die oorkonde wat by die griffier ingedien moet word, gelyktydig met die aansoek om ’n verhoordatum ooreenkomstig die bepalings van reël 50 (4), soos aangepas vir die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling, ingedien moet word: Met dien verstande dat die griffier ’n aansoek om ’n verhoordatum van ’n appèl sonder die nodige afskrifte van die oorkonde kan aanvaar indien—

- (i) die aansoek vergesel gaan van ’n skriftelike ooreenkoms tussen die partye ten effekte dat die afskrifte van die oorkonde laat ingelewer mag word; of

- (ii) in the absence of such an agreement, the appellant delivers a sworn declaration together with the application in which the reasons for his omission to file the copies of the record in time are set forth and in which it is indicated that an application for condonation will be made at the hearing of the appeal;
 - (b) the two copies of the record to be served upon the other party in terms of rule 50 (7) (d) of the Rules Regulating the Conduct of the Proceedings of the Several Provincial and Local Divisions of the Supreme Court of South Africa shall be served upon the other party simultaneously with the filing of the above-mentioned two copies with the registrar;
 - (c) after the copies of the record have been delivered, the registrar shall assign a date of hearing for the appeal or for the application for condonation and appeal, as the case may be;
 - (d) if the party that requested a date for the hearing of an appeal neglects or omits to file or deliver the above-mentioned copies of the record within two months of the application for a date of hearing for the appeal having been accepted by the registrar in terms of the proviso to paragraph (a), the other party may approach the court for an order to the effect that the appeal has lapsed.
- (4) The appellant shall not later than 14 days before the hearing of the appeal deliver a concise and succinct statement of the main points (without elaboration thereon) which he intends to argue on appeal. Not later than seven days before such hearing the respondent shall deliver a like statement of the main points he intends to argue. Two additional copies shall, in each case, be filed with the registrar.
- (5) In this rule the word "deliver" shall have the same meaning as in the Rules Regulating the Conduct of the Proceedings of the Several Provincial and Local Divisions of the Supreme Court of South Africa."
- (g) the substitution for rule 7 of the following rule:
- "7. Set down of civil cases**
- (1) When the pleadings in any trial action have been closed the plaintiff or, if he fails to do so within six weeks after the close of pleadings, the defendant may
- (ii) by gebreke aan sodanige ooreenkoms, die appellant tesame met die aansoek 'n beëdigde verklaring aflewer waarin die redes uiteengesit word vir sy versuim om die afskrifte van die oorkonde betyds in te lewer en waarin aangedui word dat 'n aansoek om kondonاسie by die verhoor van die appèl gerig sal word;
 - (b) die twee eksemplare van die oorkonde wat kragtens reël 50 (7) (d) van die Reëls waarby die Verrigtings van die Verskillende Provinsiale en Plaaslike Afdelings van die Hooggeregshof van Suid-Afrika gereël word, aan die ander party verskaf moet word, gelyktydig met die indiening van die voormelde twee eksemplare by die griffier aan die ander party verskaf moet word;
 - (c) nadat die afskrifte van die oorkonde afgelewer is, die griffier 'n verhoordatum moet toeken vir die appèl of vir die aansoek om kondonاسie en appèl, na gelang van die geval;
 - (d) indien die partye wat 'n datum vir die aanhoring van 'n appèl aangevra het, versuim of in gebreke bly om bedoelde eksemplare van die oorkonde binne twee maande nadat die aansoek om 'n verhoordatum vir die appèl deur die griffier kragtens die voorbehoudsbepaling van paragraaf (a) aanvaar is, in te dien of af te lewer, die ander partye die hof mag nader vir 'n bevel dat die appèl verval het.
- (4) Die appellant moet minstens 14 dae voor die aanhoring van die appèl 'n bondige en saaklike opgawe aflewer van die hoofpunte (sonder om daaroor uit te wei) wat hy op appèl wil aanvoer. Minstens sewe dae voor die aanhoring moet die respondent 'n dergelike opgawe aflewer. Twee addisionele eksemplare word in elke geval by die griffier ingedien.
- (5) In hierdie reël het die woord "aflewer" dieselfde betekenis as in die Reëls waarby die Verrigtings van die Verskillende Provinsiale en Plaaslike Afdelings van die Hooggeregshof van Suid-Afrika gereël word."
- (g) die vervanging van reël 7 deur die volgende reël:
- "7. Plasing van siviele sake**
- (1) Wanneer die pleitstukke in 'n verhoorsaak gesluit is, kan die eiser of, indien hy versuim om dit binne ses weke na die sluit van pleitstukke te doen, die ver-

set down the case on the roll by entering the required particulars in the register kept by the registrar in the form set out in Schedule D (1), and such a plaintiff or defendant or his attorney shall forthwith give the other party written notice that this has been done. If the party concerned is represented by an attorney, the entry shall be effected by such attorney or a candidate attorney of such attorney.

- (2) The registrar shall set down as many cases for hearing on any court day as he considers can be tried on that day, in the chronological order in which the entries are made in terms of subrule (1).
- (3) The registrar shall notify each party or his attorney of the date on which the action is set down for hearing. Notice shall be given by registered post dispatched to the address given as the address for service of pleadings. If a party or his attorney gave a telefax number the notice may be sent by telefax, provided that the telefax equipment used for the purpose indicates that the notice was received.
- (4) The registrar may set down further cases for hearing on any court day if so authorised by the Judge President or a deputy judge president, or if he deems it advisable owing to the withdrawal or postponements of cases which have already been set down.
- (5) No further notice of set down is required of any party.
- (6) Any case not reached on the day for which it was set down shall be tried on completion of the case immediately preceding it, but always subject to the direction of the court, the Judge President or a deputy judge president.
- (7) If any trial case which has been set down for hearing is settled or if the parties agree that the case be postponed, the party who caused the matter to be set down, or his attorney, shall forthwith notify the registrar thereof, and forthwith cause a notice of removal or postponement to be filed.
- (8) (a) A case which has been set down may be withdrawn from the roll on such conditions as may be agreed upon by the parties by means of a written notice to the registrar signed by all the parties or their attorneys.
(b) Subject to the provisions of paragraph (a) a case may be withdrawn from the roll only with the leave of the court and on such conditions as the court deems fit.”;

(h) the insertion of the following rule as rule 8:

weerder die saak op die rol plaas deur die verlangde besonderhede in die register in die skryf wat deur die griffier in die vorm uiteengesit in Bylae D (1) gehou word, en so 'n eiser of verweerder of sy prokureur stel onverwyld die ander party skriftelik in kennis dat dit gedoen is. Indien die betrokke party deur 'n prokureur verteenwoordig word, word die inskrywing deur sodanige prokureur of 'n kandidaat-prokureur van sodanige prokureur gedoen.

- (2) Die griffier plaas soveel sake ter rolle vir verhoor op 'n hofdag as wat hy meen op die dag verhoor kan word, in die kronologiese volgorde waarin die inskrywings kragtens subreël (1) gemaak is.
- (3) Die griffier verwittig elke party of sy prokureur van die datum waarop die saak vir verhoor ter rolle geplaas is. Kennis geskied per geregistreerde pos wat versend word na die adres wat as die adres vir betekening van pleitstukke verstrek is. Indien 'n party of sy prokureur 'n telefaksnommer verstrek het, kan die kennisgewing per telefaks versend word, mits die telefakstoerusting wat vir die doel aangewend word, aandui dat die kennisgewing ontvang is.
- (4) Die griffier mag verdere sake vir verhoor op 'n hofdag plaas indien hy deur die Regter-president of 'n adjunk-regter-president daartoe gemagtig word, of indien hy dit gerade ag vanweë die onttrekking of uitstel van reeds geplaasde sake.
- (5) Geen verdere kennisgewing van terrolleplasing word deur enige party benodig nie.
- (6) 'n Saak wat nie op die dag waarvoor die verhoor ter rolle geplaas is, bereik word nie, word verhoor na beëindiging van die saak wat sodanige saak onmiddellik voorafgaan, maar altyd onderworpe aan die aanwysing van die hof, die Regter-president of 'n adjunk-regter-president.
- (7) Indien 'n saak wat ter rolle geplaas is, geskik is of indien die partye ooreenkom dat die saak uitgestel word, moet die party wat die saak ter rolle geplaas het, of sy prokureur, onverwyld die griffier daarvan verwittig en onverwyld 'n kennisgewing van verwydering of uitstel liasseer.
- (8) (a) 'n Saak wat ter rolle geplaas is, mag van die rol verwyder word op sodanige voorwaardes as waarop ooreengekom word deur die partye by wyse van 'n skriftelike kennisgewing aan die griffier wat deur al die partye of hulle prokureurs onderteken is.
(b) Behoudens die bepalings van paragraaf (a) mag 'n saak alleen van die rol verwyder word met verlof van die hof en op sodanige voorwaardes as wat die hof goedvind.”;

(h) die invoeging van die volgende reël as reël 8:

"8. Criminal appeals

- (1) Whenever the attorney-general, in terms of rule 51(1) of the Rules Regulating the Conduct of the Proceedings of the Several Provincial and Local Divisions of the Supreme Court of South Africa and promulgated by Government Notice No. R. 48 of 12 January 1965, gives notice of set down of a criminal appeal, he may in his discretion notify the appellant that heads of argument are required when the appeal is heard. When such notice is given the appellant shall, at least one month before the serving day of the appeal or, if short notice of the hearing of the appeal is given, as soon as possible, deliver a concise and succinct statement of the main points he intends to argue on appeal to the attorney-general and two copies thereof to the registrar.
- (2) The attorney-general shall no less than seven days prior to the hearing of the appeal deliver his heads of argument to the appellant and file two copies thereof with the registrar or, where short notice of the hearing of the appeal was given and it was not possible for the appellant to deliver the points of argument at least one month prior to the serving day of the appeal, as soon as possible thereafter.
- (3) The attorney-general shall deliver two copies of the notice of set down of every such criminal appeal to the registrar, who shall attach such copies to the record to be furnished to the judges hearing the appeal."; and

(i) the deletion of rules 47, 47bis, 47ter, 48 and 49.

DEPARTMENT OF LABOUR**No. R. 1432****29 September 1995**

LABOUR RELATIONS ACT, 1956

BORDER FURNITURE MANUFACTURING
INDUSTRY: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, 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 20 March 1996, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

"8. Strafappelle

- (1) Wanneer die prokureur-generaal, kragtens reël 51 (1) van die Reëls waarby die Verrigtings van die Verskillende Provinsiale en Plaaslike Afdelings van die Hooggeregshof van Suid-Afrika gereël word en gepubliseer by Goewermentskennisgewing No. R. 48 van 12 Januarie 1965, kennis gee van die terolleplasing van 'n strafappèl, kan hy na goeddunke die appellant kennis gee dat hoofde van betoog nodig is wanneer die appèl aan-gehoor word. Wanneer sodanige kennis gegee word, moet die appellant minstens een maand voor die dienende dag van die appèl of, indien kort kennis vir die aanhoring van die appèl gegee word, so spoedig moontlik, 'n bondige en saaklike opgawe van die hoofpunte wat hy op appèl wil aanvoer, aan die prokureur-generaal en twee afskrifte daarvan aan die griffier aflewer.
- (2) Die prokureur-generaal moet minstens sewe dae voor die aanhoor van die appèl sy betoogshoofde aan die appellant aflewer en twee afskrifte daarvan by die griffier indien, of in die geval waar kort kennis vir die aanhoring van die appèl gegee word en dit nie vir die appellant moontlik was om die betoogspunte minstens een maand voor die dienende dag van die appèl aldus af te lewer nie, so spoedig moontlik daarna.
- (3) Die prokureur-generaal moet twee afskrifte van die kennisgewing van terolleplasing van elke sodanige strafappèl aan die griffier aflewer, wat sodanige afskrifte aan die oorkonde heg wat aan die regters wat die appèl aanhoor, verskaf word."; en

(i) die skrapping van reëls 47, 47bis, 47ter, 48 en 49.

DEPARTEMENT VAN ARBEID**No. R. 1432****29 September 1995**

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS: WYSIGING VAN
HOOFOORENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, 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 20 Maart 1996 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigings-ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) of Part I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1996, 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.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY

AGREEMENT

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

Border Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,

to amend the Agreement published under Government Notice No. R. 1227 of 22 June 1984 (hereinafter referred to as the Re-enacting Agreement), as extended, amended and renewed by Government Notices Nos. R. 523 of 15 March 1985, R. 859 of 19 April 1985, R. 991 of 23 May 1986, R. 1454 of 11 July 1986, R. 433 of 27 February 1987, R. 847 of 16 April 1987, R. 340 of 4 March 1988, R. 787 of 22 April 1988, R. 614 of 31 March 1989, R. 1242 of 16 June 1989, R. 778 of 5 April 1990, R. 2083 of 31 August 1990, R. 2078 of 23 August 1991, R. 924 of 27 March 1992, R. 2117 of 24 July 1992, R. 352 of 5 March 1993, R. 1180 of 2 July 1993, R. 475 of 11 March 1994, R. 1428 of 19 August 1994 and R. 139 of 3 February 1995.

PART I

PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT, UNLESS THE CONTRARY IS STATED

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

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

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) van Deel I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1996 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.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NYWERHEIDSRaad VIR DIE MEUBELNYWERHEID, GRENS

OOREENKOMS

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

Border Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Grens,

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 1227 van 22 Junie 1984 (hierna die Herbekragtigingsooreenkoms genoem), soos verleng, gewysig en hernieu by Goewermmentskennisgewings Nos. R. 523 van 15 Maart 1985, R. 859 van 19 April 1985, R. 991 van 23 Mei 1986, R. 1454 van 11 Julie 1986, R. 433 van 27 Februarie 1987, R. 847 van 16 April 1987, R. 340 van 4 Maart 1988, R. 787 van 22 April 1988, R. 614 van 31 Maart 1989, R. 1242 van 16 Junie 1989, R. 778 van 5 April 1990, R. 2083 van 31 Augustus 1990, R. 2078 van 23 Augustus 1991, R. 924 van 27 Maart 1992, R. 2117 van 24 Julie 1992, R. 352 van 5 Maart 1993, R. 1180 van 2 Julie 1993, R. 475 van 11 Maart 1994, R. 1428 van 19 Augustus 1994 en R. 139 van 3 Februarie 1995.

DEEL I

BEPALINGS VAN TOEPASSING OP DIE NYWERHEID ORAL IN DIE GEBIEDE WAT DEUR DIE OOREENKOMS GEDEK WORD, TENSY DIE TEENOORGESTELDE GEMELD WORD

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Meubelnywerheid, Grens—

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

(b) within the Magisterial Districts of Albert, Aliwal North, East London (excluding those portions which prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981, R. 1079 of 10 June 1988 and 2354 of 5 October 1990 fell within the Ciskei), Fort Beaufort (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström) and Stutterheim (including that portion which prior to the publication of Government Notice No. 2354 of 5 October 1990 fell within the Magisterial District of Stutterheim).

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

(a) only to employees for whom minimum wages are prescribed in this Agreement;

(b) to apprentices only in so far as the said terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

2. CLAUSE 8: SHORT TIME

In subclause (1) (b), substitute the expression "four days' (35,2 hours)" for the expression "two days' (17,6 hours)" in the first two instances in which they occur.

3. CLAUSE 12: HOLIDAYS AND HOLIDAY FUND

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

"(1) New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill shall be holidays on full pay.

Whenever a paid public holiday falls on a Sunday, the following Monday shall be a public holiday. Any public holiday shall be exchangeable for any other day which is agreed to between an employer and the employees.

Subject to the provisions of subclause (2), each employee shall be paid in respect of each of these holidays, the remuneration he would have received had he worked on that day: Provided that, in the event of any such holiday falling on a Saturday, each employee shall, in addition to his ordinary remuneration, be paid an amount equal to eight and a half times his hourly rate, irrespective of whether the establishment in which he is employed observed a five or a six-day week."

(2) Delete subclause (3).

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

"(4) No employer shall require or permit an employee to work on Good Friday, Worker's Day and Day of Reconciliation."

4. CLAUSE 24: WAGES

Substitute the following for clause 24:

"24. WAGES

(1) Subject to the provisions of clauses 8 and 9 of this Part of the Agreement, no employer shall pay and no employee shall accept wages lower than those prescribed in Part II of this Agreement.

(2) (a) Any employee who, on 20 March 1995 was in receipt of a wage higher than the wage prescribed for the class of work upon which he is employed, shall receive an increase equal to the difference between the wages as prescribed for the period ending 20 March 1995 and the wages as prescribed in this Agreement: Provided that the additional amount payable to an employee in terms of this subclause may be reduced by the amount of any increase granted to such an employee in the period from 21 September 1994 to the date of coming into operation of this Agreement.

(b) in die landdrosdistrikte Albert, Aliwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981, R. 1079 van 10 Junie 1988 en 2354 van 5 Oktober 1990 in die Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het) en Stutterheim (insluitende die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 2354 van 5 Oktober 1990 in die landdrosdistrik Stutterheim geval het).

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

(a) slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of 'n voorwaarde daarkragtens gestel.

2. KLOUSULE 8: KORTTYD

In subklousule (1) (b), vervang die uitdrukking "twee dae (17,6 uur)" die twee keer wat dit voorkom deur die uitdrukking "vier dae (35,2 uur)".

3. KLOUSULE 12: VAKANSIEDAE EN VAKANSIEFONDS

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

"(1) Nuwejaarsdag, Menseregte dag, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag en Welwillendheidsdag is vakansiedae met volle besoldiging.

Wanneer 'n betaalde openbare vakansiedag op 'n Sondag val, is die daaropvolgende Maandag 'n openbare vakansiedag. Enige openbare vakansiedag is uitruilbaar vir enige ander dag waarvoor 'n werkgewer en die werknemers ooreengekom het.

Behoudens subklousule (2) moet elke werknemer ten opsigte van elk van hierdie vakansiedae die besoldiging betaal word wat hy sou ontvang het as hy op daardie dag gewerk het: Met dien verstande dat, ingeval enige sodanige vakansiedag op 'n Saterdag val, elke werknemer, benewens sy gewone besoldiging, 'n bedrag gelyk aan agt en 'n half maal sy uurloon betaal moet word, ongeag of die bedryfsinrigting waarin hy werksaam is, vyf of ses dae per week werk.

(2) Skrap subklousule (3).

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

"(4) Geen werkgewer mag van 'n werknemer vereis of hom toelaat om op Goeie Vrydag, Werkersdag en Versoeningsdag te werk nie."

4. KLOUSULE 24: LONE

Vervang klousule 24 deur die volgende:

"24. LONE

(1) Behoudens klousules 8 en 9 van hierdie Deel van die Ooreenkoms mag geen lone wat laer is as dié wat in Deel II van hierdie Ooreenkoms voorgeskryf word, deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie.

(2) (a) 'n Werknemer wat op 20 Maart 1995 'n hoër lon ontvang het as die lon wat voorgeskryf is vir die klas werk waarin hy werksaam is, moet 'n verhoging ontvang wat gelyk is aan die verskil tussen die lon soos voorgeskryf vir die tydperk eindigende 20 Maart 1995 en die lon soos voorgeskryf in hierdie Ooreenkoms: Met dien verstande dat die addisionele bedrag wat ingevolge hierdie subklousule aan 'n werknemer betaalbaar is, verminder kan word met die bedrag van enige verhoging wat in die tydperk vanaf 21 September 1994 tot die datum van inwerkingtreding van hierdie Ooreenkoms aan so 'n werknemer toegestaan is.

(b) Any employee who, on 20 March 1995 was in receipt of a wage higher than the wage prescribed for the class of work upon which he is employed shall receive an increase equal to the difference between the wages as prescribed for the period ending 20 March 1995 and the wages as prescribed thereafter.

(3) The provisions of subclause (2) shall not apply to casual employees."

5. CLAUSE 40: COMPASSIONATE LEAVE

Substitute the expression "four" for the expression "two".

6. Insert the following new clause after clause 41:

"42. SICK PAY

An employee who is not a member of the Sick Benefit Society and who, through illness is compelled to be absent from work, shall be granted by his/her employer sick pay from the second day of each period of absence through illness, for a total of 25 days at 60 per cent of his/her hourly rate and for a further 15 days at 40 per cent of his/her hourly rate for every period of 12 months' service: Provided that the employee shall produce an acceptable medical practitioner's certificate for each occasion of absence from work through illness."

7. PART II

Substitute the following for Part II:

"PART II

WAGES

Grade I

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 5 to 15 of this Part, but including foremen and/or supervisors who shall be paid at a rate not less than five percent above the rate prescribed in this clause:

	Cents per hour
During period ending 20 March 1996.....	773

2. Learners employed in learning the operations covered by clause 1:

	Cents per hour
Grade 1L1: For the first year of employment:	
During the period ending 20 March 1996.....	620
Grade 1L2: For the second year of employment:	
During the period ending 20 March 1996.....	658
Grade 1L3: For the third year of employment:	
During the period ending 20 March 1996.....	697
Grade 1L4: For the fourth year of employment:	
During the period ending 20 March 1996.....	730

Thereafter, the wage prescribed for an employee engaged on work referred to in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the wage prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. (a) Employees engaged in the welding of metal, other than spot welding; and

(b) employees engaged in the maintenance of machinery:

	Cents per hour
During the period ending 20 March 1996.....	773

(b) 'n Werknemer wat op 20 Maart 1995 'n hoër loon ontvang het as die loon voorgeskryf is vir die klas werk waarin hy werksaam is, moet 'n verhoging ontvang wat gelyk is aan die verskil tussen die loon soos voorgeskryf vir die tydperk eindigende 20 Maart 1994 en die loon soos daarna voorgeskryf.

(3) Subklousule (2) is nie op los werknemers van toepassing nie."

5. KLOUSULE 40: MENSLIKHEIDSVLOOF

Vervang die uitdrukking "twee" deur die uitdrukking "vier".

6. Voeg die volgende nuwe klousule in na klousule 41:

"42. SIEKTEBETALING

Aan 'n werknemer wat nie 'n lid van die Siektebystandvereniging is nie en wat weens siekte verplig is om van sy werk afwesig te wees, moet sy/haar werkgever siektebetaling toestaan, vanaf die tweede dag van elke tydperk van afwesigheid weens siekte vir altesaam 25 dae teen 60 persent van sy/haar uurloon en vir verdere 15 dae teen 40 persent van sy/haar uurloon vir elke tydperk van 12 maande diens: Met dien verstande dat die werknemer 'n aanvaarbare sertifikaat van 'n geneesheer moet voorlê vir elke tydperk van afwesigheid van sy werk weens siekte."

7. DEEL II

Vervang Deel II deur die volgende:

"DEEL II

LONE

Graad I

1. Werknemers in diens in enige van of al die werksaamhede wat in die Meubelnywerheid verrig word, uitgesonderd die werknemers in klousules 5 tot 15 van hierdie Deel bedoel, maar met inbegrip van voormanne en/of toesighouers aan wie 'n loon van minstens vyf persent bo die loon wat in hierdie klousule voorgeskryf is, betaal moet word:

	Sent per uur
Gedurende die tydperk eindigende 20 Maart 1996.....	773

2. Leerlinge in diens om die werksaamhede te leer wat deur klousule 1 gedek word:

	Sent per uur
Graad 1L1: Vir die eerste jaar diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	620
Graad 1L2: Vir die tweede jaar diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	658
Graad 1L3: Vir die derde jaar diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	697
Graad 1L4: Vir die vierde jaar diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	730

Daarna, die loon voorgeskryf vir 'n werknemer in diens in werk bedoel in klousule 1.

3. (a) Jeugdige manlike werknemers in diens in ambag of tak van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet die loon betaal word wat ingevolge daardie Wet vir die toepaslike leerjaar voorgeskryf word.

(b) Alle ander jeugdige: Die minimum loon voorgeskryf vir volwasse werknemers werksaam in dieselfde klas werk.

4. (a) Werknemers wat metaalsweiswerk verrig, uitgesonderd puntsweiswerk; en

(b) werknemers wat masjinerie onderhou:

	Sent per uur
Gedurende die tydperk eindigende 20 Maart 1996.....	773

Grade II**5. (a) Employees engaged in—**

(1) bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral, springs, meash springs, helical springs, all types of springs and/or spring units; pillows, cushions, bolsters, overlays, quilts; knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in subclauses (b) and (c);

- (2) weaving of spring mesh;
 (3) stuffing filling into mattress cases, whether by hand or machine;
 (4) side stitching;
 (5) tufting, whether by hand or machine;
 (6) operating a border quilting machine;
 (7) operating a top quilting machine;
 (8) preparing frames and rollers for the top quilting machine;
 (9) securing, sewing or stapling interlaced pads to spring units, whether by hand or machine;
 (10) filling of cushions with spring interiors and/or spring units;
 (11) laying out filling material upon a spring unit;
 (12) securing mattress tops, whether quilted or not, in a position for building a prebuilt interior or spring mattress;
 (13) tape ending a spring interior mattress;
 (14) roll edging by hand or machine:

	<i>Cents per hour</i>
During the period ending 20 March 1996.....	594

(b) Employees engaged in spot welding:

	<i>Cents per hour</i>
During the period ending 20 March 1996.....	594

(c) Employees employed as despatch clerks or storeman:

	<i>Cents per hour</i>
During the period ending 20 March 1996.....	594

(d) Learners employed in learning the classes of work referred to in clause 5 (a):

During the first year in which this Agreement comes into operation:

<i>Per week</i>	<i>Cents per hour</i>
Grade 2L1: For the first six months of employment:	
During the period ending 20 March 1996	488
Grade 2L2: For the second six months of employment:	
During the period ending 20 March 1996	532

Thereafter, the wage prescribed for an employee engaged on work referred to in clause 5 (a).

6. Employees engaged in:

Operating all machines where such machines have been set by a setter or supervisor, all repetitive upholstery work (but excluding re-upholstery, prototype and one off work); operating spray guns, curtain and roller castors and all repetitive assembly operations:

Graad II**5. (a) Werknemers wat die volgende werk verrig:**

(1) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrasse gevul met klapperhaar, haarlok, vlokkeskapok, katoenwatte, hare, vesel, wol, vere, gras, kaf, strooi, rubber of 'n ander soortgelyke stof; of 'n kombinasie van veerbinnewerk, alle soorte draadvere, ketting- en/of spiraalvere, volspiraalvere, maasvere, heliese vere, alle soorte vere en/of veereenhede; kopkussings, stoelkussings, peule, bomatrasse, kwilte, die vasslaan en/of vashaak van veermatrasdrade, kettingveermase, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd die diverse werk-saamhede in subklousules (b) en (c) bedoel;

- (2) veermaaswerk vleg;
 (3) vulsel in matrasslope instop, hetsy met die hand of 'n masjien;
 (4) sye stik;
 (5) kwassiesmaak, hetsy met die hand of 'n masjien;
 (6) 'n randkwiltmasjien bedien;
 (7) 'n bo-kwiltmasjien bedien;
 (8) rame en rollers vir die bo-kwiltmasjien gereed maak;
 (9) vervlegte kussinkies aan veereenhede vassit, -stik of -kram, hetsy met die hand of 'n masjien;
 (10) stoelkussings met veerbinnewerk en/of veereenhede vul;
 (11) vulsel op 'n veereenheid uitsprei;
 (12) matrasbostukke, hetsy gekwilt of nie, in 'n posisie vassit on 'n vooraf geboude binnewerk of veermatras te bou;
 (13) bande aan die kante van 'n binneveermatras stik;
 (14) rolomrandwerk met die hand of 'n masjien:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1996	594

(b) Werknemers wat puntsweishwerk verrig:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1996	594

(c) Werknemers in diens as versendingsklerke of magasinmanne:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1996	594

(d) Leerlinge in diens om die klasse werk bedoel in klousule 5 (a) te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

<i>Per week</i>	<i>Sent per uur</i>
Graad 2L1: Vir die eerste ses maande diens:	
Gedurende die tydperk eindigende 20 Maart 1996	488
Graad 2L2: Vir die tweede ses maande diens:	
Gedurende die tydperk eindigende 20 Maart 1996	532

Daarna, die loon voorgeskryf vir 'n werknemer in diens in werk bedoel in klousule 5 (a).

6. Werknemers wat die volgende werk verrig:

Alle masjiene bedien waar sodanige masjiene deur 'n masjiensteller of 'n toesighouer ingestel is, alle herhalingsstofteerwerk (maar nie herstoffteerwerk, prototipe en enkeltipe nie), sproeispuite bedien, gordynrolletjies en rolwielletjies aanbring en alle herhalingsmonteerwerk-saamhede:

	Cents per hour
During the period ending 20 March 1996.....	594
7. Learners employed in learning the operations referred to in clause 6:	

During the first year in which this Agreement comes into operation:

Per week	Cents per hour
Grade 2 L1: For the first six months of employment:	
During the period ending 20 March 1996.....	488
Grade 2L2: For the second six months of employment:	
During the period ending 20 March 1996.....	532

Thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

Grade III

8. Employees engaged in—

- (1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching; sewing and/or joining covers, flies, cushions, cords, pelmets or bolsters, but excluding the cutting of covers;
- (2) buttoning of removable and/or loose cushions;
- (3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof:

	Cents per hour
During the period ending 20 March 1996.....	469

9. Employees engaged in—

- (1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;
- (2) sewing mattress handles to border;
- (3) sewing quilted borders onto mattress units prior to tape edging;
- (4) closing up by hand or machined the mouth of a mattress;
- (5) joining border lengths;
- (6) closing pillows, cushions and bolsters;
- (7) cutting tops, borders and cases:

	Cents per hour
During the period ending 20 March 1996.....	469

10. Learners employed in learning the classes of work referred to in clauses 8 and 9:

Per week	Cents per hour
Grade 3L1: For the first six months of employment:	
During the period ending 20 March 1996.....	443
Grade 3L2: For the second six months of employment:	
During the period ending 20 March 1996.....	454

Thereafter, the wage prescribed for an employee engaged on work referred to in clauses 8 and 9.

11. Employees engaged in—

- (1) fixing up of ready-made cane mats;
- (2) setting up and operating single-drum sander, open-disc sander, bobbin sander and air-filled sander;

	Sent per uur
Gedurende die tydperk eindigende 20 Maart 1996.....	594
7. Leerlinge in diens om die werksaamhede bedoel in klousule 6 te leer:	

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week	Sent per uur
Graad 2L1: Vir die eerste ses maande diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	488
Graad 2L2: Vir die tweede ses maande diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	532

Daarna, die loon voorgeskryf vir 'n werknemer in diens in werk bedoel in klousule 6.

Graad III

8. Werknemers wat die volgende werk verrig—

- (1) 'n werksaamheid of proses, hetsy in die geheel of gedeeltelik, met die hand of 'n meganiese toestel, in glipsteek; stik en/of aanmekaarwerk van oortreksels, teenstroke, stoelkussings, koorde, gordynkappe of peule, maar nie die sny van oortreksels nie;
- (2) knope aan verwyderbare en/of los stoelkussings vaswerk;
- (3) gimp en/of galon en/of stolplooisel vassit, maar nie vaskram en/of met hegspykers vasslaan nie:

	Sent per uur
Gedurende die tydperk eindigende 20 Maart 1996.....	469

9. Werknemers wat die volgende werk verrig—

- (1) alle stikwerk nodig by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en komponente;
- (2) matrashandvatsels aan rande stuk;
- (3) gekwilde rande aan matrasseneenhede stik vóór die vasstik van kantbande;
- (4) die bek van 'n matras met die hand of 'n masjien toewerk;
- (5) randlengtes aanmekaar;
- (6) kopkussings, stoelkussings en peule toewerk;
- (7) bostukke, rande en slope uitsny:

	Sent per uur
Gedurende die tydperk eindigende 20 Maart 1996.....	469

10. Leerlinge in diens om die klasse werk bedoel in klousules 8 en 9 te leer:

Per week	Sent per uur
Graad 3L1: Vir die eerste ses maande diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	443
Graad 3L2: Vir die tweede ses maande diens:	
Gedurende die tydperk eindigende 20 Maart 1996.....	454

Daarna, die loon voorgeskryf vir 'n werknemer in diens in werk bedoel in klousules 8 en 9.

11. Werknemers wat die volgende werk verrig:

- (1) Klaargemaakte rottangmatte vassit;
- (2) 'n enkelrolskuurder, oopskyfskuurder, tolskuurder en luggevulde skuurder opstel en bedien;

- (3) boring holes;
- (4) morticing on the mortice machine only;
- (5) operating the hinge recessing machine for the purpose of cutting recesses for locks and hinges;
- (6) filling cushions with spring interior and/or spring units;
- (7) operating a dowel insertion machine;
- (8) inserting hanger bolt, and bolting on or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt;
- (9) operating an edge veneering machine, but excluding edge banding;
- (10) machine sanding, excluding double and triple drum and combination drum and belt sander;
- (11) positioning of wooden and metal laths and cross bars to frames for upholstery;

	<i>Cents per hour</i>
During the period ending 20 March 1996.....	469

Grade IV**12. Employees engaged in:**

- (1) Bolting;
- (2) making and/or pointing of wooden dowels and pins by hand and/or machine;
- (3) sandpapering by hand and/or portable sander, regardless of whether the articles sandpapers are stationary or rotating;
- (4) bending of solid timber by hand or mechanical process;
- (5) filling of holes or cracks in furniture with wood filler or similar substances;
- (6) fixing bed irons, domes and sockets for castors;
- (7) applying wax;
- (8) painting and/or filling edges;
- (9) removing doors and fittings prior to preparation for polishing;
- (10) filling in with plaster of paris or any other filling material;
- (11) bleaching furniture with acids or any other bleaching agent;
- (12) stippling polished surface;
- (13) staining, oiling, filling and/or reviving by hand only;
- (14) fixing of webbing and/or substitutes, but excluding the lashing of coil springs;
- (15) tacking of plywood or hardboard onto loose seats for upholstery purposes;
- (16) spraying of metal;
- (17) riempies work;
- (18) hooking on of a helical spring and/or chain and/or zig-zag or no-sag type of springing;
- (19) teasing coir or other materials by machine;
- (20) stippling and punching the background of carving;
- (21) knocking on of T and G edge strips by hand, excluding mitred corner sections;

- (3) gate boor;
- (4) slegs met die tapmasjien tapgate sny;
- (5) die skarnieruitholmasjien bedien om uithollings vir slotte en skarniere te sny;
- (6) stoelkussings met veerbinnewerk en/of veereenhede vul;
- (7) 'n tappeninvoegmasjien bedien;
- (8) hangerbout insteek en 'n poot vasbout of inskroef, maar nie die vassit van die plaat en/of hegstuk aan die raamwerk waaraan die hangerbout moet kom nie;
- (9) 'n kantfineermasjien bedien, maar nie kantlyste aansit nie;
- (10) met 'n masjien skuur, maar nie met 'n twee- en drierol- en kombinasierol-en-band-skuurder nie;
- (11) hout- en metaallatte en dwarsstawe aan rame vir stoffeerwerk in posisie plaas;

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1996.....	469

Graad IV**12. Werknemers wat die volgende werk verrig:**

- (1) Vasbout;
- (2) houttappenne en penne met die hand en/of 'n masjien maak en/of spits maak;
- (3) met die hand en/of 'n draagbare skuurder skuur, ongeag of die artikels wat geskuur word, stilstaan of draai;
- (4) soliede hout met die hand of d.m.v. 'n meganiese proses buig;
- (5) gate of barste in meubels met houtvulsel of soortgelyke stowwe vul;
- (6) bedysters, koepels en sokke vir rolwieleetjies vas-sit;
- (7) was aanwend;
- (8) rande verf en/of vul;
- (9) deur en toebehore afhaal voordat dit vir poleerwerk gereedgemaak word;
- (10) met gips of 'n ander vulstof vul;
- (11) meubels met sure of 'n ander bleikmiddel bleik;
- (12) 'n gepoleerde oppervlak stippl;
- (13) slegs met die hand beits, olie, vul en/of vernuwe;
- (14) webband en/of plaasvervangers aansit, maar nie spiraalvere vaswoel nie;
- (15) laaghout of hardehout aan los sitplekke vir stoffeerwerk vasspyker;
- (16) metaal bespuit;
- (17) riempieswerk;
- (18) heliese vere en/of ketting- en/of sigsag- of nie-deursaktipe veerwerk aanhak;
- (19) klapperhaar of ander materiaal met 'n masjien pluus;
- (20) die agtergrond van houtsnwywerk stippl en pons;
- (21) T- en G-randstroke met die hand vasslaan, maar nie verstekhoekprofiel nie;

- (22) tacking on of bottoms to upholstered articles;
- (23) work in connection with any of the processes in the construction of springs interior and/or springs units and the manufacture of their component parts;
- (24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;
- (25) breaking up and/or cutting from self-edge to self-edge by hands of rolls of upholstery material, hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;
- (26) fixing of handles by screws, bolts and nuts, and screwbolts through prebored holes;
- (27) affixing of mirrors by the use of adhesive tape;
- (28) touching up at the point of loading and or offloading;

Cents per
hour

During the period ending 20 March 1996.....

433

13. Employees engaged in—

- (1) bolting by hand of bed mattress frames, studio coach frames and cots;
- (2) preparing spools for a border quilting machine;
- (3) cutting quilted borders to length;
- (4) punching holes in mattress borders;
- (5) fitting ventilators and handles to mattress borders;
- (6) feeding the interlacing machine;
- (7) cutting and making of pads, irrespective of materials used;
- (8) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;
- (9) staining mattress frames;
- (10) affixing lugs to mattress frames;
- (11) positioning and securing mesh to a mattress frame;
- (12) handling loops on needles in compression tufting;
- (13) loading, wheeling and operating a cloth-spreading machine;
- (14) operating a testing machine;
- (15) attending a loop machine;
- (16) attaching loops or buttons or tufts;
- (17) staining and/or vanishing frames for bedding by hand;
- (18) assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
- (19) fixing bed irons;
- (20) attaching spring units to bed frames;

Cents per
hour

During the period ending 20 March 1996.....

433

14. Employees engaged in—

- (1) cleaning and sweeping of premises;
- (2) cleaning machinery, plant, tools, spray guns and utensils;
- (3) oiling and greasing machines and/or vehicles;
- (4) lime-washing;
- (5) loading and/or unloading vehicles;
- (6) handling materials;

- (22) bome aan gestoffeerde artikels vasspyker;

- (23) werk in verband met enige van die prosesse by die vervaardiging van veerbinnewerk en/of veereenhede en die vervaardiging van hul onderdele;

- (24) paneelpenne en/of -spykers en/of -kramme wat uitsteek met 'n pons wegkap in die handskuurseksie;

- (25) rolle stoffeermateriaal, going, kaliko, crownflex en dergelike stowwe met die hand oopmaak en/of van selfkant tot selfkant sny, maar uitdruklik nie 'n patroon en/of fatsoen, gereed vir stoffeerwerk, na grootte sny nie;

- (26) handvatsels met skroewe, boute en moere, en skroefboute deur vooraf geboorde gate vasheg;

- (27) spieëls deur middel van kleefband vassit;

- (28) opknappwerk by die -op en/of aflaaiplek:

Sent per
uur

Gedurende die tydperk eindigende 20 Maart 1996.

433

13. Werknemers wat die volgende werk verrig—

- (1) bedmatrasrame, ateljeerusbankrame en baba-beddens met die hand vassit;
- (2) spoele vir 'n randkwiltmasjien gereedmaak;
- (3) gekwiltte rande volgens lengte sny;
- (4) gate in matrasrande pons;
- (5) ventileerders en handvastels aan matrasrande aanbring;
- (6) die vervlegmasjien voer;
- (7) kussinkies uitsny en maak, ongeag die materiaal wat gebruik word;
- (8) latte en dwarsstawe in posisie plaas of webband aan matras- of bedrame heg;
- (9) matrasrame beits;
- (10) ore aan matrasrame vasheg;
- (11) maas aan 'n matrasraam in posisie plaas en vasheg;
- (12) lusse aan naalde hang by drukdeursteekwerk;
- (13) 'n materiaalspreimasjien laai, stoot en bedien;
- (14) 'n pluismasjien bedien;
- (15) 'n lusmaakmasjien bedien;
- (16) lusse, knope of kwassies vasheg;
- (17) rame vir beddegoed met die hand beits en/of vernis;
- (18) geweefde draadmaas en kettingveermase aan rame vir beddegoed monteer, vasslaan of vashaak, ongeag die materiale waarvan die rame gemaak is;
- (19) bedysters aanbring;
- (20) veereenhede aan bedrame vasheg;

Sent per
uur

Gedurende die tydperk 20 Maart 1996

433

14. Werknemers wat die volgende werk verrig:

- (1) persele skoonmaak en vee;
- (2) masjinerie, uitrusting; gereedskap, sproeispuite en werktuie skoonmaak;
- (3) masjiene en/of voertuie olie smeer;
- (4) afwit;
- (5) voertuie laai en/of aflaai;
- (6) materiaal hanteer;

- (7) pushing or pulling a vehicle or handcart;
- (8) delivery by manually propelled vehicles;
- (9) unpacking, baling and unbalancing raw materials;
- (10) cleaning and bowling down of equipment;
- (11) attending boiler, incinerator and/or oven;
- (12) loading and unloading kilns;
- (13) making tea or other similar beverages;
- (14) treating timber for preservation;
- (15) packing articles into cartons and/or cardboard containers;
- (16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
- (17) washing and/or wiping off glue;
- (18) stripping second-hand upholstery and bedding;
- (19) assisting a furniture machinist in handling materials before and after machining;
- (20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
- (21) riveting or making threads on iron bolts and rods;
- (22) operating presses of any type;
- (23) baling and dipping of upholstery springs;
- (24) attending to dust bags and/or cyclones of sanding machines;
- (25) glueing sandpaper discs;
- (26) wrapping in paper or cardboard;
- (27) inserting rubber units into mattress cases;
- (28) cutting and glueing together of rubber or substitute materials;
- (29) taping of veneers and attending veneers press;
- (30) removing, washing and/or cleaning of glue and paper from pressed veneers;
- (31) straightening and/or cutting hoop-iron used for webbing;
- (32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units;
- (33) beating and/or teasing coir by hand;
- (34) cleaning metal rods;
- (35) mass-measuring pillows, bolsters, quilts and cushions;
- (36) teasing coir or any other materials by hand;
- (37) stripping bedding;
- (38) removing glue from furniture;
- (39) bending, punching, riveting, drilling and/or assembling metal parts;
- (40) mixing, mass-measuring and preparing glue;
- (41) applying and/or spreading glue and glue hardeners by hand, brush or machine, but expressly excluding the putting together or assembling of furniture parts except in the case of the employees referred to in sub-clause (45) hereunder;
- (42) operating tennon squashing machine;
- (43) marking off by template, patterns and/or jig in preparation for machining;
- (44) marking pattern, template and/or jig;
- (45) putting together or assembling furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;
- (7) 'n voertuig of handkar stoot of trek;
- (8) met handvoertuie aflewer;
- (9) grondstowwe uitpak, baal en ontbaal;
- (10) uitrusting skoonmaak en skoonblaas;
- (11) 'n stoomketel, verbrander en/of oond bedien;
- (12) drooggoonde laai en ontlaai;
- (13) tee of ander dergelike drank maak;
- (14) hout vir preserving behandel;
- (15) artikels in kartonne en/of kartonhouers verpak;
- (16) artikels in kartonne en/of kartonhouers verpak en daarna die kartonne en kartonhouers vul en toemaak.
- (17) lym afwas en/of afvee;
- (18) gebruikte stoffeerwerk en beddegoed uitmekaarhaal;
- (19) 'n meubelmasjienwerker help om materiale voor en na masjienbewerking te hanteer;
- (20) metaalstawe, skarniere, metaalbuise, metaalstroke, ketting, draad, hoepelyster en dergelike materiale sny;
- (21) ysterboute en -stawe vasklink of skroefdraad daarin sny;
- (22) enige soort pers bedien;
- (23) stoffeervere bal en indompel;
- (24) stofsakke en/of siklone van skuurmasjiene versorg;
- (25) skuurpapierskywe vaslym;
- (26) in papier of karton toedraai;
- (27) rubbereenhede in matrasslope insit;
- (28) rubber of plaas vervangers daarvan uitsny en aan mekaar vaslym;
- (29) finere met kleefband vassit en 'n fineerpers bedien;
- (30) lym en papier van geperste finere verwyder, afwas en afvee;
- (31) hoepelyster wat vir webband gebruik word, reguit maak en/of sny;
- (32) kopkussings, stoelkussings en peule met stowwe en materiaal vul, maar nie met veerbinnewerk en/of veereenhede nie;
- (33) klapperhaar met die hand uitklop en/of pluig;
- (34) metaalstawe skoonmaak;
- (35) die massa van kopkussings, peule, kuite en stoelkussings bepaal;
- (36) klapperhaar of ander materiaal met die hand pluig;
- (37) beddegoed uitmekaarhaal;
- (38) lym van meubels verwyder;
- (39) metaaldele buig, pons, vasklink, boor en/of inmekaarsit;
- (40) lym meng, massameet en voorberei;
- (41) lym en lymverharders met die hand, 'n kwas of masjien aanwend en/of spreid, maar uitdruklik nie meubelonderdele inmekaar sit of monteer nie behalwe in die geval van die werknemers in subklousule (45) hieronder bedoel;
- (42) 'n taplaatdrukmasjien bedien;
- (43) met 'n patroonplaat, patrone en/of 'n setmaat afmerk ter voorbereiding vir masjinerie;
- (44) 'n patroon, patroonplaat en/of setmaak afmerk;
- (45) meubelonderdele wat geklem, geklamp of gepers moet word, inmekaarsit of monteer: Met dien verstande dat die getalsverhoudinge van werknemers wat hierdie werksaamheid verrig tot werknemers wat die loon ontvang wat by klousule 1 van hierdie Deel voorgeskryf word en wat klem-, klamp of perswerk verrig, hoogstens twee tot een mag wees;

(46) making and jointing sandpaper or discs and belts for open belt sanders;

(47) straining of materials;

(48) taping, stapling and/or tacking veneers, plywood and hardboard on to frames or core material for pressing;

(49) tapeless jointing by machine;

(50) loading and unloading vacuum bag and press of any kind;

(51) washing off gum or other tapes;

(52) stacking parts after pressing;

(53) assisting upholsterer in holding cover;

(54) rubbing on glue blocks;

(55) inserting corrugated fasteners in the process of assembling frames;

(56) trimming away by hand or hand tool of excess veneer after affixing of veneer;

(57) inserting screws into pre-bored holes preparatory to screwing;

(58) affixing nuts and/or nut covers to bolts;

(59) bolting handles;

(60) dropping glass into pre-made grooves or rebates, but excluding the affixing of glass in position with beading and/or securing glass in any other manner;

(61) edge veneering by hand;

(62) cutting foam rubber and/or similar substances to shape and/or size;

(63) operating a foam mincing machine;

(64) cutting cardboard in the upholstery section by hand and/or guillotine, but excluding the use of any other machine or the cutting of cardboard in any other department;

(65) filling loose cushion cases with filling material;

(66) knocking in wooden dowels by hand;

(67) glueing foam rubber and/or similar substances to cover material for quilting only:

Cents per
hour

During the period ending 20 March 1996 433

15. (a) Employees employed as caretakers or watchmen:

Rands per
week

During the period ending 20 March 1996 206,52

(b) (i) Employees employed as packers;

(ii) employees employed as office messengers;

(iii) casual employees:

Cents per
hour

During the period ending 20 March 1996 433"

(46) skuurpapier of -skywe en -bande vir oopbandskuurders maak en las;

(47) materiale deursy;

(48) finere, laaghout en hardebord met kleefband, kramme en/of hegspykers aan rame of kernmateriaal vassit vir perswerk;

(49) bandlose laswerk met 'n masjien;

(50) enige soort vakuumsak en -pers laai en ontlaai;

(51) gom- of ander bande afwas;

(52) onderdele na perswerk opstapel;

(53) 'n stoffeerder help deur die oortreksel vas te hou;

(54) lymblokke aanvryf;

(55) kartelkramme insit in die proses van rame inme-kaarsit;

(56) oortollige fineer met die hand of 'n handwerktuig wegwerk nadat fineer aangesit is;

(57) skroewe in vooraf geboorde gate insit voordat vasgeskroef word;

(58) moere en/of moerdoppies aan bote vassit;

(59) handvatsels vasbout;

(60) glas in vooraf gemaakte groewe of sponnings laat sak, maar nie glas by kraallyswerk in posisie vassit en/of glas op 'n ander manier vassit nie;

(61) rantfineerwerk met die hand;

(62) skuimrubber en/of dergelike stowwe na fatsoen en/of grootte sny;

(63) 'n skuimmaalmasjien bedien;

(64) karton in die stoffeerseksie met die hand en/of 'n valmes sny, maar nie 'n ander masjien gebruik of karton in 'n ander afdeling sny nie;

(65) los stoelkussingslope met vulmateriaal vul;

(66) houttappen met die hand inslaan;

(67) skuimrubber en/of dergelike stowwe aan oortrek-materiaal vaslym slegs vir deurstikwerk:

Sent per
uur

Gedurende die tydperk eindigende 20 Maart 1996 433

15. (a) Werknemers in diens as opsigters of wagte:

Rand per
week

Gedurende die tydperk eindigende 20 Maart 1996 206,52

(b) (i) Werknemers in diens as verpakkers;

(ii) werknemers in diens as kantoorbodes;

(iii) los werknemers:

Sent per
uur

Gedurende die tydperk eindigende 20 Maart 1996 433"

PART III**9. CLAUSE 2: WAGES**

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

"(a) *Employees, other than casual employees:* An employee who drives a vehicle, other than a steam wagon, the unladen mass of which, together with the unladen mass of a trailer drawn by such vehicle—

Cent per hour

- | | |
|---|------|
| (i) does not exceed 2 722 kg: | |
| During the period ending 20 March 1996 | 472 |
| (ii) exceeds 2 722 kg but does not exceed 4 536 kg: | |
| During the period ending 20 March 1996 | 528 |
| (iii) exceeds 4 536 kg: | |
| During the period ending 20 March 1996 | 552" |

10. CLAUSE 5: ANNUAL LEAVE

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

"(iii) if New Year's Day, Good Friday, Christmas Day or Day of Goodwill falls within the period of such leave another day shall, in substitution for each such day, be added to the said period as a further period of leave on full pay;"

11. CLAUSE 6: SICK LEAVE

Substitute the following for clause 6:

"6. SICK PAY

An employee who is not a member of the Sick Benefit Society and who, through illness, is compelled to be absent from work, shall be granted by his/her employer sick pay, from the second day of each period of absence through illness, for a total of 25 days at 60 per cent of his/her hourly rate and for a further 15 days at 40 per cent of his/her hourly rate for every period of 12 months, service: Provided that the employee shall produce an acceptable medical practitioner's certificate for each occasion of absence from work through illness."

12. CLAUSE 7: PUBLIC HOLIDAYS AND SUNDAYS

Substitute the following for clause 7:

"7. PUBLIC HOLIDAYS AND SUNDAYS

"(1) *Public holidays:* New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill shall be holidays on full pay."

Whenever a public holiday falls on a Sunday, the following Monday shall be a public holiday. Any public holiday shall be exchangeable for any other day which is agreed to between an employer and the employees.

Subject to the provisions of subclause (2), each employee shall be paid in respect of each of these holidays, the remuneration he would have received had he worked on that day: Provided that, in the event of any such holiday falling on a Saturday, each employee shall, in addition to his ordinary remuneration, be paid an amount equal to eight and a half times his hourly rate, irrespective of whether the establishment in which he is employed observed a five or a six-day week.

DEEL III**9. KLOUSULE 2: LONE**

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

"(a) *Werknemers, uitgesonderd los werknemers:* 'n Werknemer wat 'n voertuig, uitgesonderd 'n stoomwa, dryf waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa wat deur sodanige voertuig getrek word—

Sent per uur

- | | |
|--|------|
| (i) hoogstens 2 722 kg is: | |
| Gedurende die tydperk eindigende 20 Maart 1996 | 472 |
| (ii) meer as 2 722 kg maar hoogstens 4 536 kg is: | |
| Gedurende die tydperk eindigende 20 Maart 1996 | 528 |
| (iii) meer as 4 536 kg is: | |
| Gedurende die tydperk eindigende 20 Maart 1996 | 552" |

10. KLOUSULE 5: JAARLIKSE VERLOF

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

"(iii) indien Nuwejaarsdag, Goeie Vrydag, Kersdag of Welwillendheidsdag binne die verloftydperk val, 'n ander dag in die plek van elke sodanige dag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof met volle besoldiging;"

11. KLOUSULE 6: SIEKTEVERLOF

Vervang klousule 6 deur die volgende:

"6. SIEKTEBETALING

Aan 'n werknemer wat nie 'n lid van die Siektebystandvereniging is nie en wat weens siekte verplig is om van sy werk afwesig te wees, moet sy/haar werkgever siektebetaling toestaan, vanaf die tweede dag van elke tydperk van afwesigheid weens siekte, vir altesaam 25 dae teen 60 persent van sy/haar uurloon en vir verdere 15 dae teen 40 persent van sy/haar uurloon vir elke tydperk van 12 maande diens: Met dien verstande dat die werknemer 'n aanvaarbare sertifikaat van 'n geneesheer moet voorlê vir elke tydperk van afwesigheid van sy werk weens siekte."

12. KLOUSULE 7: OPENBARE VAKANSIEDAE EN SONDAE

Vervang klousule 7 deur die volgende:

"7. OPENBARE VAKANSIEDAE EN SONDAE

"(1) *Openbare vakansiedae:* Nuwejaarsdag, Menseregte-dag, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag en Welwillendheidsdag is vakansiedae met volle besoldiging.

Wanneer 'n betaalde openbare vakansiedag op 'n Sondag val, is die daaropvolgende Maandag 'n openbare vakansiedag. Enige openbare vakansiedag is uitruilbaar vir enige ander dag waarvoor 'n werkgever en die werknemers ooreengekom het.

Behoudens subklousule (2) moet elke werknemer ten opsigte van elk van hierdie vakansiedae die besoldiging betaal word wat hy sou ontvang het as hy op daardie dag gewerk het: Met dien verstande dat, ingeval enige sodanige vakansiedag op 'n Saterdag val, elke werknemer, benewens sy gewone besoldiging, 'n bedrag gelyk aan agt en 'n half maal sy uurloon betaal moet word, ongeag of die bedryfsinrigting waarin hy werksaam is, vyf of ses dae per week werk.

(2) An employee who is required by his employer to work on the day immediately preceding and/or following any of the public holidays referred to in this clause and who absents himself on such day or days shall not be entitled to payment for such holiday unless absent with the permission of his employer or on account of illness or circumstances beyond his control or unless the hours of the day or days concerned have been worked in, in which event payment shall be made for the day as provided for in terms of this clause.

(3) *Payment for work on public holidays:* (a) Whenever an employee, other than a casual employee, works on a public holiday, his employer shall pay to him for each such day not less than the amount referred to in subclause (1), plus in respect of each hour or part of an hour so worked, his weekly wage divided by the number of ordinary hours worked by him in a week.

(b) Whenever a casual employee works on a public holiday, his employer shall pay to him for each such day not less than the daily wage prescribed in clause (2)(1) for a casual employee, plus, in respect of each hour or part of an hour so worked, such wage divided by nine.

(4) *Payment for work on Sundays:* (a) Whenever an employee, other than a casual employee, works on a Sunday, his employer shall either—

(i) pay him not less than double the wage payable to him in respect of the period ordinarily worked by him on a week day, or for double the number of hours worked on such Sunday, whichever is the greater; or

(ii) pay him for each hour or part of an hour so worked not less than one and a third times his ordinary wage in respect of the total period worked on such Sunday and grant to him within seven days of such Sunday, one day's holiday and pay him in respect thereof remuneration at a rate of not less than his ordinary wage as if he had on such holiday worked his average ordinary working hours for that day of the week.

(b) Whenever a casual employee works on a Sunday, his employer shall pay to him not less than double the wage prescribed in clause 2 (1) for a casual employee."

Signed at East London, on behalf of the parties this 10th day of April 1995.

N. G. TERBLANCHE,
Chairman of the Council.

M. V. MBIZA,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

(2) 'n Werknemer wie se werkgever van hom vereis om op die dag onmiddellik voor en/of na enige van die openbare vakansiedae in hierdie klousule bedoel, te werk en wat op sodanige dag of dae van sy werk afwesig is, is nie op besoldiging vir sodanige vakansiedag geregtig nie tensy hy met verlof van sy werkgever of weens siekte of omstandighede buite sy beheer afwesig is of tensy hy die ure van die betrokke dag of dae ingewerk het, in welke geval besoldiging vir dié dag betaal moet word soos ingevolge hierdie klousule bepaal.

(3) *Besoldiging vir werk op openbare vakansiedae:* (a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag werk, moet sy werkgever hom vir elke sodanige dag minstens die bedrag bedoel in subklousule (1) betaal, plus, ten opsigte van elke uur of gedeelte van 'n uur aldus gewerk, sy weekloon gedeel deur die getal gewone werkure wat hy in 'n week gewerk het.

(b) Wanneer 'n los werknemer op 'n openbare vakansiedag werk, moet sy werkgever hom vir elke sodanige dag minstens die dagloon betaal wat by klousule 2(1) vir 'n los werknemer voorgeskryf word, plus, ten opsigte van elke uur of gedeelte van 'n uur aldus gewerk, sodanige loon gedeel deur nege.

(4) *Betaling vir werk op Sondae:* (a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk, moet sy werkgever hom of—

(i) minstens dubbel die loon betaal wat aan hom betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk, of vir dubbel die getal ure op sodanige Sondag gewerk, watter ook al die grootste is; of

(ii) vir elke uur of gedeelte van 'n uur aldus gewerk, minstens een en 'n derde maal sy gewone loon betaal ten opsigte van die totale tydperk op dié Sondag gewerk en hom binne sewe dae na dié Sondag een dag vakansie toestaan en hom ten opsigte daarvan besoldig teen 'n skaal van minstens sy gewone loon asof hy op dié vakansiedag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(b) Wanneer 'n los werknemer op 'n Sondag werk, moet sy werkgever hom minstens dubbel die loon betaal wat by klousule 2 (1) vir 'n los werknemer voorgeskryf word."

Namens die partye op hede die 10de dag van April 1995 te Oos-Londen onderteken.

N. G. TERBLANCHE,
Voorsitter van die Raad.

M. V. MBIZA,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

No. R. 1460

29 September 1995

MANPOWER TRAINING ACT, 1981

APPRENTICE TRAINING BOARD FOR LOCAL AUTHORITIES: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Tito Titus Mboweni, Minister of Labour, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the second

No. R. 1460

29 September 1995

WET OP MANNEKRAGOPLEIDING, 1981

VAKLEERLINGOPLEIDINGSRAAD VIR PLAASLIKE OWERHEDE: WYSIGING VAN LEERVOORWAARDES

Ek, Tito Titus Mboweni, Minister van Arbeid, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die

Monday after the date of publication of this notice, Government Notice No. R. 1631 of 12 July 1991, as amended by Government Notices Nos. R. 339 of 5 March 1993, R. 137 of 28 January 1994, R. 2165 of 9 December 1994 and R. 903 of 23 June 1995, by—

(a) the substitution for clause 6 (4) of the following:

"6. (4) The costs attached to trade tests (all attempts), as mentioned in subclause (3), shall be advanced by the employer. Should an apprentice fail his trade tests such costs incurred by the employer shall be recovered from the apprentice in four equal instalments with the exception that should an apprentice fail his trade test within the last four months of his apprenticeship, such costs incurred by the employer shall be recovered from the apprentice in equal instalments during the remaining months of this apprenticeship."

(b) the insertion of the following subclause after subclause (5) of clause 2: Period of Apprenticeship:

"(6) The Board may grant approval for the extension of the period of apprenticeship, subject to a request being properly motivated and received prior to the date of the completion of the period of apprenticeship: Provided that the Board uses its discretion on whether or not the wage of the apprentice concerned shall be increased to the following higher year's wage."

T. T. MBOWENI,
Minister of Labour.

No. R. 1479 29 September 1995

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: SICK PAY FUND AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 1468 of 26 August 1994 with effect from the second Monday after the date of publication of this notice.

T. T. MBOWENI,
Minister of Labour.

No. R. 1480 29 September 1995

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF SICK PAY FUND AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, 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

tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R. 1631 van 12 Julie 1991, soos gewysig by Goewermentskennisgewings Nos. R. 339 van 5 Maart 1993, R. 137 van 28 Januarie 1994, R. 2165 van 9 Desember 1994 en R. 903 van 23 Junie 1995, deur—

(a) die vervanging van klousule 6 (4) deur die volgende:

"6. (4) Die koste verbonde aan ambagstoetse (alle pogings), soos bedoel in subklousule (3) moet deur die werkgever voorgeskiet word. Indien 'n vakleerling sy ambagstoets druip moet sodanige koste deur die werkgever aangegaan, van die vakleerling verhaal word in vier gelyke paaie-mente met die uitsondering dat sou 'n vakleerling sy ambagstoets binne die laaste vier maande van sy vakleerlingskap druip, sodanige koste deur die werkgever in gelyke paaie-mente gedurende die oorblywende maande van vakleerlingskap van die vakleerling verhaal moet word."

(b) die invoeging van die volgende subklousule na subklousule (5) van klousule 2: Leertyd:

"(6) Die Raad mag goedkeuring verleen vir die verlenging van die kontrak van vakleerlingskap, met die voorbehoud dat 'n behoorlik gemotiveerde versoek voor die datum van die voltooiing van die tydperk van vakleerlingskap ingedien word: Met dien verstande dat na die oordeel van die Raad, die loon van die betrokke vakleerling na die volgende hoër jaarloon verhoog moet word of nie."

T. T. MBOWENI,
Minister van Arbeid.

No. R. 1479 29 September 1995

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTS-KENNISGEWING

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: SIEKTEBYSTANDSFONDS-OOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewing No. R. 1468 van 26 Augustus 1994 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

T. T. MBOWENI,
Minister van Arbeid.

No. R. 1480 29 September 1995

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie

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 20 November 1997 upon the employers' organisations and the trade unions which entered into the said 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 Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 November 1997 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.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

SICK PAY FUND AGREEMENT

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

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 Association
Electronics and Telecommunications Industries Association
Gate and Fence Association
Hand Tool 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
Pressure Vessel Manufacturers' Association of South Africa

kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 November 1997 eindig, bindend is vir die werkgeversorganisasies en die vakverenigings wat genoemde Ooreenkoms 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 November 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

SIKTEBYSTANDSFONDSOORENKOMS

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

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 Association
Electronics and Telecommunications Industries Association
Gate and Fence Association
Hand Tool 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
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. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Engineers and Founders Association

S.A. Fasteners Manufacturers' Association

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

S.A. Post Tensioning 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.

Mineworkers' 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 South Africa

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Iron, Steel, Engineering and Metallurgical Industries throughout the Republic of South Africa, as it existed immediately prior to the date of coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), by—

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

(b) employees in the employ of employers under paragraph (a) as at 31 July 1989 who were on the date members of and participants in Scheme B of the Sick Pay Fund in terms of the Agreement as published under Government Notice No. R. 2032 of 9 October 1980, as amended and extended, and who, while being eligible to become members of a trade union which is a party to this Agreement, are not members of such a trade union, while they continue in the service of the same employer.

Radio, Appliance and Television Association of South Africa

Refrigeration and Air Conditioning Manufacturers and Suppliers Association

Sheetmetal Industries Association of South Africa

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. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Post Tensioning 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.

Mynwerkersunie

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 South Africa

(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.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede oral in die Republiek van Suid-Afrika, soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993), deur—

(a) alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) werknemers in diens van werkgewers kragtens paragraaf (a) op 31 Julie 1989 wat op daardie datum lede van en deelnemers aan Skema B van die Siektebystandsfonds was ingevolge die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R2032 van 9 Oktober 1980, soos gewysig en verleng, en wat, hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party is by hierdie Ooreenkoms, nie lede van so 'n vakvereniging is nie, terwyl hulle in die diens van dieselfde werkgewer bly.

(2) The terms of this Agreement shall not apply to the following persons:

(a) Employees engaged on or after 1 August 1989 by the employers referred to in subsection (1) (a) who, while being eligible to become members of a trade union which is a party to this Agreement, are not members of such a trade union; and

(b) employees other than those employed by employers referred to in subsection (1).

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 20 November 1997 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 6 (1) (a), 7 (2) (a) and 15 of the Agreement published under Government Notice No. R. 1468 of 26 August 1994 (hereinafter referred to as the "Former Agreement"), as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5, 6 (1) (b) to 7 (1), 7 (2) (b) to 14 and 16 to 20 of the Former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

5. SECTION 3: DEFINITIONS

(1) Insert the following at the commencement of this section:

"Any reference in this Agreement to the Republic of South Africa and/or the Provinces of the Cape of Good Hope, the Transvaal, Natal and the Orange Free State shall be deemed to be a reference to the Magisterial Districts of those areas and/or provinces as they existed immediately prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993)."

(2) Substitute the following for the existing definitions of Regions A, B, C, D, E and F:

"**'Region A'** means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calfinia, The Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (CP), Hermanus, Hopefield (CP), Knysna, Kuils River, Ladismith (CP), Laingsburg, Malmesbury, Mitchells Plain, Montagu, Moorreesburg, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simon's Town, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 507, Pearl Assurance House, Heerengracht, Foreshore, Cape Town, 8001;

"**'Region B'** means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Elliot, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Queenstown, Sterkstroom, Stutterheim, Tarkastad and Wodehouse, and for the purpose of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217, or First Floor, 12 St George's Road, Southernwood, 5201;

(2) Hierdie Ooreenkoms is nie op die volgende persone van toepassing nie:

(a) Werknemers in diens geneem op of na 1 Augustus 1989 deur die werkgevers in subklousule (1) (a) bedoel wat, hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party by die Ooreenkoms is, nie lede van so 'n vakvereniging is nie; en

(b) ander werknemers as dié in diens van werkgevers in subklousule (1) bedoel.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vastel, en bly van krag vir die tydperk eindigende 20 November 1997 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalinge van klousules 6 (1) (a), 7 (2) (a) en 15 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1468 van 26 Augustus 1994 (hierna die "Vorige Ooreenkoms" genoem), soos van tyd tot tyd verder verleng, hernieu, gewysig of herbekragtig, is van toepassing op werkgevers en werknemers.

4. ALGEMENE BEPALINGS

Die bepalinge vervat in klousules 3 tot 5, 6 (1) (b) tot 7 (1), 7 (2) (b) tot 14 en 16 tot 20 van die Vorige Ooreenkoms, soos van tyd tot tyd verder verleng, hernieu, gewysig of herbekragtig, is van toepassing op werkgevers en werknemers.

5. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende in aan die begin van hierdie klousule:

"Enige verwysing in hierdie Ooreenkoms na die Republiek van Suid-Afrika en/of die provinsies die Kaap die Goeie Hoop, Transvaal, Natal en die Oranje-Vrystaat word geag 'n verwysing te wees na die landdrosdistrikte van daardie gebiede en/of provinsies soos hulle bestaan het onmiddellik voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993)."

(2) Vervang die bestaande woordomskeuring van Streke A, B, C, D, E en F deur die volgende:

"**'Streek A'** die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Die Kaap, Fraserburg, George, Goodwood, Heidelberg (KP), Hermanus, Hopefield (KP), Knysna, Kuilsrivier, Ladismith (KP), Laingsburg, Malmesbury, Mitchells Plain, Montagu, Moorreesburg, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Pearl Assurance-gebou, Heerengracht, Strandgebied, Kaapstad, 8001;

"**'Streek B'** die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Cathcart, Elliot, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Oos-Londen, Queenstown, Sterkstroom, Stutterheim, Tarkastad en Wodehouse en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 13162, Vincent, 5217, of Eerste Verdiepings, St George'sweg 12, Southernwood, 5201;

'Region C' means the Province of Natal, and for the purpose of this particular area the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 5900, Durban, 4000, or Fifth Floor, Bay Passage Entrance, Perm Building, 343 Smith Street, Durban, 4001;

'Region D' means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (CP), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (CP), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 12848, Centrahill, 6006, or First Floor, 30 Pearson Street, Central, Port Elizabeth, 6001;

'Region E' means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or Engineering Industrial Council House, 5 Andrea Road, Reuven, Booysens, Johannesburg, 2091;

'Region F' means the Province of the Orange Free State, and includes the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, in the Province of the Transvaal; and the Magisterial Districts of Barkly West, Britstown, De Aar, Douglas, Gordonia, Griekwastad, Hartswater, Hopetown, Kenhardt, Kimberley, Kuruman, Postmasburg, Philipstown, Prieska, Vryburg and Warrenton, in the Cape Province, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Offices 39-41, Shoprite Centre, corner of Arrarat and Heeren Streets, Welkom, 9459."

6. SECTION 7: CONTRIBUTIONS

Substitute the following for the existing subsection (4):

"(4) Every employer in regions A, B, C, D, E and F shall forward the total amount payable each month in terms of this section to the Council, by not later than the 15th day of the month immediately following and shall be addressed to: The Financial Manager, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Collection Office), P.O. Box 61474, Marshalltown, 2107, or Metal Industries House, Second Office Level, 42 Anderson Street, Johannesburg, 2001."

7. SECTION 8: BENEFITS

Substitute the following for the existing section:

"(1) *Sick-pay benefits:* (a) Subject to the terms, conditions, provisions and requirements of this Agreement, a member shall be entitled to sick-pay benefits for each completed day of absence from work through illness or injury, other than injury on duty, that exceeds the member's qualification for paid sick-leave from his employer under section 34 of the Main Agreement or under the sick-leave provisions of any other Agreement.

'Streek C' die provinsie Natal, en vir die doeleindes van hierdie bepaalde gebied is die Streekraad se adres: Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Nataalse Streekraad), Posbus 5900, Durban, 4000, of Vyfde Verdieping, Bay Passage Ingang, Perm-gebou, Smithstraat 343, Durban, 4001;

'Streek D' die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (KP), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (KP), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 12848, Centrahill, 6006, of Eerste Verdieping, Pearsonstraat 30, Sentraal, Port Elizabeth, 6001;

'Streek E' die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of Engineering Industrial Council-gebou, Andreaweg 5, Reuben, Booysens, Johannesburg, 2091;

'Streek F' die provinsie die Oranje-Vrystaat en sluit in die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, in die provinsie Transvaal, en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Douglas, Gordonia, Griekwastad, Hartswater, Hopetown, Kenhardt, Kimberley, Kuruman, Postmasburg, Philipstown, Prieska, Vryburg en Warrenton, in die Kaapprovinsie, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of Kantore 39-41, Shoprite-sentrum, hoek van Arrarat- en Heerenstraat, Welkom, 9459."

6. KLOUSULE 7: BYDRAES

Vervang die bestaande subklousule (4) deur die volgende:

"(4) Elke werkgewer in streke A, B, C, D, E en F moet die totale bedrag wat, ingevolge hierdie klousule, elke maand betaalbaar is, tesame met 'n staat in 'n vorm soos van tyd tot tyd voorgeskryf, voor of op die 15de dag van die maand wat onmiddellik daarop volg, aan die Raad stuur en moet gerig word aan: Die Finansiële Bestuurder, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Sentrale Fondsinorderingskantoor), Posbus 61474, Marshalltown, 2107, of Tweede Kantoorvlak, Metal Industries-gebou, Andersonstraat 42, Johannesburg, 2001."

7. KLOUSULE 8: BYSTAND

Vervang die bestaande klousule deur die volgende:

"(1) *Siektebystand:* (a) Behoudens die terme, voorwaardes, bepalinge en vereistes van hierdie Ooreenkoms is 'n lid geregtig op siektebystand ten opsigte van elke voltooide dag van afwesigheid van diens weens siekte of besering (uitgesonderd beserings op diens) wat meer is as die lid se kwalifikasie vir siekteverlof van sy werkgewer, met besoldiging, kragtens klousule 34 van die Hoof-ooreenkoms of kragtens die siekteverlof-bepalinge van enige ander Ooreenkoms.

(b) Sick-pay benefits shall be payable at the rate of 50 per cent of the weekly wage of the member for each complete week of absence in accordance with paragraph (a): Provided that, where the absence does not comprise a complete week, sick-pay benefits shall be calculated *pro rata* for each completed day of absence, depending on whether a five-day week or a six-day week is worked.

(2) *Special benefits—injury on duty*: Subject to the provisions of subsection (6) (a), where an employee is absent from work due to disablement falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), there shall be payable to the employee a special sick-pay benefit up to a maximum of three working days for each period of such absence (calculated on the ordinary hours of the shift of the establishment concerned, excluding overtime) at the actual hourly rate of pay which the employee was receiving at the time of the disablement: Provided that where an employee worked for part of his ordinary shift on the date on which the disablement commenced, the special sick-pay benefit payable for the day shall be reduced *pro rata*.

(3) *Funeral benefit*: Subject to the provisions of subsection (6) (a), on the death of a member, a funeral benefit of R1 200 shall be payable to the surviving spouse or to such person as the Management Committee may consider entitled to receive the benefit, on production of such proof of death of the employee as the Management Committee may from time to time prescribe or require.

(4) *Benefits—pregnancy/confinement*: Notwithstanding the provisions of subsection (6) (a) and subject to subsection (6) (b) benefits shall be payable to members in respect of absences from work due to pregnancy or confinement, where the member has two years' or more continuous membership of the Fund immediately prior to absence from work on unpaid leave due to pregnancy or termination of employment due to pregnancy, in which case benefits shall be as follows:

(a) Benefits shall be payable for each complete week of absence up to a maximum of 26 weeks for any one pregnancy, at the rate of 55 per cent of the weekly wage of the member immediately prior to such absence: Provided that—

(i) where absence from work due to pregnancy is less than 26 weeks, or where a member whose employment has been terminated due to pregnancy recommences employment within 26 weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy;

(ii) benefits for days of absence not comprising a complete week shall be calculated *pro rata* for each completed day of absence, depending on whether a five-day week or a six-day week was being worked immediately prior to the absence.

(b) Benefits under this subsection shall be payable for a maximum of three pregnancies per member: Provided that the member shall have not less than two years continuous membership of the Fund between pregnancies for which benefits are payable under this subsection.

(c) Applications for benefits shall be supported by such documentary evidence as may be required by the Fund from time to time.

(b) Siektebystand is betaalbaar teen 50 persent van die weeklikse loon van die lid vir elke voltooide week van afwesigheid van diens ooreenkomstig paragraaf (a): Met dien verstande dat, waar die afwesigheid van diens nie 'n volle week behels nie, siektebystand *pro rata* bereken moet word vir elke voltooide dag van afwesigheid van diens, afhangende daarvan of daar vyf of ses dae per week gewerk word.

(2) *Spesiale siektebystand—besering aan diens*: Behoudens subklousule (6) (a), wanneer 'n werknemer van die werk afwesig is weens ongeskiktheid waarop die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993 (Wet No. 130 van 1993), van toepassing is, is spesiale siektebystand tot 'n maksimum van drie werkdag vir elke tydperk van sodanige afwesigheid (berekend volgens die gewone ure van die skof van die betrokke bedryfsinrigting, oortydwerk uitgesonderd) aan die werknemer betaalbaar teen die werklike uurloon wat die werknemer ontvang het ten tyde van die ongeskiktheid: Met dien verstande dat waar 'n werknemer 'n gedeelte van sy gewone skof gewerk het op die datum waarop die ongeskiktheid begin het, die spesiale siektebystand wat vir daardie dag betaalbaar is *pro rata* verminder moet word.

(3) *Begravnisbystand*: Indien 'n lid te sterwe kom, is begravnisbystand van R1 200 behoudens subklousule (6) (a) by indiening van sodanige bewys van afsterwe van die werknemer as wat die Bestuurskomitee van tyd tot tyd voorskryf of vereis, betaalbaar aan die langsliewende gade of aan sodanige persoon as wat na die mening van die Bestuurskomitee op die bystand geregig is.

(4) *Bystand—swangerskap/bevallings*: Ondanks subklousule (6) (a) en behoudens subklousule (6) (b) is bystand betaalbaar aan lede ten opsigte van afwesigheid van die werk as gevolg van swangerskap of 'n beving indien die lid twee jaar lank of langer ononderbroke 'n lid van die Fonds was onmiddellik voordat sy van die werk afwesig was met onbetaalde verlof as gevolg van die swangerskap of haar diens beëindig is as gevolg van swangerskap, en in welke geval die volgende bystand betaalbaar is:

(a) Bystand is betaalbaar vir elke voltooide week van afwesigheid tot 'n maksimum van 26 weke ten opsigte van een enkele swangerskap, teen 55 persent van die weeklikse loon wat 'n lid ontvang het onmiddellik voor sodanige afwesigheid: Met dien verstande dat—

(i) as 'n lid as gevolg van swangerskap minder as 26 weke van die werk afwesig is of as 'n lid wie se diens as gevolg van swangerskap beëindig is, diens binne 26 weke hervat, bystand betaalbaar is vir sodanige korter tydperk wat die lid nie gedurende sodanige swangerskap gewerk het nie;

(ii) bystand ten opsigte van dae van afwesigheid wat nie 'n volle week behels nie, bereken moet word op 'n *pro rata*-basis vir elke voltooide dag van afwesigheid, afhangende daarvan of daar 'n werkweek van vyf dae of 'n werkweek van ses dae gewerk is onmiddellik vóór die afwesigheid.

(b) Bystand ingevolge hierdie subklousule is betaalbaar tot 'n maksimum van drie swangerskappe per lid: Met dien verstande dat die lid minstens twee jaar lank ononderbroke 'n lid van die Fonds was tussen swangerskappe waarvoor bystand ingevolge hierdie subklousule betaalbaar is.

(c) Aansoek om bystand moet gestaaf word deur dokumentêre bewys soos van tyd tot tyd deur die Fonds vereis word.

(d) Members qualifying for benefits under this subsection shall be entitled to an advance payment of up to four weeks' benefits after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence due to pregnancy/confinement after expiry of such four-week period.

(5) *Benefits—Adoption of children under two years of age:* Notwithstanding the provisions of subsection (6) (a) and subject to the provisions of subsection (6) (b) benefits shall be payable to members in respect of absences from work due to the legal adoption of a child under the age of two years, whether or not the member is capable of and available for work, where the member has two years, or more continuous membership of the Fund immediately prior to absence from work on unpaid leave due to adoption or termination of employment due to adoption, in which case benefits shall be as follows:

(a) Benefits shall be payable up to a maximum of 26 weeks for any one adoption, commencing not earlier than the date on which the member legally adopts a child under the age of two years, in accordance with subsection (1) (b): Provided that where absence from work due to adoption is less than 26 weeks or where a member whose employment has been terminated due to adoption recommences employment within 26 weeks benefits shall be payable for the lesser period that the member has not worked due to such adoption.

(b) Benefits under this subsection shall be payable for a maximum of three adoptions per member: Provided that the member has not less than two years' continuous membership of the Fund between adoptions for which benefits are payable under this subsection: Provided further that for the purposes of this subsection each pregnancy during which a member received benefits under subsection (4) shall be deemed to have been an adoption.

(c) Applications for benefits shall be supported by such documentary evidence as may be required by the Fund from time to time.

(d) Members qualifying for benefits under this subclause shall be entitled to an advance payment of up to four weeks' benefits after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence due to legal adoption of a child under two years of age after expiry of such four-week period.

(6) *Qualifications, limitations and exclusions:* No benefit shall be payable—

(a) until 13 consecutive weeks' contributions have been made to the Fund: Provided that contributions terminated by a period of unemployment of up to two months or a change of employer within the Industry, where the break in contributions does not exceed two months and the employee was actually unemployed during such period, shall be regarded as being consecutive with the contributions made following such unemployment or change of employer: Provided further that employees leaving the Industry and subsequently returning to the Industry shall be eligible for benefits only after 13 consecutive weekly contributions have been made to the Fund;

(b) in respect of continuous periods of absence exceeding 30 weeks until such time as the employee shall have completed a further 26 weeks of employment, and for purposes of this section, absences separated from each other by less than 26 weeks shall be deemed to be continuous;

(d) Lede wat kwalifiseer vir bystand kragtens hierdie subklousule is geregtig op 'n vooruitbetaling van tot vier weke se bystand na voltooiing van die eerste week van afwesigheid. Bystand loop op 'n weeklikse grondslag op vir afwesigheid van die werk as gevolg van swangerskap/ bevaling na die verstryking van sodanige tydperk van vier weke.

(5) *Bystand—Aanneming van kinders onder die ouderdom van twee jaar:* Ondanks subklousule (6) (a) en behoudens subklousule (6) (b) is bystand betaalbaar aan lede ten opsigte van afwesighede van die werk as gevolg van die wettige aanneming van 'n kind onder die ouderdom van twee jaar, hetsy 'n lid vir werk geskik en beskikbaar is al dan nie, indien die lid twee jaar of langer ononderbroke 'n lid van die Fonds was onmiddellik voordat die lid van die werk afwesig was met onbetaalde verlof as gevolg van aanneming of diensbeëindiging as gevolg van aanneming, in welke geval die volgende bystand betaalbaar is:

(a) Bystand ooreenkomstig subklousule (1) (b) is betaalbaar tot 'n maksimum van 26 weke vir een enkele aanneming, wat begin nie vroeër nie as die datum waarop die lid wettig 'n kind onder die ouderdom van twee jaar aanneem: Met dien verstande dat waar afwesigheid van die werk as gevolg van aanneming minder as 26 weke is of waar 'n lid wie se diens as gevolg van aanneming beëindig is, werk binne 26 weke hervat, bystand betaalbaar is vir die korter tydperk wat die lid as gevolg van sodanige aanneming nie gewerk het nie.

(b) Bystand ingevolge hierdie subklousule is betaalbaar tot 'n maksimum van drie aannemings per lid: Met dien verstande dat die lid minstens twee jaar lank ononderbroke 'n lid van die Fonds was tussen aannemings waarvoor bystand ingevolge hierdie subklousule betaalbaar is: Voorts met dien verstande dat vir die doeleindes van hierdie subklousule elke swangerskap/bevaling ten opsigte waarvan 'n lid bystand kragtens subklousule (4) ontvang het, geag word 'n aanneming te wees.

(c) Aansoeke om bystand moet gestaaf word deur dokumentêre bewys soos van tyd tot tyd deur die Fonds vereis word.

(d) Lede wat kwalifiseer vir bystand kragtens hierdie subklousule is geregtig op 'n vooruitbetaling van tot vier weke se bystand na voltooiing van die eerste week van afwesigheid. Bystand loop op 'n weeklikse grondslag op vir afwesigheid weens wettige aanneming van 'n kind onder die ouderdom van twee jaar, na verstryking van sodanige tydperk van vier weke.

(6) *Kwalifikasie, beperkings en uitsonderings:* Geen bystand is betaalbaar nie—

(a) voordat 13 agtereenvolgende weke se bydraes aan die Fonds betaal is: Met dien verstande dat bydraes wat beëindig word deur 'n tydperk van werkloosheid van tot twee maande of 'n verandering van werkgewer binne die Nywerheid, waar die tydperk van onderbreking van bydraes nie twee maande oorskry nie en die werknemer gedurende sodanige tydperk werklik werkloos was, geag moet word aaneenlopend te wees met die bydraes gemaak na sodanige werkloosheid of verandering van werkgewer: Voorts met dien verstande dat werknemers wat die Nywerheid verlaat en later na die Nywerheid terugkeer, vir bystand kwalifiseer slegs nadat 13 agtereenvolgende weke se bydraes aan die Fonds betaal is;

(b) ten opsigte van aaneenlopende tydperke van afwesigheid van meer as 30 weke voordat die werknemer 'n verdere 26 weke diens voltooi het, en vir die toepassing van hierdie klousule word afwesighede wat deur minder as 26 weke van mekaar geskei word, geag aaneenlopend te wees;

(c) in respect of paid public holidays specified in the Agreement for the Industry, or in respect of any part of the paid holiday period for which an employee receives holiday pay, and where an employee works part of the shift on the day he is first absent and is not entitled to paid sick leave from his employer under section 34 of the Main Agreement or under sick-leave provisions of any other Agreement, such day shall count as a day of absence due to illness, for purposes of benefits payable by the Fund;

(d) to employees who become unemployed during the period they are entitled to receive unemployment benefits falling within the scope of the Unemployment Insurance Act;

(e) for any illness, disablement or death falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, except as provided for under subsection (2);

(f) in respect of absence from work due to pregnancy, confinement or the legal adoption of a child under the age of two years, except as provided for under subsections (4) and (5);

(g) in respect of absences from work directly or indirectly caused by, or resulting from—

- (i) alcoholism or the use of narcotics;
- (ii) engaging in hunting, racing on wheels or motorcycle rallying, including breakfast runs and motor-cross;
- (iii) the performance of any unlawful act, service in the armed forces or flight or attempted flight in any aircraft, except as a fare-paying passenger on a regular scheduled airline;
- (iv) death or injury inflicted by any military or usurper power, whether or not there has been a declaration of war, or due to riots or civil commotion.

(7) Notwithstanding the provisions of subsection (6) (a), a member—

(a) whose employment is terminated due to pregnancy or the legal adoption of a child under the age of two years; and

(b) who has been in the employ of the same employer and a member of the Fund for a period of not less than two years immediately prior to termination of employment due to pregnancy or the legal adoption of a child under the age of two years; and

(c) who has been issued with a written guarantee of re-employment by the employer, as provided for in section 9 (2) of the Main Agreement, or relevant provisions of any other Agreement;

shall, on recommending employment with the same employer, have the break in service condoned for the purpose of determining qualification and/or entitlement to benefits.

For the purposes of the above, the employer, when notifying of the termination of service on the contribution return forms submitted in terms of section 7 (3), shall record thereon that such termination was due to pregnancy or the legal adoption of a child under two years of age and that the employee has been issued with a written guarantee of re-employment in terms of section 9 (2) of the Main Agreement or relevant provisions of any other Agreement.

(8) Notwithstanding anything contained in this section the Management Committee shall have discretionary powers to grant additional assistance to employees in cases of hardship arising from illness and may grant special relief to employees by means of pecuniary grants, loans or otherwise on such conditions as it may from time to time determine."

(c) ten opsigte van openbare vakansiedae met besoldiging soos in die Ooreenkoms vir die Nywerheid gespesifiseer, of ten opsigte van 'n gedeelte van die vakansietydperk met besoldiging waarvoor 'n werknemer vakansiebesoldiging ontvang, en indien 'n werknemer op die dag waarop hy vir die eerste keer afwesig is 'n gedeelte van die skof werk en hy nie geregtig is op siekteverlof met besoldiging van sy werkgever kragtens klousule 34 van die Hoofooreenkoms nie, of kragtens die siekteverlofbepalings van enige ander Ooreenkoms nie, moet dit tel as 'n dag afwesigheid weens siekte vir doeleindes van bystand betaalbaar deur die Fonds;

(d) aan werknemers wat werkloos word, gedurende die tydperk waarin hulle aanspraak het op werkloosheidsbystand wat binne die bestek van die Werkloosheidsversekeringswet val;

(e) behoudens subklousule (2) vir enige siekte, ongeskiktheid of dood waarop die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993, van toepassing is;

(f) behoudens subklousules (4) en (5) ten opsigte van afwesigheid van die werk as gevolg van swangerskap, 'n bevalling of die wettige aanneming van 'n kind onder die ouderdom van twee jaar;

(g) ten opsigte van afwesigheid van die werk wat regstreeks of onregstreeks veroorsaak word deur, of die gevolg is van—

- (i) alkoholisme of die gebruik van dwelmmiddels;
- (ii) deelname aan jag, wedrenne op wiele of motorfietsydrenne, met inbegrip van ontbytgroepitte en motorveldrenne;
- (iii) die pleeg van 'n onwettige daad, in diens in die gewapende magte of 'n vlug of gepoogde vlug in 'n vliegtuig, behalwe as 'n betalende passasier in 'n vliegtuig wat vir 'n gereelde geskeduleerde lugdiens gebruik word;

(iv) dood of besering veroorsaak deur 'n militêre usurpatormag, ongeag of daar oorlog verklaar is al dan nie, of weens opstootjies of burgerlike oproer.

(7) Ondanks die bepalings van subklousule (6) (a) moet die diensonderbreking van 'n lid—

(a) wie sé diens beëindig word as gevolg van swangerskap of die wettige aanneming van 'n kind onder die ouderdom van twee jaar; en

(b) wat in diens van dieselfde werkgever en 'n lid van die Fonds was vir 'n tydperk van minstens twee jaar onmiddellik voor beëindiging van diens as gevolg van swangerskap of die wettige aanneming van 'n lid onder die ouderdom van twee jaar; en

(c) aan wie 'n skriftelike waarborg van herindiensneming deur die werkgever uitgereik is, soos bepaal in klousule 9 (2) van die Hoofooreenkoms, of die betrokke bepalings van enige ander Ooreenkoms;

by herindiensneming by dieselfde werkgever gekondoneer word vir die doel om vas te stel of sy kwalifiseer vir en/of geregtig is op voordele.

Vir die toepassing hiervan moet die werkgever wanneer hy kennis gee van diensbeëindiging, in die maandelikse opgawe wat ingevolge klousule 7 (3) ingedien word, daarop aanteken dat sodanige diensbeëindiging die gevolg was van swangerskap of die wettige aanneming van 'n kind onder die ouderdom van twee jaar en dat 'n skriftelike waarborg van herindiensneming ingevolge klousule 9 (2) van die Hoofooreenkoms of die betrokke bepalings van enige ander Ooreenkoms aan die werknemer uitgereik is.

(8) Ondanks andersluidende bepalings in hierdie klousule het die Bestuurskomitee die diskresionêre bevoegdheid om addisionele hulp aan werknemers te verleen in gevalle van ontbering as gevolg van siekte, en kan hy deur middel van geldelike toelae, lenings of andersins spesiale bystand aan werknemers verleen op die voorwaardes wat hy van tyd tot tyd bepaal."

8. SECTION 10: CLAIMS

Substitute the following for the existing section:

"(1) Claims for sick-pay benefits and/or special sick-pay benefits and/or funeral benefits and/or maternity benefits and/or adoption benefits from the Fund shall be lodged with the Fund on the forms prescribed by the Management Committee from time to time, and shall be accompanied by a detailed medical certificate or adoption certificate, as the case may be, in the form prescribed. The cost of the medical certificate or adoption certificate shall be borne by the employee concerned: Provided, however, that the Management Committee may require an independent medical examination, the cost of which shall be a charge upon the Fund.

(2) No claims shall be recognised by the Fund if not submitted within 30 days after the first absence from employment on account of illness and if the employee has failed to act upon proper medical advice; nor shall payment be made for any prior period of more than three days before the employee first consulted his medical practitioner.

(3) No claims shall be recognised by the Fund in respect of adoption benefits if not submitted within 52 weeks from the date of adoption concerned and unless the member concerned was in employment as a member, or was otherwise in employment, for at least 18 weeks during the period of 52 weeks immediately preceding the date of the adoption.

(4) It shall be sufficient payment of any claim if a cheque is despatched by prepaid post to the address given in the claim form prescribed by the Management Committee, and if any cheque so sent is not paid within 18 months of the date of issue, the claim shall be forfeited for the benefit of the Fund: Provided that the Management Committee shall have discretionary powers to make an *ex gratia* payment in respect of any claim forfeited in terms of this section."

Signed at Johannesburg, for and on behalf of the parties, this 27th day of June 1995.

B. NICHOLSON,
Chairman.

B. ANGUS,
Member.

D. G. LEVY,
General Secretary.

No. R. 1481

29 September 1995

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, SOUTHERN AND
WESTERN TRANSVAAL: AMENDMENT OF
HAIRMED AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby give in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employer's and employees who are members of the said organisation or union.

T. T. MBOWENI,
Minister of Labour.

8. KLOUSULE 10: EISE

Vervang die bestaande klausule deur die volgende:

"(1) Eise om siektebystand en/of spesiale siektebystand en/of begrafnisbystand en/of swangerskapbystand en/of aannemingsbystand uit die Fonds moet by die Fonds ingedien word op die vorm wat die Bestuurskomitee van tyd tot tyd voorskryf en moet vergesel gaan van 'n gedetailleerde mediese sertifikaat of aanneming-sertifikaat, soos die geval mag wees, in die voorgeskrewe vorm. Die koste van die mediese sertifikaat moet deur die betrokke werknemer gedra word: Met dien verstande egter dat die Bestuurskomitee 'n onafhanklike mediese ondersoek kan vereis waarvan die koste deur die Fonds gedra moet word.

(2) Geen eise word deur die Fonds erken nie tensy dit ingedien word binne 30 dae na die eerste dag waarop die werknemers weens siekte van die werk afwesig is, en geen eis word erken as die werknemer versuim het om volgens behoorlike mediese advies te handel nie; voorts word geen bedrag betaal ten opsigte van 'n tydperk van meer as drie dae voordat die werknemer sy mediese praktisyn die eerste maal geraadpleeg het nie.

(3) Geen eis ten opsigte van aannemingsbystand word deur die Fonds erken nie indien dit nie binne 52 weke vanaf die betrokke datum van aanneming ingedien word nie en tensy die betrokke lid minstens 18 weke lank gedurende die tydperk van 52 weke onmiddellik voor die datum van die aanneming in diens was as 'n lid, of andersins in diens was.

(4) 'n Eis word geag afdoende betaal te wees as 'n tjek per gefrankeerde brief versend word na die adres wat aangegee word op die eisvorm soos deur die Bestuurskomitee voorgeskryf, en as 'n tjek wat aldus gestuur is, nie binne 18 maande vanaf die datum van uitreiking gewissel word nie, word die eis ten voordele van die Fonds verbeur: Met dien verstande dat die Bestuurskomitee die bevoegdheid besit om na goeë dunnke 'n *ex gratia*-betaling te doen ten opsigte van enige eis wat ingevolge hierdie klausule verbeur is."

Namens die partye op hede die 27ste dag van Junie 1995 te Johannesburg onderteken.

B. NICHOLSON,
Voorsitter.

B. ANGUS,
Lid.

D. G. LEVY,
Hoofsekretaris.

No. R. 1481

29 September 1995

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, SUID- EN WES-
TRANSVAAL: WYSIGING VAN HAIRMED-OOREEN-
KOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

T. T. MBOWENI,
Minister van Arbeid.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE HAIRDRESSING
TRADE (SOUTHERN AND WESTERN TRANSVAAL)****HAIRMED AGREEMENT**

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

**South African Hairdressers' and
Cosmetologists' Association**

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

South African Hairdressers Employees' Industrial Union

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

being parties to the Industrial Council for the Hairdressing Trade (Southern and Western Transvaal),

to amend the Hairmed Agreement published under Government Notice No. R. 2512 of 13 November 1987, as extended and amended by Government Notices Nos. R. 2518 of 15 December 1988, R. 803 of 21 April 1989, R. 1149 of 25 May 1990, R. 897 of 26 April 1991, R. 2655 of 8 November 1991, R. 1478 of 29 May 1992, R. 1075 of 25 June 1993 and R. 1220 of 18 August 1995 (hereinafter referred to as "the SBF Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

1.1 Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Hairdressing Trade—

1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

1.1.2 in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs and Vereeniging.

1.2 Notwithstanding the provisions of clause 1.1 the terms of this Agreement shall apply—

1.2.1 only to employees for whom wages are prescribed in this Agreement and to the employers of such employees;

1.2.2 to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

2. CLAUSE 4: CONTINUATION OF THE FUND

Substitute the following for clause 4.3.1 of the SBF Agreement:

"4.3.1 The Major Medical Scheme, the contributions to which shall be as set out in Table I to clause 9.3, and the annual benefits of which, and the limits thereon, to which members of the scheme shall be entitled by virtue of their membership shall be those prescribed from time to time by the Rules of Hairmed's Major Medical Scheme;"

3. CLAUSE 6: MEMBERSHIP

(1) Substitute the following for clauses 6.1 and 6.1.1 of the SBF Agreement:

"6.1 All employers, with the exception of a close corporation or company, shall be members of either the Major Medical Scheme referred to in clause 4.3.1 or Hospital Plan 7 500 referred to in clause 4.3.2, and of the Medical Life Provider Plan referred to in clause 4.3.3,

BYLAE**NYWERHEIDSRAAD VIR DIE HAARKAPPERSBEDRYF
(SUID- EN WES-TRANSVAAL)****HAIRMED-OOREENKOMS**

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

**South African Hairdressers' and
Cosmetologists' Association**

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

South African Hairdressers Employees' Industrial Union

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

wat die partye is by die Nywerheidsraad vir die Haarkappersbedryf (Suid- en Wes-Transvaal),

tot wysiging van die Hairmed-ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2512 van 13 November 1987, soos verleng en gewysig by Goewermentskennisgewings Nos. R. 2518 van 15 Desember 1988, R. 803 van 21 April 1989, R. 1149 van 25 Mei 1990, R. 897 van 26 April 1991, R. 2655 van 8 November 1991, R. 1478 van 29 Mei 1992, R. 1075 van 25 Junie 1993 en R. 1220 van 18 Augustus 1995 (hierna "die SBF-ooreenkoms" genoem).

1. TOEPASSINGBESTEK VAN OOREENKOMS

1.1 Behoudens andersluidende bepalinge in hierdie klousule is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Haarkappersbedryf.

1.1.1 deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;

1.1.2 in die landdrostdistrikte van Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs en Vereeniging.

1.2 Ondanks die bepalinge van klousule 1.1 is hierdie Ooreenkoms van toepassing—

1.2.1 slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers;

1.2.2 op vakleerlinge vir sover dit nie onbestaanbaar is nie met die bepalinge van die Wet op Mannekragopleiding, 1981, of enige kontrak daarkragtens aangegaan of enige voorwaardes daarkragtens bepaal.

2. KLOUSULE 4: VOORTSETTING VAN DIE FONDS

Vervang klousule 4.3.1 van die SBF-ooreenkoms deur die volgende:

"4.3.1 Die Omvattende Skema waartoe die bydraes is soos uiteengesit in Tabel I van klousule 9.3, en waarvan die jaarlikse voordele, en die limiete daarop, waarop lede van die skema geregtig is uit hoofde van hul lidmaatskap, is soos van tyd tot tyd voorgeskryf by die Reëls van Hairmed se "Major Medical" Skema;"

3. KLOUSULE 6: LIDMAATSKAP

(1) Vervang klousules 6.1 en 6.1.1 van die SBF-ooreenkoms deur die volgende:

"6.1 Alle werkgewers, met uitsondering van 'n beslote korporasie of maatskappy, moet lede wees van of die "Major Medical" Skema bedoel in klousule 4.3.1 of Hospitaal Plan 7 500 bedoel in klousule 4.3.2 en van die Mediese lewensvoorsieningsplan bedoel in klousule 4.3.3, hetsy sodanige werkgewers werkende werk-

whether or not such employers are working employers. For the purposes of this clause and of clause 9.3 "employer" shall include any person who is a member of a close corporation and/or any person who is a director and/or shareholder of a company which is an employer in the Trade. Furthermore—

6.1.1 every employer may elect to be a member of either the Major Medical Scheme or HospitalPlan 7 500, but in the event of a failure by an employer to choose as to which scheme he shall belong, he shall be deemed to have enrolled as a member of HospitalPlan 7 500;"

(2) Substitute the following for clauses 6.2 and 6.2.1 of the SBF Agreement:

"6.2 All employees shall be members of either the Major Medical Scheme referred to in clause 4.3.1 or HospitalPlan 7 500 referred to in clause 4.3.2, and of the Medical Life Provider Plan referred to in clause 4.3.3. Furthermore—

6.2.1 every employee may elect to be a member of either the Major Medical Scheme or HospitalPlan 7 500, but in the event of a failure by an employee to choose as to which scheme he shall belong, he shall be deemed to have enrolled as a member of HospitalPlan 7 500;"

4. CLAUSE 9: CONTRIBUTIONS

Substitute the following for clauses 9.1.1, 9.2.1 and 9.3, respectively, of the SBF Agreement:

"9.1.1 in accordance with X of the scale set out in Table I of clause 9.3 if that employee is a member of the Major Medical Scheme referred to in clause 4.3.1; or"

"9.2.1 in accordance with both X and Y of Group G of the scale set out in Table I of clause 9.3 if that employer is a member of the Major Medical Scheme referred to in clause 4.3.1; or"

"9.3 Contributions effective from the date of publication:

TABLE I

Group	Work category	Contributions	
		X	Y
		R	R
B	Apprentice: First and Second year, or Modules 1 to 4, general assistant, trainee hairdresser, manicurist and/or beauty culturist in the first nine months of training if earning a salary of less than R705 per month:		
	Single member	28	28
	Member with one or two dependants	32	32
	Member with three or more dependants	36	36
C	Apprentice: Third year, or Modules 5 to 6, shampooist, operator:		
	Single member	43	29
	Member with one or two dependants	53	35
	Member with three or more dependants	57	38
D	Manicurist and/or beauty culturist after the first nine months of training, and/or earning a salary of R705 or more per month in the first nine months of training:		
	Single member	53	35
	Member with one or two dependants	66	45
	Member with three or more dependants	71	48

gewers is of nie. By die toepassing van hierdie klousule en van klousule 9.3 omvat "werkgewer" enige persoon wat lid is van 'n beslote korporasie en/of enige persoon wat 'n direkteur en/of aandeelhouer is van 'n maatskappy wat 'n werkgewer in die Bedryf is. Voorts—

6.1.1 kan elke werkgewer kies of hy lid wil wees van die "Major Medical" Skema of van HospitaalPlan 7 500, maar indien 'n werkgewer versuim om te kies aan watter skema hy gaan behoort, word hy geag hom as lid van HospitaalPlan 7 500 in te geskryf het;"

(2) Vervang klousules 6.2 en 6.2.1 van die SBF-ooreenkoms deur die volgende:

"6.2 Alle werknemers moet lede wees van of die "Major Medical" Skema bedoel in klousule 4.3.1 of HospitaalPlan 7 500 bedoel in klousule 4.3.2, en van die Mediese lewensvoorsieningsplan bedoel in klousule 4.3.3. Voorts—

6.2.1 kan elke werknemer kies of hy wil lid wees van die Omvattende Skema of van HospitaalPlan 7 500, maar indien 'n werknemer versuim om te kies aan watter skema hy gaan behoort, word hy geag hom as lid van HospitaalPlan 7 500 in te geskryf het;"

4. KLOUSULE 9: BYDRAES

Vervang klousules 9.1.1, 9.2.1 en 9.3 van die SBF-ooreenkoms deur onderskeidelik die volgende:

"9.1.1 ooreenkomstig X van die skaal uiteengesit in Tabel I van klousule 9.3 indien daardie werknemer lid is van die "Major Medical" Skema in klousule 4.3.1 bedoel; of"

"9.2.1 ooreenkomstig beide X en Y van Groep G van die skaal uiteengesit in Tabel I van klousule 9.3 indien daardie werkgewer lid is van die "Major Medical" Skema in klousule 4.3.1 bedoel; of"

"9.3 Bydraes van krag vanaf die datum van publikasie:

TABEL I

Groep	Werkkategorie	Bydraes	
		X	Y
		R	R
B	Vakleerling: Eerste en Tweede jaar, of Modules 1 tot 4, algemene assistent, leerlinghaarkapper, manicurist en/of skoonheidskundige in die eerste nege maande opleiding, indien 'n salaris van minder as R705 per maand verdien word:		
	Lid alleenlik	28	28
	Lid met een of twee afhanklikes	32	32
	Lid met drie of meer afhanklikes	36	36
C	Vakleerling: Derde jaar, of Modules 5 tot 6, sjampoeis, operateur:		
	Lid alleenlik	43	29
	Lid met een of twee afhanklikes	53	35
	Lid met drie of meer afhanklikes	57	38
D	Manicurist en/of skoonheidskundige na die eerste nege maande opleiding, en/of indien 'n salaris van R705 of meer per maand in die eerste nege maande opleiding verdien word:		
	Lid alleenlik	53	35
	Lid met een of twee afhanklikes	66	45
	Lid met drie of meer afhanklikes	71	48

Group	Work category	Contributions		Groep	Werkkategorie	Bydraes	
		X	Y			X	Y
E	Receptionist and/or telephonist earning less than R1 000 per month, and hairdresser in the first year after qualification if earning less than R1 000 per month:	R	R	E	Ontvangsdame en/of telefoniste wat minder as R1 000 per maand verdien, en haarkapper in die eerste jaar na kwalifikasie indien minder as R1 000 per maand verdien word:	R	R
F	Hairdresser, hairdresser in the first year after qualification if earning R1 000 or more per month, and receptionist and/or telephonist if earning R1 000 per month or more:			F	Haarkapper, haarkapper in die eerste jaar na kwalifikasie, indien R1 000 of meer per maand verdien word, en ontvangsdame en/of telefoniste indien R1 000 of meer per maand verdien word:		
G	Employer, working or non-working, notwithstanding that such employer may be performing any work referred to in Groups B to F inclusive:			G	Werkgewer, werkend of nie-werkend, nieteenstaande dat sodanige werk-gewer enige werk verrig in Groepe B tot en met F bedoel:		
	Single member	62	41		Lid alleenlik.....	62	41
	Member with one or two dependants	81	54		Lid met een of twee afhanklikes	81	54
	Member with three or more dependants	88	58		Lid met drie of meer afhanklikes	88	58
	Single member	76	51		Lid alleenlik.....	76	51
	Member with one or two dependants	99	66		Lid met een of twee afhanklikes	99	66
	Member with three or more dependants	107	71		Lid met drie of meer afhanklikes	107	71
	Single member	63	63		Lid alleenlik.....	63	63
	Member with one or two dependants	83	83		Lid met een of twee afhanklikes	83	83
	Member with three or more dependants	89	89		Lid met drie of meer afhanklikes	89	89

TABLE II

Group	Work category	Contributions	
		Z	A
B	Apprentice, general assistant, trainee hairdresser, manicurist and/or beauty culturist in the first nine months of training, provided that the salary is less than R750 per month:	R	R
C	Operator, manicurist and/or beauty culturist after the first nine months of training, provided that the salary is more than R750 per month but less than R1 000 per month:		
F	Receptionist, telephonist and hairdresser:		
	Single member	54	54
	Member with one or two dependants	81	81
	Member with three or more dependants	91	91
	Single member	91	61
	Member with one or two dependants	137	91
	Member with three or more dependants	153	102
	Single member	168	112
	Member with one or two dependants	252	168
	Member with three or more dependants	282	188

TABEL II

Groep	Werkkategorie	Bydraes	
		Z	A
B	Vakleerling, algemene assistent, leerlinghaarkapper, manikuris en/of skoonheidskundige in die eerste nege maande opleiding, mits die salaris minder is as R750 per maand:	R	R
C	Operateur, manikuris en/of skoonheidskundige na die eerste nege maande opleiding, mits die salaris meer is as R750 per maand maar minder is as R1 000 per maand:		
F	Ontvangsdame, telefoniste en haarkapper:		
	Lid alleenlik.....	54	54
	Lid met een of twee afhanklikes	81	81
	Lid met drie of meer afhanklikes	91	91
	Lid alleenlik.....	91	61
	Lid met een of twee afhanklikes	137	91
	Lid met drie of meer afhanklikes	153	102
	Lid alleenlik.....	168	112
	Lid met een of twee afhanklikes	252	168
	Lid met drie of meer afhanklikes	282	188

Group	Work category	Contributions	
		Z	A
G	Employer, working or non-working, notwithstanding that such employer may be performing any work referred to in Groups B to F, inclusive:	R	R
	Single member	140	140
	Member with one or two dependants	210	210
	Member with three or more dependants	235	235

Note: Both Table I and Table II include Medical Life Provider Plan contributions of R40 per person."

Signed at Roodepoort, on behalf of the parties, this 20th day of June 1995.

M. MULLER,
Chairman of the Council.

L. ZERMATTEN,
Vice-Chairman of the Council.

J. A. MARTIN,
General Secretary of the Council.

Groep	Werkkategorie	Bydraes	
		Z	A
G	Werkgewer, werkend of nie-werkend, niëteenstaande dat sodanige werk-gewer enige werk verrig in Groepe B tot en met F bedoel:	R	R
	Lid alleenlik	140	140
	Lid met een of twee afhanklikes	210	210
	Lid met drie of meer afhanklikes	235	235

Opmerking: Beide Tabel I en Tabel II sluit bydraes van R40 per persoon tot die Mediese lewensvoorsieningsplan in."

Namens die partye op hede die 20ste dag van Junie 1995 te Roodepoort onderteken.

M. MULLER,
Voorsitter van die Raad.

L. ZERMATTEN,
Ondervoorsitter van die Raad.

J. A. MARTIN,
Hoofsekretaris van die Raad.

No. R. 1482 29 September 1995

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, PORT ELIZABETH AND Uitenhage:

AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1998 upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1998 upon all employers and employees, other than those referred to 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.

T. T. MBOWENI,
Minister of Labour.

No. R. 1482 29 September 1995

WET OP ARBEIDSVIRHOUDINGE, 1956

HAARKAPPERSBEDRYF, PORT ELIZABETH EN Uitenhage:

WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1998 eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1998 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 en Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE HAIRDRESSING
TRADE, PORT ELIZABETH AND UITENHAGE****AGREEMENT**

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

The South African Hairdressers' and Cosmetologists' Association

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

**The S.A. Hairdressers' Employees' Industrial Union
(Port Elizabeth and Midlands Branch)**

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

being the parties to the Industrial Council for the Hairdressing Trade, Port Elizabeth and Uitenhage;

to amend the Agreement of the Council published under Government Notice No. R. 222 of 6 February 1987 as amended, renewed and extended by Government Notices Nos. R. 1359 of 26 June 1987, R. 2494 of 6 November 1987, R. 2794 of 18 December 1987, R. 958 and R. 959 of 3 May 1991, R. 925 of 27 March 1992, R. 2228 of 7 August 1992, R. 49 of 14 January 1994, R. 1288 of 22 July 1994 and R. 1285 of 18 August 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Hairdressing Trade—

(1) by all employers and employees who are members of the employers' organisation and the trade union, respectively;

(2) in the Magisterial Districts of Port Elizabeth and Uitenhage.

2. CLAUSE 4: WAGES

Substitute the following for subclause (1):

"(1) Subject to the provisions of subclause (2) of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

<i>Employee</i>	<i>Wage per month from 96-01-01 to 96-12-31</i>
	R
Hairdresser:	
First year after qualifying.....	1 230,00
Thereafter.....	1 317,00
Hairdresser with COTT certificate:	
First year after qualifying.....	1 317,00
Thereafter.....	1 551,00
Receptionist and/or telephonist:	
First year of experience.....	1 078,00
Thereafter.....	1 288,00
Shampooist.....	707,00
General assistant.....	634,00
Casual employee.....	R120 per day"

Signed at Port Elizabeth, on behalf of the parties, this 28th day of July 1995.

P. UNSWORTH, Chairman.

M. BAUER, Vice-Chairman.

J. A. MARTIN, General Secretary.

BYLAE**NYWERHEIDSRAAD VAN DIE HAARKAPPERSBEDRYF,
PORT ELIZABETH EN UITENHAGE****OOREENKOMS**

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

The South African Hairdressers' and Cosmetologists' Association

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

The S.A. Hairdressers' Employees' Industrial Union (Tak Port Elizabeth en Middelland)

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

wat die partye is by die Nywerheidsraad vir die Haarkappersbedryf, Port Elizabeth en Uitenhage,

tot wysiging van die Ooreenkoms van die Raad gepubliseer by Goewermmentskennisgewing No. R. 222 van 6 Februarie 1987 soos gewysig, hernu en verleng by Goewermmentskennisgewings Nos. R. 1359 van 26 Junie 1987, R. 2494 van 6 November 1987, R. 2794 van 18 Desember 1987, R. 958 en R. 959 van 3 Mei 1991, R. 925 van 27 Maart 1992, R. 2228 van 7 Augustus 1992 en R. 49 van 14 Januarie 1994, R. 1288 van 22 Julie 1994 en R. 1285 van 18 Augustus 1995.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Haarkappersbedryf nagekom word—

(1) deur die werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging;

(2) in die landdrosdistrikte Port Elizabeth en Uitenhage.

2. KLOUSULE 4: LONE

Vervang subklousule (1) deur die volgende:

"(1) Behoudens subklousule (2) van hierdie klousule mag geen lone wat laer is as die volgende, deur 'n werkgewer betaal en deur 'n werknemer aanvaar word nie:

<i>Werknemer</i>	<i>Lone per maand van 96-01-01 tot 96-12-31</i>
	R
Haarkapper:	
Eerste jaar na kwalifikasie.....	1 230,00
Daarna.....	1 317,00
Haarkapper met SOVT-sertifikaat:	
Eerste jaar na kwalifikasie.....	1 317,00
Daarna.....	1 551,00
Ontvangsdame/telefoniste:	
Eerste jaar ondervinding.....	1 078,00
Daarna.....	1 288,00
Sjampoeis.....	707,00
Algemene assistent.....	634,00
Los werknemer.....	R120 per dag"

Namens die partye te Port Elizabeth op hede die 28ste dag van Julie 1995 te Port Elizabeth onderteken.

P. UNSWORTH, Voorsitter.

M. BAUER, Ondervoorsitter.

J. A. MARTIN, Algemene Sekretaris.

No. R. 1483 29 September 1995**LABOUR RELATIONS ACT, 1956****LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: RENEWAL OF AGREEMENT FOR THE FOOTWEAR SECTION**

I, Dennis van der Walt, Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1798 of 3 September 1982, R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 2584 of 15 November 1985, R. 2057 of 26 September 1986, R. 2611 of 20 November 1987, R. 148 of 3 February 1989, R. 889 of 27 April 1990, R. 3050 of 4 January 1991, R. 972 of 4 June 1993, R. 398 of 4 March 1994 and R. 1830 of 28 October 1994, to be effective from the date of publication of this notice and for the period ending 30 June 1996.

D. VAN DER WALT,

Director: Collective Bargaining.

No. R. 1484 29 September 1995**LABOUR RELATIONS ACT, 1956****AMENDMENT OF REGULATIONS**

The Minister of Labour has, under section 81 of the Labour Relations Act, 1956 (Act No. 28 of 1956), made the regulations set out in the Schedule hereto and has fixed 29 September 1995 as the date from which the provisions of the said regulations shall be binding.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means the regulations published under Government Notice No. R. 235 of 21 February 1964, as amended by Government Notices Nos. R. 2024 of 15 December 1966, R. 443 of 22 March 1968, R. 1334 of 21 August 1970, R. 1543 of 18 September 1970, R. 733 of 18 April 1975, R. 2158 of 28 September 1979, R. 2317 of 30 October 1981, R. 1883 of 3 September 1982, R. 970 of 13 May 1983, R. 1928 of 31 August 1984, R. 1709 of 26 August 1988, R. 2100 of 21 October 1988, R. 426 of 2 March 1990, R. 3027 of 28 December 1990, R. 847 of 19 April 1991 and R. 1258 of 18 August 1995.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

(i) by the substitution in paragraph (f) of subregulation (5) for the expression "Eastern Transvaal" of the expression "Mpumalanga"; and

(ii) by the addition to subregulation (5) of the following proviso:

"provided that, for the purposes of sections 35, 37 and 38 of the Act, 'inspector defined by regulation' shall also include any person appointed by such inspector for those purposes."

No. R. 1483 29 September 1995**WET OP ARBEIDSVERHOUDINGE, 1956****LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: HERNUWING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE**

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermmentskennisgewings R. 1798 van 3 September 1982, R. 2473 van 11 November 1983, R. 1143 van 1984, R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 2584 van 15 November 1985, R. 2057 van 26 September 1986, R. 2611 van 20 November 1987, R. 148 van 3 Februarie 1989, R. 889 van 27 April 1990, R. 3050 van 4 Januarie 1991, R. 972 van 4 Junie 1993, R. 398 van 4 Maart 1994 en R. 1830 van 28 Oktober 1994, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1996 eindig.

D. VAN DER WALT,

Direkteur: Kollektiewe Bedinging.

No. R. 1484 29 September 1995**WET OP ARBEIDSVERHOUDINGE, 1956****WYSIGING VAN REGULASIES**

Die Minister van Arbeid het kragtens artikel 81 van die Wet op Arbeidsverhoudinge, 1956 (Wet No. 28 van 1956), die regulasies in die Bylae hiervan, uitgevaardig en het 29 September 1995 bepaal as die datum waarop die bepalings van genoemde regulasies bindend word.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermmentskennisgewing No. R. 235 van 21 Februarie 1964, soos gewysig deur Goewermmentskennisgewings Nos. R. 2024 van 15 Desember 1966, R. 443 van 22 Maart 1968, R. 1334 van 21 Augustus 1970, R. 1543 van 18 September 1970, R. 733 van 18 April 1975, R. 2158 van 28 September 1979, R. 2317 van 30 Oktober 1981, R. 1883 van 3 September 1982, R. 970 van 13 Mei 1983, R. 1928 van 31 Augustus 1984, R. 1709 van 26 Augustus 1988, R. 2100 van 21 Oktober 1988, R. 426 van 2 Maart 1990, R. 3027 van 28 Desember 1990, R. 847 van 19 April 1991 en R. 1258 van 18 Augustus 1995.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

(i) deur in paragraaf (f) van subregulasie (5) die uitdrukking "Oos-Transvaal" deur die uitdrukking "Mpumalanga" te vervang; en

(ii) deur die volgende voorbehoudsbepaling by subregulasie (5) te voeg:

"met dien verstande dat, vir die doeleindes van artikels 35, 37 en 38 van die Wet, 'inspekteur by regulasie omskryf' ook enige persoon deur sodanige inspekteur vir daardie doeleindes aangestel, insluit."

No. R. 1485**29 September 1995****WAGE ACT, 1957****AMENDMENT OF REGULATIONS**

The Minister of Labour has, under section 36 of the Wage Act, 1957 (Act No. 5 of 1957), made the regulations set out in the Schedule hereto and has fixed 29 September 1995 as the date from which the provisions of the said regulations shall be binding.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means the regulations published under Government Notice No. R. 1385 of 6 September 1963, as amended by Government Notices Nos. R. 1333 of 21 August 1970, R. 2321 of 31 October 1981, R. 2254 of 4 November 1988, R. 3029 of 28 December 1990 and R. 1260 of 18 August 1995.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the substitution in paragraph (f) of subregulation (4) for the expression "Eastern Transvaal" of the expression "Mpumalanga".

No. R. 1486**29 September 1995****BASIC CONDITIONS OF EMPLOYMENT ACT, 1983****AMENDMENT OF REGULATIONS**

The Minister of Labour has, under section 37 of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), made the regulations set out in the Schedule hereto and has fixed 29 September 1995 as the date from which the provisions of the said regulations shall be binding.

SCHEDULE**Definitions**

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, R. 490 of 8 April 1993, R. 2544 of 31 December 1993, R. 2545 of 31 December 1993 and R. 1262 of 18 August 1995.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the substitution in paragraph (f) of subregulation (2) for the expression "Eastern Transvaal" of the expression "Mpumalanga".

No. R. 1485**29 September 1995****LOONWET, 1957****WYSIGING VAN REGULASIES**

Die Minister van Arbeid het kragtens artikel 36 van die Loonwet, 1957 (Wet No. 5 van 1957), die regulasies in die Bylae hiervan, uitgevaardig en het 29 September 1995 bepaal as die datum waarop die bepalings van genoemde regulasies bindend word.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1385 van 6 September 1963, soos gewysig deur Goewermentskennisgewings Nos. R. 1333 van 21 Augustus 1970, R. 2321 van 31 Oktober 1981, R. 2254 van 4 November 1988, R. 3029 van 28 Desember 1990 en R. 1260 van 18 Augustus 1995.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur in paragraaf (f) van subregulasie (4) die uitdrukking "Oos-Transvaal" deur die uitdrukking "Mpumalanga" te vervang.

No. R. 1486**29 September 1995****WET OP BASIESE DIENSVOORWAARDES, 1983****WYSIGING VAN REGULASIES**

Die Minister van Arbeid het kragtens artikel 37 van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983), die regulasies in die Bylae hiervan, uitgevaardig en het 29 September 1995 bepaal as die datum waarop die bepalings van genoemde regulasies bindend word.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1148 van 3 Junie 1983, soos gewysig deur 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, R. 490 van 8 April 1993, R. 2544 van 31 Desember 1993, R. 2545 van 31 Desember 1993 en R. 1262 van 18 Augustus 1995.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur in paragraaf (f) en subregulasie (2) die uitdrukking "Oos-Transvaal" deur die uitdrukking "Mpumalanga" te vervang.

No. R. 1498**29 September 1995****LABOUR RELATIONS ACT, 1956****LIQUOR, CATERING AND ACCOMMODATION TRADES, SOUTH COAST, NATAL: RENEWAL OF PROVIDENT FUND AGREEMENT**

I, Dennis van der Walt, Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices No. R. 833 of 20 May 1977, R. 750 of 3 April 1981 and R. 308 of 15 February 1985, to be effective from the date of publication of this notice and for the period ending 29 February 1996.

D. VAN DER WALT,

Director: Collective Bargaining.

No. R. 1499**29 September 1995****LABOUR RELATIONS ACT, 1956****MILLINERY INDUSTRY (TRANSVAAL): RENEWAL OF AGREEMENT**

I, Dennis van der Walt, Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices No. R. 470 of 31 March 1995, to be effective from the date of publication of this notice and for the period ending 31 December 1995.

D. VAN DER WALT,

Director: Collective Bargaining.

DEPARTMENT OF AGRICULTURE**No. R. 1461****29 September 1995****MARKETING ACT, 1968
(ACT No. 59 OF 1968)****WINTER CEREAL SCHEME: PROHIBITION OF THE SALE OF WINTER GRAIN***

I, André Isak van Niekerk, Minister of Agriculture, hereby make known under section 79 of the Marketing Act, 1968 (Act No. 59 of 1968), that—

(a) the Wheat Board referred to in section 6 of the Winter Cereal Scheme published by Proclamation No. R. 162 of 1974, as amended, has under section 41 of the said Scheme imposed the prohibition set out in the Schedule; and

(b) the said prohibition has been approved by me and shall come into operation on 1 October 1995.

A. I. VAN NIEKERK,

Minister of Agriculture.

* Prohibition on the sale of winter grain.

No. R. 1498**29 September 1995****WET OP ARBEIDSVERHOUDINGE, 1956****DRANK-, VERVERSINGS- EN AKKOMMODASIE-BEDRYF, SUIDKUS, NATAL: HERNUWING VAN VOORSORGFONDSOORENKOMS**

Ek, Dennis van der Walt, Direkteur, Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskenningsgewings, No. R. 833 van 20 Mei 1977, R. 750 van 3 April 1981 en R. 308 van 15 Februarie 1985, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 29 Februarie 1996 eindig.

D. VAN DER WALT,

Direkteur: Kollektiewe Bedinging.

No. R. 1499**29 September 1995****WET OP ARBEIDSVERHOUDINGE, 1956****HOEDENYWERHEID (TRANSVAAL): HERNUWING VAN OOREENKOMS**

Ek, Dennis van der Walt, Direkteur, Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskenningsgewings, No. R. 470 van 31 Maart 1995, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig.

D. VAN DER WALT,

Direkteur: Kollektiewe Bedinging.

DEPARTEMENT VAN LANDBOU**No. R. 1461****29 September 1995****BEMARKINGSWET, 1968
(WET No. 59 VAN 1968)****WINTERGRAANSKEMA: VERBOD OP DIE VERKOOP VAN WINTERGRAAN***

Ek, André Isak van Niekerk, Minister van Landbou, maak hierby ingevolge artikel 79 van die Bemarkingswet, 1968 (Wet No. 59 van 1968), bekend dat—

(a) die Koringraad bedoel in artikel 6 van die Wintergraanskema gepubliseer by Proklamasie No. R. 162 van 1974, soos gewysig, kragtens artikel 41 van genoemde Skema die verbodsbepaling in die Bylae uiteengesit, opgelê het; en

(b) genoemde verbodsbepaling deur my goedgekeur is en op 1 Oktober 1995 in werking tree.

A. I. VAN NIEKERK,

Minister van Landbou.

* Verbod op die verkoop van wintergraan.

SCHEDULE**Definitions**

1. In this Schedule any word or expression to which a meaning has been assigned in the Scheme shall have that meaning, and "the Scheme" means the Winter Cereal Scheme published by Proclamation No. R. 162 of 1974, as amended by Proclamations Nos. R. 188 of 1974, R. 1 of 1978, R. 136 of 1978, R. 124 of 1979, R. 162 of 1980 and Government Notices Nos. R. 1469 of 11 July 1986, R. 2312 of 7 November 1986, R. 1105 of 22 May 1987 (as corrected by Government Notice No. R. 1246 of 5 June 1987), R. 2216 of 2 October 1987, R. 2533 of 13 November 1987, R. 1934 of 23 September 1988, R. 1730 of 11 August 1989, R. 2206 of 13 October 1989, R. 89 of 19 January 1990, R. 1621 of 12 July 1991, R. 661 of 28 February 1992, R. 1367 of 15 May 1992 and R. 2021 of 25 November 1994.

Sale of winter cereal by producers

2. (1) No producer of winter cereal shall during the period 1 October 1995 to 31 October 1995, both dates inclusive, sell any winter cereal.

(2) For the purpose of subclause (1) "sell" shall not include to keep or deliver winter cereal for sale.

No. R. 1487 **29 September 1995**

**CONSERVATION OF AGRICULTURAL RESOURCES
ACT, 1983 (ACT No. 43 OF 1983)**

**IRRIGATION IMPROVEMENT SCHEME:
ESTABLISHMENT**

I, André Isak van Niekerk, Minister of Agriculture, hereby establish by virtue of section 8, read with section 9 of the Conservation of Agricultural Resources Act, 1983 (Act No. 43 of 1983), the Irrigation Improvement Scheme in the Schedule.

A. I. VAN NIEKERK,
Minister of Agriculture.

SCHEDULE**Definitions**

1. In this scheme, unless otherwise indicated, any word or expression to which a meaning has been assigned in the Act shall have that meaning and—

"**engineer**" means an engineer, technologist or technician who has been registered in that capacity with the Engineering Council of South Africa;

"**extension office**" means an office of a provincial department of Agriculture which has been established with a view to rendering agricultural extension services;

"**farming unit**" means—

(a) land being farmed as a unit by a single land user, whether that land is registered in a deeds office as such or whether it is comprised out of two or more pieces of land of which each piece is registered in a deeds office; or

(b) communal land or a piece thereof which is being farmed and which has been assigned in writing to a single land user;

BYLAE**Woordomskrywing**

1. In hierdie Bylae het enige woord of uitdrukking waaraan 'n betekenis in die Skema geheg is, daardie betekenis, en beteken "die Skema" die Wintergraan-skema gepubliseer by Proklamasie No. R. 162 van 1974, soos gewysig by Proklamasies Nos. R. 188 van 1974, R. 1 van 1978, R. 136 van 1978, R. 124 van 1979, R. 162 van 1980 en Goewermentskennisgewings Nos. R. 1469 van 11 Julie 1986, R. 2312 van 7 November 1986, R. 1105 van 22 Mei 1987 (soos verbeter by Goewermentskennisgewing No. R. 1246 van 5 Junie 1987), R. 2216 van 2 Oktober 1987, R. 2533 van 13 November 1987, R. 1934 van 23 September 1988, R. 1730 van 11 Augustus 1989, R. 2206 van 13 Oktober 1989, R. 89 van 19 Januarie 1990, R. 1621 van 2 Julie 1991, R. 661 van 28 Februarie 1992, R. 1367 van 15 Mei 1992 en R. 2021 van 25 November 1994.

Verkoop van wintergraan deur produsente

2. (1) Geen produsent van wintergraan mag gedurende die tydperk 1 Oktober 1995 tot 31 Oktober 1995, albei dae ingesluit, enige wintergraan verkoop nie.

(2) Vir die doeleindes van subklousule (1) beteken "verkoop" nie ook om wintergraan vir verkoop te hou of te lewer nie.

No. R. 1487 **29 September 1995**

**WET OP DIE BEWARING VAN LANDBOUHULP-
BRONNE, 1983 (WET No. 43 VAN 1983)**

**BESPROEINGSVERBETERINGSKEMA:
INSTELLING**

Ek, André Isak van Niekerk, Minister van Landbou, stel hierby kragtens artikel 8, gelees met artikel 9, van die Wet op die Bewaring van Landbouhulpbronne, 1983 (Wet No. 43 van 1983), die Besproeiingsverbeteringskema in die Bylae in.

A. I. VAN NIEKERK,
Minister van Landbou.

BYLAE**Woordomskrywing**

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

"**die Wet**" die Wet op die Bewaring van Landbouhulpbronne, 1983 (Wet No. 43 van 1983);

"**ingenieur**" 'n ingenieur, tegnoloog of tegnikus wat as sodanig by die Suid-Afrikaanse Raad vir Ingenieurswese geregistreer is;

"**plaaseenheid**"—

(a) grond wat as 'n eenheid deur 'n enkele grondgebruiker beboer word, hetsy die grond as sulks in 'n akteskantoor geregistreer is en of dit uit twee of meer stukke grond bestaan wat elk afsonderlik in 'n akteskantoor geregistreer is; of

(b) kommunale grond of 'n deel daarvan waarop geboer word en wat skriftelik aan 'n enkele grondgebruiker toegesê is;

"the Act" means the Conservation of Agricultural Resources Act, 1983 (Act No. 43 of 1983); and

"water utilisation work" means a work of a class referred to in section 6 of this scheme.

Name of scheme

2. This scheme shall be known as the Irrigation Improvement Scheme.

Objectives of scheme

3. The objectives of this scheme shall be, as far as irrigation is concerned, to control or prevent the soil from becoming waterlogged, to control and prevent salinisation, to utilise and protect water courses and water sources, to promote the construction of water utilisation works and to arrange for the payment of subsidies using money voted by Parliament for the purposes of this scheme.

Application of scheme

4. This scheme shall apply to all land with the exception of land mentioned in section 2 (1) of the Act.

Acts for which subsidies may be paid

5. In terms of this scheme, subsidies may be paid for the erection of water utilisation works.

Classification of water utilisation works

6. For the purposes of this scheme, a water utilisation work shall be classified as—

(a) a distribution work, being a canal, border, pipeline or any other work constructed or equipment erected to prevent waterlogging or salinisation of irrigation land;

(b) an irrigation work, being a pump installation, sluiceway, gauging post, gauging notch, water-gauge, furrow, border or mechanical or gravitational system for the irrigation of soil, or any other work constructed or equipment erected for the purpose of controlling waterlogging or salinisation of soil;

(c) a storage work, being a reservoir, weir, dam or any other work constructed or equipment erected to utilise a water course or a water source; or

(d) a protection work, being a protective wall, embankment or any other work constructed or equipment erected to protect a water course or water source.

Basis for determination of subsidy

7. (1) A subsidy may be paid for the erection of a water utilisation work—

(a) once during a period of 10 years to a single land user in respect of a particular farming unit; and

(b) to a maximum of 33½% of the total cost of the water utilisation work or an amount of R7 500,00, whichever amount is smaller.

(2) Subject to the provisions of subsection (3), the Minister may, on written application, give approval for the payment of a subsidy that exceeds the amounts referred to in subsection (1).

"voorligtingskantoor" 'n kantoor van 'n provinsiale departement van Landbou wat ingestel is met die oog op die lewering van landboukundige voorligtingsdienste; en

"waterbenuttingswerk" 'n werk van 'n klas in artikel 6 van hierdie skema bedoel.

Naam van skema

2. Hierdie skema staan bekend as die Besproeiingsverbeteringskema.

Doelstellings van skema

3. Die doelstellings van hierdie skema is om, in verband met die besproeiing van grond, die voorkoming of beheer van versuiping of verbrakking van grond, die benutting en beskerming van waterlope en waterbronne, die bevordering van die oprigting van waterbenuttingswerke en die betaling van subsidies uit geld wat vir doeleindes van hierdie skema deur die Parlement bewillig is, te reël.

Toepassing van skema

4. Hierdie skema is van toepassing op alle grond uitgesonderd grond in artikel 2 (1) van die Wet vermeld.

Handelinge waarvoor subsidies betaal kan word

5. Ingevolge hierdie skema kan subsidies betaal word vir die oprigting van waterbenuttingswerke.

Klassifisering van waterbenuttingswerke

6. 'n Waterbenuttingswerk word vir doeleindes van hierdie skema geklassifiseer as—

(a) 'n verspreidingswerk, synde 'n kanaal, randakker, pyleiding of enige ander werk of toestel opgerig of gebou met die doel om die versuiping of verbrakking van besproeiingsgrond te voorkom;

(b) 'n besproeiingswerk, synde 'n pompinstallasie, sluisdeur, meetpaal, meetkeep, watermeter, voor, randakker of meganiese of gravitasiestelsel vir die besproeiing van grond, of enige ander werk of toestel opgerig of gebou met die doel om die versuiping of verbrakking van grond te beheer;

(c) 'n opgaringswerk, synde 'n reservoir, stuwdam, dam of enige ander werk of toestel opgerig of gebou met die doel om 'n waterloop of waterbron te benut; of

(d) 'n beskermingswerk, synde 'n skermmuur, wal of enige ander werk of toestel opgerig of gebou met die doel om 'n waterloop of waterbron te beskerm.

Grondslag vir bepaling van subsidie

7. (1) 'n Subsidie kan vir die oprigting van 'n waterbenuttingswerk betaal word—

(a) een keer gedurende 'n tydperk van 10 jaar aan 'n enkele grondgebruiker ten opsigte van 'n besondere plaaseenheid; en

(b) tot 'n maksimum van 33½% van die totale koste van die waterbenuttingswerk of 'n bedrag van R7 500,00, welke bedrag die kleinste is.

(2) Behoudens die bepalings van subartikel (3), kan die Minister op skriftelike aansoek goedkeuring verleen vir die betaling van 'n subsidie wat die bedrae in subartikel (1) bedoel, oorskry.

(3) Parliament may, on application by the Minister and after an investigation by him or her, give approval for the payment of a subsidy in excess of R4 million.

Requirements for payment of subsidy

8. A land user may apply to the executive officer for the payment of a subsidy for the erection of a water utilisation work if—

- (a) he or she is the owner, lessee or occupant of the farm unit where the water utilisation work is to be erected;
- (b) the farming unit on which the water utilisation unit is to be erected, falls within the area referred to in section 4 of this scheme;
- (c) the water utilisation work is classified as a water utilisation work in terms of section 6 of this scheme;
- (d) the application is accompanied by—
 - (i) a plan of the farming unit drawn for purposes of the erection of the water utilisation work, on which the water utilisation work concerned is indicated as a proposed work; and
 - (ii) comprehensive dimensions, specifications and other particulars of the proposed water utilisation work.

Requirements for payment of subsidy

9. A subsidy may be paid to a land user for the erection of a water utilisation work if—

- (a) the application for the payment of a subsidy has been accepted and consent for the erection of the water utilisation work has been given;
- (b) the land user gave notice of completion of the water utilisation work to the executive officer;
- (c) the location of the water utilisation work corresponds more or less with the position thereof as indicated on the plan referred to in paragraph (d) (i) of section 8;
- (d) the dimensions, specifications and other particulars of the water utilisation work correspond with the dimensions, specifications and other particulars referred to in paragraph (d) (ii) of section 8;
- (e) an engineer has made a statement or drawn up a report with regard to the water utilisation work;
- (f) the statement or report referred to in paragraph (e) has been accepted by the executive officer and money voted for purposes of this scheme is available; and
- (g) all the provisions of this scheme pertaining to the water utilisation work and the farming unit where it is erected, have been complied with.

Payment of subsidy

10. (1) If the executive officer accepts the statement or report referred to in paragraph (e) of section 9, he shall calculate the amount payable as a subsidy for the water utilisation work concerned.

(3) Die Parlement kan, op aansoek deur die Minister en na 'n ondersoek deur hom of haar, goedkeuring verleen vir die betaling van 'n subsidie wat 'n bedrag van R4 miljoen oorskry.

Aansoek vir betaling van subsidie

8. 'n Grondgebruiker kan by die uitvoerende beamppte aansoek doen vir die betaling van 'n subsidie vir die oprigting van 'n waterbenuttingswerk indien—

- (a) hy of sy die eienaar, huurder of okkuper is van die plaaseenheid waarop die waterbenuttingswerk opgerig gaan word;
- (b) die plaaseenheid waarop die waterbenuttingswerk opgerig gaan word, geleë is in die gebied in artikel 4 van hierdie skema bedoel;
- (c) die waterbenuttingswerk ingevolge artikel 6 van hierdie skema as 'n waterbenuttingswerk geklassifiseer is; en
- (d) die aansoek vergesel gaan van—
 - (i) 'n plan van die plaaseenheid vir doeleindes van die oprigting van die waterbenuttingswerk opgestel, waarop die betrokke waterbenuttingswerk as 'n voorgestelde werk aangedui is; en
 - (ii) volledige afmetings, spesifikasies en ander besonderhede van die voorgestelde waterbenuttingswerk.

Vereistes vir betaling van subsidie

9. 'n Subsidie kan vir die oprigting van 'n waterbenuttingswerk aan 'n grondgebruiker betaal word indien—

- (a) die aansoek vir die betaling van 'n subsidie aanvaar en toestemming vir die oprigting van die waterbenuttingswerk verleen is;
- (b) die grondgebruiker kennis van die voltooiing van die waterbenuttingswerk aan die uitvoerende beamppte gegee het;
- (c) die ligging van die waterbenuttingswerk naastenby ooreenstem met die posisie daarvan soos aangedui op die plan in paragraaf (d) (i) van artikel 8 bedoel;
- (d) die afmetings, spesifikasies en ander besonderhede van die waterbenuttingswerk ooreenstem met die afmetings, spesifikasies en ander besonderhede in paragraaf (d) (ii) van artikel 8 bedoel;
- (e) 'n ingenieur 'n verklaring afgelê of 'n verslag opgestel het aangaande die waterbenuttingswerk;
- (f) die verklaring of verslag in paragraaf (e) bedoel, deur die uitvoerende beamppte aanvaar is en geld wat vir doeleindes van hierdie skema bewillig is, beskikbaar is; en
- (g) alle ander bepalinge van hierdie skema met betrekking tot die waterbenuttingswerk en die plaaseenheid waarop dit opgerig is, nagekom is.

Betaling van subsidie

10. (1) Indien die uitvoerende beamppte die verklaring of verslag in paragraaf (e) van artikel 9 bedoel, aanvaar, bereken hy die bedrag wat as subsidie ten opsigte van die oprigting van die betrokke waterbenuttingswerk betaalbaar is.

(2) The amount referred to in subsection (1) shall be calculated in accordance with the provisions of section 7.

(3) The subsidy thus calculated shall, subject to the provisions of subsection (4) and with the regard to the availability of money for purposes of this scheme, be paid to the applicant as soon as possible.

(4) The applicant may request the executive officer in writing to pay any subsidy due to him to a person specified in the request.

(5) Approval granted for the erection of a water utilisation work for purposes of a subsidy payable in terms of any other Act in force on the date of commencement of this scheme, shall be deemed to be approval referred to in section 8 (e) of this scheme.

(2) Die bedrag in subartikel (1) bedoel, word bereken in ooreenstemming met die bepalings van artikel 7.

(3) Die subsidie aldus bereken, word, behoudens die bepalings van subartikel (4) en met inagneming van die beskikbaarheid van geld vir doeleindes van hierdie skema, so spoedig moontlik aan die applikant betaal.

(4) Die applikant kant die uitvoerende beampte skriftelik versoek om enige subsidie wat hom toekom aan iemand in die versoek vermeld, te betaal.

(5) Toestemming verleen vir die oprigting van 'n waterbenuttingswerk vir doeleindes van 'n subsidie betaalbaar ingevolge enige ander Wet van krag op die datum van inwerkingtreding van hierdie skema, word geag toestemming te wees soos bedoel in artikel 9 (a) van hierdie skema.

DEPARTMENT OF WELFARE

No. R. 1490

29 September 1995

SOCIAL WORK ACT, 1978

REGULATIONS RELATING TO THE FEES PAYABLE BY SOCIAL WORKERS, STUDENT SOCIAL WORKERS AND SOCIAL AUXILIARY WORKERS: AMENDMENT

The Minister of Welfare and Population Development has, in terms of section 28 of the Social Work Act, 1978 (Act No. 110 of 1978), on the recommendation of the South African Council for Social Work, made the regulations in the Schedule.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2438 of 10 November 1989, as amended by Government Notices Nos. R. 2599 of 9 November 1990, R. 2711 of 15 November 1991, R. 3265 of 4 December 1992 and R. 1925 of 15 October 1993.

Amendment of regulation 2 of the Regulations

2. Regulation 2 of the Regulations is hereby amended by—

(a) the substitution for subparagraph (i) of paragraph (a) of the following subparagraph:

"(i) Registration fee by applicants who obtained their qualifications at a training institution in the Republic or from a state which previously formed part of the Republic R50,00";

(b) the substitution for subparagraph (iii) of paragraph (a) of the following subparagraph:

"(iii) Reregistration fee by a person whose registration has been cancelled in terms of section 22 (1) (c) of the Act R50,00";

(c) the substitution for subparagraph (v) of paragraph (a) of the following subparagraph:

DEPARTEMENT VAN WELSYN

No. R. 1490

29 September 1995

WET OP MAATSKAPLIKE WERK, 1978

REGULASIES BETREFFENDE DIE GELDE BETAALBAAR DEUR MAATSKAPLIKE WERKERS, STUDENT-MAATSKAPLIKE WERKERS EN MAATSKAPLIKE HULPWERKERS: WYSIGING

Die Minister vir Welsyn en Bevolkingsontwikkeling het kragtens artikel 28 van die Wet op Maatskaplike Werk, 1978 (Wet No. 110 van 1978), op aanbeveling van die Suid-Afrikaanse Raad vir Maatskaplike Werk, die regulasies in die Bylae uitgevaardig.

BYLAE

Omskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 2438 van 10 November 1989, soos gewysig by Goewermentskennisgewings Nos. R. 2599 van 9 November 1990, R. 2711 van 15 November 1991, R. 3265 van 4 Desember 1992 en R. 1925 van 15 Oktober 1993.

Wysiging van regulasie 2 van die Regulasies

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

(a) subparagraaf (i) van paragraaf (a) deur die volgende subparagraaf te vervang:

"(i) Registrasiegeld deur applikante wat hulle kwalifikasies verwerf het aan 'n opleidingsinrigting in die Republiek of 'n staat waarvan die gebied voorheen deel van die Republiek uitgemaak het R50,00";

(b) subparagraaf (iii) van paragraaf (a) deur die volgende subparagraaf te vervang:

"(iii) Herregistrasiegeld deur 'n persoon wie se registrasie kragtens artikel 22 (1) (c) van die Wet ingetrek is R50,00";

(c) subparagraaf (v) van paragraaf (a) deur die volgende subparagraaf te vervang:

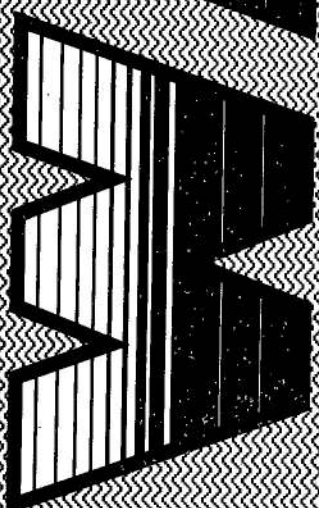
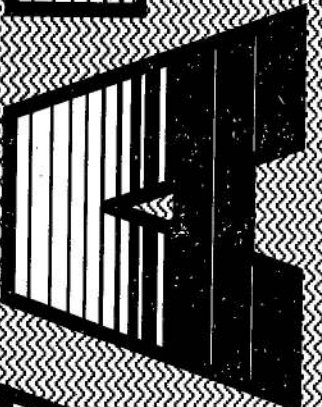
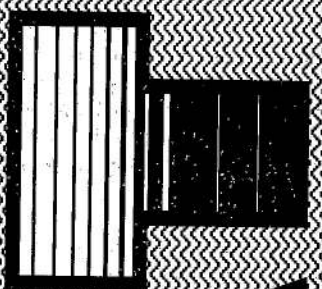
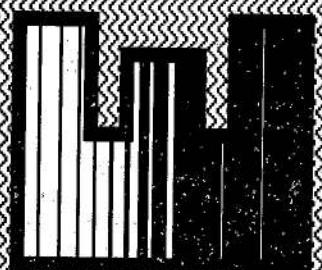
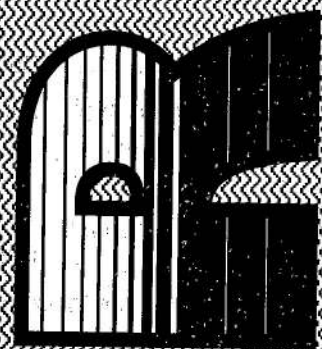
- "(v) Fees for the restoration of the name of a person whose name has been removed from the register in terms of section 20 of the Act R50,00";
- (d) the substitution for subparagraph (iv) of paragraph (d) of the following subparagraph:
 "(iv) Reregistration fee by a person whose registration has been cancelled in terms of section 22 (1) (c) of the Act R35,00";
- (e) the substitution for subparagraph (vi) of paragraph (d) of the following subparagraph:
 "(vi) Fees for the restoration of the name of a person whose name has been removed from the register in terms of section 20 of the Act R35,00";
- (f) the substitution for subparagraph (iii) of paragraph (e) of the following subparagraph:
 "(iii) in the case of a person who applies for registration in terms of section 22 (4) of the Act or whose name is restored in terms of section 20 (3) of the Act to a register contemplated in section 19 (1) of the Act, be calculated *pro rata* for the period extending from the first day of the month during which his/her name is restored to the register to the end of the financial year concerned and be payable on or before the last day of the month in which such person's name is restored to the register."
- "(v) Gelde vir die terugplasing van die naam van 'n persoon wie se naam kragtens artikel 20 van die Wet uit die register geskrap is R50,00";
- (d) subparagraaf (iv) van paragraaf (d) deur die volgende subparagraaf te vervang:
 "(iv) Herregistrasiegeld deur 'n persoon wie se registrasie kragtens artikel 22 (1) (c) van die Wet ingetrek is R35,00";
- (e) subparagraaf (vi) van paragraaf (d) deur die volgende subparagraaf te vervang:
 "(vi) Gelde vir die terugplasing van die naam van 'n persoon wie se naam kragtens artikel 20 van die Wet uit die register geskrap is R35,00";
- (f) subparagraaf (iii) van paragraaf (e) deur die volgende subparagraaf te vervang:
 "(iii) in die geval van 'n persoon wat om herregistrasie kragtens artikel 22 (4) van die Wet aansoek doen of wie se naam kragtens artikel 20 (3) van die Wet teruggeplaas word op 'n register in artikel 19 (1) van die Wet bedoel, *pro rata* bereken word vir die tydperk wat strek vanaf die eerste dag van die maand waartydens die persoon se naam op die register teruggeplaas word tot die einde van die betrokke boekjaar, en is betaalbaar voor of op die laaste dag van die maand waarin sy/haar naam teruggeplaas word."

Commencement

3. These regulations shall come into effect on the date of publication of this notice.

Inwerkingtreding

3. Hierdie regulasies tree op die datum van publikasie van hierdie kennisgewing in werking.



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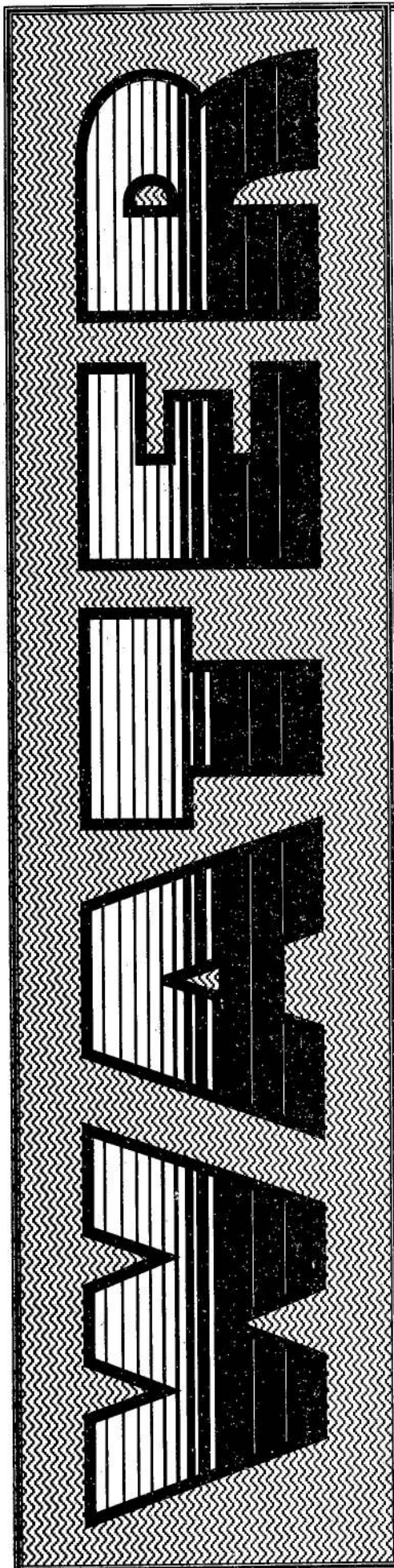
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SPAARSAAM



DAARMEE !



CONTENTS

INHOUD

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICES			GOEWERMENSKENNISGEWINGS		
Agriculture, Department of			Arbeid, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 1461 Marketing Act (59/1968): Winter Cereal Scheme: Prohibition of the sale of winter grain.....	79	16686	R. 1432 Wet op Arbeidsverhoudinge (28/1956): Meubelnywerheid, Grens: Wysiging van Hoofdooreenkoms	51	16686
R. 1487 Conservation of Agricultural Resources Act (43/1983): Irrigation Improvement Scheme: Establishment.....	80	16686	R. 1460 Wet op Mannekragopleiding (56/1981): Vakleerlingopleidingsraad vir Plaaslike Owerhede: Wysiging: Leervoordes... ..	62	16686
Finance, Department of			R. 1479 Wet op Arbeidsverhoudinge (28/1956): Intrekking van Goewermentskennisgewing: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Siektebystandsfondsooreenkoms	63	16686
<i>Government Notice</i>			R. 1480 do.: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Herbekragting van Siektebystandsfondsooreenkoms.....	63	16686
R. 1458 Customs and Excise Act (91/1964): Amendment of Schedule No. 1 (No. 1/1/739)	42	16686	R. 1481 do.: Haarkappersbedryf, Suid- en Wes-Transvaal: Wysiging van Hairmed-ooreenkoms.....	71	16686
Justice, Department of			R. 1482 do.: Haarkappersbedryf, Port Elizabeth en Uitenhage: Wysiging van Hoof-ooreenkoms.....	75	16686
<i>Government Notice</i>			R. 1483 do.: Leernywerheid, Republiek van Suid-Afrika: Hernuwing van Ooreenkoms vir die Skoeliseksie	77	16686
R. 1459 Supreme Court Act (59/1959): Amendment: Rules regulating the proceedings of the Transvaal Provincial Division and the Witwatersrand Local Division of the Supreme Court of South Africa	45	16686	R. 1484 do.: Wysiging van Regulasies	77	16686
Labour, Department of			R. 1485 Loonwet (5/1957): Wysiging van Regulasies	78	16686
<i>Government Notices</i>			R. 1486 Wet op Basiese Diensvoorwaardes: Wysiging van Regulasies	78	16686
R. 1432 Labour Relations Act (28/1956): Border Furniture Manufacturing Industry: Amendment of Main Agreement	51	16686	R. 1498 Wet op Arbeidsverhoudinge (28/1956): Drank-, Verversings- en Akkommodasiebedryf, Suidkus, Natal: Hernuwing van Voorsorgfondsooreenkoms	79	16686
R. 1460 Manpower Training Act (56/1981): Apprentice Training Board for Local Authorities: Amendment: Conditions of apprenticeship	62	16686	R. 1499 do.: Hoedenywerheid (Transvaal): Hernuwing van Ooreenkoms	79	16686
R. 1479 Labour Relations Act (28/1956): Cancellation of Government Notice: Iron, Steel, Engineering and Metallurgical Industry: Sick Pay Fund Agreement.....	63	16686	Finansies, Departement van		
R. 1480 do.: Iron, Steel, Engineering and Metallurgical Industry: Re-enactment of Sick Pay Fund Agreement	63	16686	<i>Goewermentskennisgewing</i>		
R. 1481 do.: Hairdressing Trade, Southern and Western Transvaal: Amendment of Hairmed Agreement.....	71	16686	R. 1458 Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 (No. 1/1/739)...	42	16686
R. 1482 do.: Hairdressing Trade, Port Elizabeth and Uitenhage: Amendment of Main Agreement.....	75	16686	Justisie, Departement van		
R. 1483 do.: Leather Industry, Republic of South Africa: Renewal of Agreement for the Footwear Section.....	77	16686	<i>Goewermentskennisgewing</i>		
R. 1484 do.: Amendment of Regulations.....	77	16686	R. 1459 Wet op die Hooggeregshof (59/1959): Wysiging: Reëls waarby die verrigtings van die Transvaalse Provinsiale Afdeling en die Witwatersrandse Plaaslike Afdeling van die Hooggeregshof van Suid-Afrika gereël word	45	16686
R. 1485 Wage Act (5/1957): Amendment of Regulations.....	78	16686	Landbou, Departement van		
R. 1486 Basic Conditions of Employment Act (3/1983): Amendment of Regulations	78	16686	<i>Goewermentskennisgewings</i>		
R. 1498 Labour Relations Act (28/1956): Liquor, Catering and Accommodation Trades, South Coast, Natal: Renewal of Provident Fund Agreement	79	16686	R. 1461 Bemerkingswet (59/1968): Wintergraanskema: Verbod op die verkoop van wintergraan	79	16686
R. 1499 do.: Millinery Industry (Transvaal): Renewal of Agreement.....	79	16686	R. 1487 Wet op die Bewaring van Landbouhulpbronne (43/1983): Besproeiingsverbeteringskema: Instelling	80	16686
Transport, Department of			Vervoer, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 1468 Merchant Shipping Act (57/1951): Amendment: Examination Regulations for Certificates of Competency for Fishermen, 1993	1	16686	R. 1468 Handelskeepvaartwet (57/1951): Wysiging: Eksamenregulasies vir Bekwaamheidsertifikate vir Vissermanne, 1993	1	16686
R. 1469 do.: do.: Certificates of Qualification Regulations, 1985.....	6	16686	R. 1469 do.: do.: Regulasies betreffende Bevoegdheidsertifikate, 1985	6	16686

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
Welfare, Department of			Welsyn, Departement van		
Government Notice			Goewermentskennisgewing		
R. 1490			R. 1490		
Social Work Act (110/1978): Regulations: Fees payable by social workers, student social workers and social auxiliary workers: Amendment			Wet op Maatskaplike Werk (110/1978): Regulasies: Gelde betaalbaar deur maatskaplike werkers, studentmaatskaplike werkers en maatskaplike hulpwerkers: Wysiging.....		
	83	16686		83	16686