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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF FINANCE DEPARTEMENT VAN FINANSIES

No. R. 69

26 January 1996

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/761)

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.

A. ERWIN

Deputy Minister of Finance

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
15.07	"1507.90		By the substitution for subheading No. 1507.90 of the following: Other: In containers holding 205 l or less	kg	50,3c/kg	
	.20	9		kg	17c/kg	
	.90	3	Other			
15.11			By the substitution for heading No. 15.11 of the following: Palm oil and its functions, whether or not refined, but not chemically modified:			
"15.11	1511.10	9	Crude oil	kg	12,5c/kg	
	1511.90		Other:			
	.20	8	In containers holding 205 l or less	kg	78c/kg	
	.90	0	Other	kg	40c/kg	
15.12			By the substitution for subheading No. 1512.19 of the following: Other:			
	"1512.19		In containers holding 205 l or less	kg	55,5c/kg	
	.20	4	Other	kg	21,2c/kg	
	.90	5				

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
15.14	"1512.29		By the substitution for subheading No. 1512.29 of the following:			
	.20	9	Other:	kg	56,7c/kg	
	.90	6	In containers holding 205 l or less	kg	22,2c/kg"	
15.15	"1514.90		By the substitution for subheading No. 1514.90 of the following:			
	.20	0	Other:	kg	57,7c/kg	
	.90	1	In containers holding 205 l or less	kg	23,1c/kg"	
23.04 and 23.05	"1515.29		By the substitution for subheading No. 1515.29 of the following:			
	.20	6	Other:	kg	44,2c/kg	
	.90	0	In containers holding 205 l or less	kg	11,8c/kg"	
23.04 and 23.05	2304.00	7	By the substitution for headings Nos. 23.04 and 23.05 of the following:			
			Oil-cake and other solid residues, whether or not ground or in the form of pellets, resulting from the extraction of soya-bean oil	kg	10,5c/kg	
	2305.00	0	Oil-cake and other solid residues, whether or not ground or in the form of pellets, resulting from the extraction of groundnut-oil	kg	free"	
23.06	"2306.10	9	By the substitution for subheading No. 2306.10 of the following:	kg	6,5c/kg"	
			Of cotton seeds			
	"2306.30	8	By the substitution for subheading No. 2306.30 of the following:	kg	free"	
			Of sunflower seeds			

No. R. 69

26 Januarie 1996

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/761)

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

Adjunkminister van Finansies.

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
15.07	"1507.90		Deur subpos No. 1507.90 deur die volgende te vervang:			
15.11	.20	9	Ander:	kg	50,3c/kg	
	.90	3	In houers wat hoogstens 205 l bevat	kg	17c/kg"	
			Ander			
"15.11	1511.10	9	Die pos No. 15.11 deur die volgende te vervang:	kg	12,5c/kg	
	1511.90		Palmolie en fraksies daarvan, hetsy geraffineer al dan nie, maar nie chemies gemodifiseer nie:			
	.20	8	Ru-olie	kg	78c/kg	
	.90	0	Ander:	kg	40c/kg"	
			In houers wat hoogstens 205 l bevat			
			Ander			

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
15.12			Deur subpos No. 1512.19 deur die volgende te vervang: Ander: In houers wat hoogstens 205 l bevat Ander	kg kg	55,5c/kg 21,2c/kg"	
	"1512.19 .20 .90	4 5				
			Deur subpos No. 1512.29 deur die volgende te vervang: Ander: In houers wat hoogstens 205 l bevat Ander	kg kg	56,7c/kg 22,2c/kg"	
	"1512.29 .20 .90	9 6				
15.14			Deur subpos No. 1514.90 deur die volgende te vervang: Ander: In houers wat hoogstens 205 l bevat Ander	kg kg	57,7c/kg 23,1c/kg"	
	"1514.90 .20 .90	0 1				
15.15			Deur subpos No. 1515.29 deur die volgende te vervang: Ander: In houers wat hoogstens 205 l bevat Ander	kg kg	44,2c/kg 11,8c/kg"	
	"1515.29 .20 .90	6 0				
23.04 en 23.05			Deur poste Nos. 23.04 en 23.05 deur die volgende te vervang:			
"23.04	2304.00	7	Oliekoek en ander vaste oorblyfsels, hetsy gemaal of in die vorm van pille al dan nie, afkomstig van die winning van sojaboonolie	kg	10,5c/kg	
23.05	2305.00	0	Oliekoek en ander vaste oorblyfsels, hetsy gemaal of in die vorm van pille al dan nie, afkomstig van die winning van grondboontjieolie	kg	vry"	
23.06			Deur subpos No. 2306.10 deur die volgende te vervang: Van katoensaad	kg	6,5c/kg"	
	"2306.10	9				
			Deur subpos No. 2306.30 deur die volgende te vervang: Van sonneblomsaad	kg	vry"	
	"2306.30	8				

No. R. 70

26 January 1996

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/313)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

A. ERWIN

Deputy Minister of Finance

SCHEDULE

I Rebate Item	II			III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.		
321.01				By the deletion of tariff heading No. 29.05.	

No. R. 70

26 Januarie 1996

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/313)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

A. ERWIN

Adjunkminister van Finansies

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
321.01				Deur tariefpos No. 29.05 te skrap.		

No. R. 71**26 January 1996****CUSTOMS AND EXCISE ACT, 1964****IMPOSITION OF PROVISIONAL PAYMENT (VB/24)**

Under section 57A of the Customs and Excise Act, 1964, a provisional payment in relation to anti-dumping duty is imposed up to and including 26 July 1996, to the extent and on the goods set out in the Schedule hereto.

D. J. COLESKY**Commissioner for Customs and Excise****SCHEDULE**

Subheading	Description of Goods	Provisional Payment	Imported from or Originating in
8201.30	Picks	38%	Republic of India (excluding those exported by Indo Euro Exports)

No. R. 71**26 Januarie 1996****DOEANE- EN AKSYNSWET, 1964****OPLEGGING VAN VOORLOPIGE BETALING (VB/24)**

Kragtens artikel 57A van die Doeane- en Aksynswet, 1964, word 'n voorlopige betaling met betrekking tot anti-dumpingreg tot en met 26 Julie 1996 opgelê, in die mate en op die goedere in die Bylae hiervan aangetoon.

D. J. COLESKY**Kommissaris van Doeane- en Aksyns****BYLAE**

Subpos	Beskrywing van Goedere	Voorlopige Betalings	Ingevoer vanaf of Afkomsig van
8201.30	Pikke	38%	Republiek Indië (uitgesonderd dié deur Indo Euro Exports uitgevoer)

**DEPARTMENT OF JUSTICE
DEPARTEMENT VAN JUSTISIE**

No. R. 72**26 January 1996****MAGISTRATES ACT, 1993 (ACT No. 90 OF 1993)****AMENDMENT OF REGULATIONS**

The Minister of Justice has, under section 16 of the Magistrates Act, 1993 (Act No. 90 of 1993), made the regulations in the Schedule.

SCHEDULE**Definitions**

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 361 of 11 March 1994, as amended by Government Notices Nos. R. 644 of 1 April 1994, R. 1407 of 11 August 1994, R. 1808 of 17 October 1994, R. 1707 of 27 October 1994 and R. 1791 of 17 November 1995.

Amendment of regulation 45 of the Regulations

2. Regulation 45 of the Regulations is hereby amended by the substitution in subregulation (1) for the expression "R27,00" of the expression "R28,00".

No. R. 72

26 Januarie 1996

WET OP LANDDROSTE, 1993 (WET No. 90 VAN 1993)

WYSIGING VAN REGULASIES

Die Minister van Justisie het kragtens artikel 16 van die Wet op Landdroste, 1993 (Wet No. 90 van 1993), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 361 van 11 Maart 1994, soos gewysig by Goewermentskennisgewings Nos. R. 644 van 1 April 1994, R. 1407 van 11 Augustus 1994, R. 1808 van 17 Oktober 1994, R. 1707 van 27 Oktober 1994 en R. 1791 van 17 November 1995.

Wysiging van regulasie 45 van die Regulasies

2. Regulasie 45 van die Regulasies word hierby gewysig deur in subregulasie (1) die uitdrukking "R27,00" deur die uitdrukking "R28,00" te vervang.

No. R. 78

26 January 1996

ATTORNEYS ACT, 1979

AMENDMENT OF THE RULES OF COURT GOVERNING THE PRACTICAL EXAMINATIONS AND ADMISSION OF ATTORNEYS, NOTARIES AND CONVEYANCERS

The Chief Justice of South Africa has, after consultation with the judges president of the various provincial divisions of the Supreme Court of South Africa and the presidents of the various societies, under section 82 of the Attorneys Act, 1979 (Act No. 53 of 1979), made the rules of court in the Schedule.

SCHEDULE

Definition

1. In this Schedule "the Rules" means the rules of court published by Government Notice No. 23 of 8 January 1988, as amended by Government Notice No. R. 1189 of 8 July 1994.

Amendment of rule 5 of the Rules

2. Rule 5 of the Rules is hereby amended by the deletion of paragraph 5 (a) (vii) and (viii), 5 (b) (vi) and (vii) and 5 (c) (vi) and (vii).

No. R. 78

26 Januarie 1996

WET OP PROKUREURS, 1979

WYSIGING VAN DIE REËLS VAN DIE HOF BETREFFENDE DIE PRAKTIESE EKSAMENS EN TOELATING VAN PROKUREURS, NOTARISSE EN TRANSPORTBESORGERS

Die Hoofregter van Suid-Afrika het, na oorlegpleging met die regters-president van die onderskeie provinsiale afdelings van die Hooggeregshof van Suid-Afrika en met die presidente van die onderskeie ordes, kragtens artikel 82 van die Wet op Prokureurs, 1979 (Wet No. 53 van 1979), die hofreëls in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Reëls" die hofreëls afgekondig by Goewermentskennisgewing No. 23 van 8 Januarie 1988, soos gewysig by Goewermentskennisgewing No. R. 1189 van 8 Julie 1994.

Wysiging van reël 5 van die Reëls

2. Reël 5 van die Reëls word hierby gewysig deur paragrawe 5 (a) (vii) en (viii), 5 (b) (vi) en (vii) en 5 (c) (vi) en (vii) te skrap.

**DEPARTMENT OF MINERAL AND ENERGY AFFAIRS
DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE****No. R. 103****26 January 1996****ELECTRICITY ACT, 1987 (ACT No. 41 OF 1987)****AMENDMENT OF REGULATIONS***

The Minister of Mineral and Energy Affairs has, under section 28 of the Electricity Act, made the regulations set out in the Schedule.

* Amendment of existing regulations to allow a variation of 10% of the standard voltage in distribution systems with a nominal system voltage lower than 500 volts; and to provide for consequential amendments as a result of the promulgation of the Electricity Amendment Acts of 1994 and 1995.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 506 of 25 March 1988, as amended by Government Notice No. R. 2665 of 16 November 1990.

Deletion of regulation 3 of the Regulations

2. Regulation 3 of the Regulations is hereby deleted.

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) An application for a licence shall be addressed to the Chief Executive Officer, National Electricity Regulator, P.O. Box 785080, Sandton, 2146."

Amendment of regulation 9 of the Regulations

4. Regulation 9 of the Regulations is hereby amended—

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

"(a) For nominal system voltages lower than 500 volts, the supply voltage shall be the standard voltage."; and

(b) by the substitution for paragraph (a) of subregulation (2) of the following paragraph:

"(a) In the case of a distribution system with a nominal system voltage lower than 500 volts, the supply voltage shall not deviate from the standard voltage by more than 10 per cent."

Amendment of the Regulations

5. The Regulations are hereby amended by the substitution for the expression "board", wherever it occurs, of the expression "regulator".

No. R. 103**26 Januarie 1996****ELEKTRISITEITSWET, 1987 (WET No. 41 VAN 1987)****WYSIGING VAN REGULASIES***

Die Minister van Mineraal- en Energiesake het kragtens artikel 28 van die Elektrisiteitswet, 1987 (Wet No. 41 van 1987), die regulasies in die Bylae uiteengesit, uitgevaardig.

* Wysiging van bestaande regulasies om 'n variasie van 10% van die standaard spanning in verspreidingsstelsels met 'n nominale stelselspanning laer as 500 volt, toe te laat; en om voorsiening te maak vir gevolglike wysigings as gevolg van die afkondiging van die Elektrisiteitswysigingswette van 1994 en 1995.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 506 van 25 Maart 1988, soos gewysig by Goewermentskennisgewing No. R. 2665 van 16 November 1990.

Skraping van regulasie 3 van die Regulasies

2. Regulasie 3 van die Regulasies word hierby geskrap.

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) 'n Aansoek om 'n lisensie moet aan die Hoof-Uitvoerende Beampte, Nasionale Elektrisiteitsreguleerder, Posbus 785080, Sandton, 2146, gerig word."

Wysiging van regulasie 9 van die Regulasies**4. Regulasie 9 van die Regulasies word hierby gewysig—**

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

“(a) Vir nominale stelselspannings laer as 500 volt is die leweringspanning die standaardspanning.”; en

(b) deur paragraaf (a) van subregulasie (2) deur die volgende paragraaf te vervang:

“(a) In die geval van 'n verspreidingsstelsel met 'n nominale stelselspanning laer as 500 volt mag die leweringsspanning met nie meer as 10 persent van die standaardspanning afwyk nie.”.

Wysiging van die Regulasies

5. Die Regulasies word hierby gewysig deur die uitdrukking “raad”, waar dit ook al voorkom, deur die uitdrukking “reguleerder” te vervang.

DEPARTMENT OF TRANSPORT DEPARTEMENT VAN VERVOER

No. R. 99**26 January 1996****AVIATION ACT, 1962****THIRTY-FOURTH AMENDMENT OF THE AIR NAVIGATION REGULATIONS, 1976**

The Minister of Transport has, under section 22 of the Aviation Act, 1962 (Act No. 74 of 1962), made the regulations in the Schedule.

SCHEDULE**Definition**

1. In these regulations “the Regulations” means the Air Navigation Regulations, 1976, published by Government Notice No. R. 141 of 30 January 1976, as amended by Government Notices Nos. R. 1283 of 23 July 1976, R. 2380 of 18 November 1977, R. 317 of 23 February 1979, R. 259 of 19 February 1982, R. 131 of 28 January 1983, R. 509 of 11 March 1983, R. 551 of 23 March 1984, R. 1160 of 30 May 1985, R. 1161 of 30 May 1985, R. 2848 of 27 December 1985, R. 517 of 13 March 1987, R. 720 of 15 April 1988, R. 1902 of 23 September 1988, R. 917 of 12 May 1989, R. 2139 of 6 October 1989, R. 2669 of 16 November 1990, R. 1287 of 7 June 1991, R. 1794 of 2 August 1991, R. 3191 of 27 December 1991, R. 2702 of 25 September 1992, R. 2801 of 2 October 1992, R. 3081 of 6 November 1992, R. 156 of 5 February 1993, R. 157 of 5 February 1993, R. 2559 of 31 December 1993, R. 39 of 7 January 1994, R. 717 of 22 April 1994, R. 830 of 29 April 1994, R. 132 of 3 February 1995 and R. 443 of 24 March 1995.

Amendment of Annexure A of the Regulations

2. Annexure A of the Air Navigation Regulations, 1976, is hereby amended by the deletion of paragraph A1 (j2).

Short title

3. This amendment shall be called the Thirty-fourth Amendment of the Air Navigation Regulations, 1976.

No. R. 99**26 Januarie 1996****LUGVAARTWET, 1962****VIER-EN-DERTIGSTE WYSIGING VAN DIE LUGVAARTREGULASIES, 1976**

Die Minister van Vervoer het kragtens artikel 22 van die Lugvaartwet, 1962 (Wet No. 74 van 1962), die regulasies in die Bylae uitgevaardig.

BYLAE**Woordomskrywing**

1. In hierdie regulasies beteken “die Regulasies” die Lugvaartregulasies, 1976, afgekondig by Goewermentskennisgewing No. R. 141 van 30 Januarie 1976, soos gewysig by Goewermentskennisgewings Nos. R. 1283 van 23 Julie 1976, R. 2380 van 18 November 1977, R. 317 van 23 Februarie 1979, R. 259 van 19 Februarie 1982, R. 131 van 28 Januarie 1983, R. 509 van 11 Maart 1983, R. 551 van 23 Maart 1984, R. 1160 van 30 Mei 1985, R. 1161 van 30 Mei 1985, R. 2848 van 27 Desember 1985, R. 517 van 13 Maart 1987, R. 720 van 15 April 1988, R. 1902 van 23 September 1988, R. 917 van 12 Mei 1989, R. 2139 van 6 Oktober 1989, R. 2669 van 16 November 1990, R. 1287 van 7 Junie 1991, R. 1794 van 2 Augustus 1991, R. 3191 van 27 Desember 1991, R. 2702 van 25 September 1992, R. 2801 van 2 Oktober 1992, R. 3081 van 6 November 1992, R. 156 van 5 Februarie 1993, R. 157 van 5 Februarie 1993, R. 2559 van 31 Desember 1993, R. 39 van 7 Januarie 1994, R. 717 van 22 April 1994, R. 830 van 29 April 1994, R. 132 van 3 Februarie 1995 en R. 443 van 24 Maart 1995.

Wysiging van Aanhangsel A van die Lugvaartregulasies, 1976

2. Aanhangsel A van die Regulasies word hiermee gewysig deur die skraping van paragraaf A1 (j2).

Kort titel

3. Hierdie wysiging heet die Vier-en-dertigste Wysiging van die Lugvaartregulasies, 1976.

No. R. 100**26 January 1996****AVIATION ACT, 1962****THIRTY-THIRD AMENDMENT OF THE AIR NAVIGATION REGULATIONS, 1976**

The Minister of Transport has under section 22 of the Aviation Act, 1962 (Act No. 74 of 1962), made the regulations in the Schedule.

SCHEDULE**Definition**

1. In this Schedule, unless the context otherwise indicates, "the Regulations" means the Air Navigation Regulations published under Government Notice No. R. 141 of 30 January 1976, as amended by Government Notices Nos. R. 1283 of 23 July 1976, R. 2380 of 18 November 1977, R. 317 of 23 February 1979, R. 259 of 19 February 1982, R. 131 of 28 January 1983, R. 509 of 11 March 1983, R. 551 of 23 March 1984, R. 1160 of 30 May 1985, R. 1161 of 30 May 1985, R. 2848 of 27 December 1985, R. 517 of 13 March 1987, R. 720 of 15 April 1988, R. 1902 of 23 September 1988, R. 917 of 12 May 1989, R. 2139 of 6 October 1989, R. 2669 of 16 November 1990, R. 1287 of 7 June 1991, R. 1794 of 2 August 1991, R. 3191 of 27 December 1991, R. 2702 of 25 September 1992, R. 2801 of 2 October 1992, R. 3081 of 6 November 1992, R. 156 of 5 February 1993, R. 157 of 5 February 1993, R. 2559 of 31 December 1993, R. 39 of 7 January 1994, R. 717 of 22 April 1994, R. 830 of 29 April 1994, R. 132 of 3 February 1995 and R. 443 of 24 March 1995.

Amendment of Annexure A of the Regulations

2. Annexure A of the Regulations is hereby amended by the substitution of sub paragraph A.1 (a) (i) to (ix) and (b) (i) and (ii) with the following subparagraphs:

A.1 (a) Flight crew member licences:

- (i) Issue: R70,00.
- (ii) Renewal (complete): R60,00.
- (iii) Validation of a foreign licence: R60,00.
- (iv) Reissue: R60,00.
- (v) Medical renewal: R60,00.
- (vi) Instrument rating renewal: R60,00.
- (vii) Instructor rating renewal: R60,00.
- (viii) Extension of licence and/or rating: R60,00.
- (ix) Any conversion or change to a licence: R60,00.

(b) Aircraft maintenance engineer's licence:

- (i) Issue: R70,00.
- (ii) Renewal, reissue of validation of a foreign licence: R60,00.

Short title

3. These amendments shall be called the Thirty-third Amendment of the Air Navigation Regulations, 1976.

No. R. 100**26 Januarie 1996****LUGVAARTWET, 1962****DRIE-EN-DERTIGSTE WYSIGING VAN DIE LUGVAARTREGULASIES, 1976**

Die Minister van Vervoer het kragtens artikel 22 van die Lugvaartwet 1962 (Wet No. 74 van 1962), die regulasies in die Bylae uitgevaardig.

BYLAE**Woordomskrywing**

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken "die Regulasies" die Lugvaartregulasies afgekondig deur Goewermmentskennisgewing No. R. 141 van 30 Januarie 1976, soos gewysig deur Goewermmentskennisgewings Nos. R. 1283 van 23 Julie 1976, R. 2380 van 18 November 1977, R. 317 van 23 Februarie 1979, R. 259 van 19 Februarie 1982, R. 131 van 28 Januarie 1983, R. 509 van 11 Maart 1983, R. 551 van 23 Maart 1984, R. 1160 van 30 Mei 1985, R. 1161 van 30 Mei 1985, R. 2848 van 27 Desember 1985, R. 517 van 13 Maart 1987, R. 720 van 15 April 1988, R. 1902 van 23 September 1988, R. 917 van 12 Mei 1989, R. 2139 van 6 Oktober 1989, R. 2669 van 16 November 1990, R. 1287 van 7 Junie 1991, R. 1794 van 2 Augustus 1991, R. 3191 van 27 Desember 1991, R. 2702 van 25 September 1992, R. 2801 van 2 Oktober 1992, R. 3081 van 6 November 1992, R. 156 van 5 Februarie 1993, R. 157 van 5 Februarie 1993, R. 2559 van 31 Desember 1993, R. 39 van 7 Januarie 1994, R. 717 van 22 April 1994, R. 830 van 29 April 1994, R. 132 van 3 Februarie 1995 en R. 443 van 24 Maart 1995.

Wysiging van Aanhangsel A van die Regulasies

2. Aanhangsel A van die Regulasies word hiermee gewysig deur subparagrafe A1 (a) (i) tot (ix) en (b) (i) en (ii) te vervang met die volgende subparagrafe:

A.1 (a) Boordbemanningslisensies:

- (i) Uitreiking: R70,00.
- (ii) Hernuwing (volledig): R60,00.
- (iii) Geldigmaking van 'n buitelandse lisensie: R60,00.
- (iv) Heruitreiking: R60,00.
- (v) Mediese Hernuwing: R60,00.
- (vi) Instrumentgradering hernuwing: R60,00.
- (vii) Instruktorsgradering hernuwing: R60,00.
- (viii) Verlenging van 'n lisensie en/of gradering: R60,00.
- (ix) Enige aanpassing of verandering tot 'n lisensie: R60,00.

(b) Lugvaartuig onderhoudsingeniurslisensies:

- (i) Uitreiking: R70,00.
- (ii) Hernuwing, heruitreiking of geldigmaking van 'n buitelandse lisensie: R60,00.

Kort titel

3. Hierdie wysiging heet die Drie-en-dertigste Wysiging van die Lugvaartregulasies, 1976.

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 76

26 January 1996

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF SICK BENEFIT FUND AGREEMENT

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

(a) in terms of section 48 (1) (a) of 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 30 June 1996, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA SICK BENEFIT FUND AGREEMENT

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

- (a) **Western Cape Leather Industries Association;**
 - (b) **The South African Tanning Employers' Organisation;**
 - (c) **Footwear Manufacturers' Federation of South Africa; and**
 - (d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and
 - (e) **The National Union of Leather Workers;**
 - (f) **South African Clothing and Textile Workers' Union;**
- and

- (g) **The Transvaal Leather and Allied Trades Industrial Union**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Sick Benefit Fund Agreement published under Government Notice No. R. 1301 of 1 July 1988 (hereinafter referred to as the Re-enacting Agreement), as amended and extended by Government Notices Nos. R. 570 of 31 March 1989, R. 2407 of 12 October 1990, R. 1150 of 24 April 1992, R. 2950 of 23 October 1992, R. 3093 of 13 November 1992, R. 1676 of 10 September 1993, R. 76 of 21 January 1994, R. 1225 of 15 July 1994, R. 144 of 3 February 1995, R. 446 of 24 March 1995 and R. 1040 of 21 July 1995 and R. 1946 of 22 December 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Leather Industry—

(1) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, who are engaged and employed in the said Industry, respectively;

(2) in the Republic of South Africa: Provided that, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry", as contained in clause 1 of the Agreement published under Government Notice No. R. 1792 of 3 September 1982, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth with, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and Johannesburg: Provided further that on the operations set forth in paragraph (7) (a) of the definition of "Industry" or "Leather Industry" as contained in the said Agreement, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively fell within the Magisterial District of Inanda, and on the operations set forth in paragraph (7) (b) of the said definition, it shall be observed only in the Magisterial District of Wynberg: Provided further that, on the operations set forth in paragraph (8) of the definition of "Industry" or "Leather Industry", it shall be observed in the Magisterial Districts of Bellville (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape: Provided further that, on the operations set forth in paragraph (9) of the definition of "Industry" or "Leather Industry", it shall be observed in the Magisterial Districts of Bellville (including those portions of the Magisterial Districts of Goodwood and Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town and Pietermaritzburg.

2. CLAUSE 5: CLASSIFICATION OF EMPLOYEES

Delete clause 5.

3. CLAUSE 6: CONTRIBUTIONS

1. Substitute the following for subclause (1):

"(1) All employees for whom wages are prescribed in any Agreement of the Council shall become members of the Fund, and every employer shall on each pay-day deduct from the wages of each employee the sum of R3,00 per week."

2. Substitute the following for subclause (4):

"(4) To the aggregate of the amounts so deducted, the employer shall add an equal amount, together with the employer's levy for the maternity leave benefit payable in terms of clause 7 (2) and forward, not later than the 15th day of the following month, the total sum to the General Secretary of the Council, P.O. Box 23080, Port Elizabeth, 6000, or to such other official as may be specified by the Council or the Executive Committee."

4. CLAUSE 7: CONTRIBUTION BOOKS

Substitute the following for clause 7:

"7. MATERNITY LEAVE BENEFIT

(1) Female employees who qualify for maternity leave in terms of the maternity and/or confinement provisions of the Council's Section Agreements shall, on proceeding on maternity/confinement leave, be paid by the employer weekly for 13 weeks of the maternity/confinement leave period at the rate of 33% of the employee's basic wage rate. (For the purposes of this clause 'basic wage rate' shall mean the A rate where such rate is provided for in a Section Agreement.)

(2) For the purpose of providing this benefit, every employer shall pay to the Fund an amount of R1,00 per week for every employee who is a member of the Fund.

(3) Claims against the Fund by employers for maternity benefits already paid out to employees shall be made in terms of clause 8 (5).

(4) The provisions of subclauses (1) and (2) shall be effective from the date of coming into operation of this Agreement."

5. CLAUSE 8: SICK PAY

1. Substitute the following for subclause (1):

"(1) For each contribution made by a contributor, one day's benefit will accrue, up to a maximum of 50 days: Provided that where the number of days accrued to a contributor is reduced by virtue of payments of sick pay in terms of subclause (2) hereof, the balance remaining to the credit of the contributor shall be increased by one day for each further contribution up to the maximum of 50 days: Provided further that for the purposes of this Agreement the contributions referred to herein shall include any contributions made by the employee concerned to the Fund under any previous agreement of the Council."

2. Substitute the following for subclause (2):

"(2) An employer shall, on receipt from an employee of a certificate certifying that such employee is incapable of work owing to illness, pay to such an employee sick pay for each day of absence during the normal week on the following basis:

(a) For the first 10 working days of absence owing to illness in the calendar year, 33⅓% of the employee's basic wage rate;

(b) periods of illness in excess of 10 working days of absence owing to illness in the calendar year, R10,00 per day in respect of the accrued balance of days still available in terms of subclause (1):

Provided that—

(i) no sick pay shall be paid in respect of the first day of absence through illness, except where an employee is absent through illness for three consecutive days or more;

(ii) each certificate issued by a medical practitioner shall have a currency of seven days from the date of issue: Provided that the Management Committee may, in the event of lengthy illness, accept the certificate of a medical practitioner for such longer period as it may determine;

(iii) no payment in excess of the number of days accrued in terms of subclause (1) hereof shall be payable;

(iv) the term "day" shall mean an ordinary day which would have been worked by the employee (regardless of short time or overtime) had he not been absent from work;

and provided further that—

(aa) no sick pay benefits shall be paid to an employee whose illness, affliction or disease is in the opinion of the Management Committee or local committee, as the case may be, attributable to misconduct or excessive indulgence in intoxicating liquors or drugs, or due to injuries sustained as a consequence of any form of civil commotion or involvement in public riots: Provided further that the Management Committee may pay sick pay to a dependant or dependants of an employee who is undergoing treatment approved by the Committee for alcoholism: Provided further that the Committee's decision regarding the dependant or dependants to whom payment is to be made shall be final;

(ab) no sick pay shall be payable in respect of paid public holidays as specified in any agreement of the Council, or in respect of any portion of the annual leave period for which an employee receives holiday pay in terms of any agreement of the Council;

(ac) no sick pay shall be payable for any illness in respect of which an employee is in receipt of compensation in terms of the compensation for Occupational Injuries and Diseases Act, 1993, as amended;

(ad) no sick pay shall be payable in respect of confinements during the period for which a female employee is entitled to receive benefits in terms of clause 7."

3. In subclause (4) (a) and (c), substitute the expression "days" for the expression "hours".

4. Substitute the following for subclause (5):

"(5) Not later than the seventh day of each month every employer who has made payment to the employee in terms of subclause (2) or clause 7 (1) shall forward to the Management Committee in respect of the preceding calendar month a statement, in duplicate, showing the full names of the employees who have benefited, the number of days' benefit paid and the amounts of benefit. The statement shall be accompanied by doctors' certificates and receipts signed by the employees for the amounts of benefits received. Upon receipt of the statement the Management Committee, if satisfied that it is in order, shall refund to the employer the amount paid out. Should proof be obtained at any time that there has been refunded to an employer any amount which he has not paid in benefit or which should not have been paid, the employer shall be liable to repay the amount to the Council. Notwithstanding anything to the contrary contained in this subclause, the Management Committee shall not be required to recognise as valid any statement which has not been forwarded to and received by the Management Committee within a period of two months from the date upon which such statement should have been forwarded by the employer in terms of this subclause, nor shall the Management Committee be liable to refund to the employer the amount or amounts claimed under any such statement."

5. Delete subclause (6).

6. Renumber subclauses (7) and (8) to read (6) and (7), respectively.

6. CLAUSE 10: IDENTIFICATION CARDS

Delete subclauses (3), (4) and (5).

7. CLAUSE 11: FINANCIAL CONTROL

1. Delete subclause (1) (d).
 2. Renumber paragraphs (e), (f) and (g) of subclause (1) to read (d), (e) and (f), respectively.
- Signed at Cape Town, on behalf of the parties, this 29th day of June 1995.

D. J. F. LINDE

Member of the Council

T. DAVAN

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 76**26 Januarie 1996****WET OP ARBEIDSVERHOUDINGE, 1956****LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING 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 (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 30 Junie 1996 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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**NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA****SIEKTEBYSTANDSFONDSOOREENKOMS**

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

- (a) **Western Cape Leather Industries Association;**
- (b) **The South African Tanning Employers' Organisation;**
- (c) **Footwear Manufacturers' Federation of South Africa; en**
- (d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

- (e) **The National Union of Leather Workers;**
- (f) **South African Clothing and Textile Workers' Union;**

en

- (g) **The Transvaal Leather and Allied Trades Industrial Union**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant, wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika.

tot wysiging van die Siektebystandsfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1301 van 1 Julie 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig en verleng by Goewermentskennisgewings Nos. R. 570 van 31 Maart 1989, R. 2407 van 12 Oktober 1990 en R. 1150 van 24 April 1992, R. 2950 van 23 Oktober 1992, R. 3093 van 13 November 1992, R. 1676 van 10 September 1993, R. 76 van 21 Januarie 1994, R. 1225 van 15 Julie 1994, R. 144 van 3 Februarie 1995, R. 446 van 24 Maart 1995, R. 1040 van 21 Julie 1995 en R. 1946 van 22 Desember 1995.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;

(2) in the Republiek van Suid-Afrika: Met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid", soos vervat in klousule 1 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1792 van 3 September 1982, dit nagekom moet word slegs in die

landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Die Kaap, Goodwood en Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, en Johannesburg: Voorts met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (7) (a) van die omskrywing van "Nywerheid" of "Leernywerheid", soos vervat in genoemde Ooreenkoms, dit nagekom moet word slegs in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Goodwood en Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, en in verband met die werksaamhede uiteengesit in paragraaf (7) (b) van genoemde omskrywing, dit slegs in die landdrosdistrik Wynberg nagekom moet word: Voorts met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing van "Nywerheid" of "Leernywerheid", dit nagekom moet word in die landdrosdistrikte Bellville (met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort en Die Kaap: Voorts; met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (9) van die omskrywing van "Nywerheid" of "Leernywerheid", dit nagekom moet word in die landdrosdistrikte Bellville (met inbegrip van die gedeeltes van die landdrosdistrikte Goodwood en Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town en Pietermaritzburg.

2. KLOUSULE 5: KLASSIFIKASIE VAN WERKNEMERS

Skrap klousule 5.

3. KLOUSULE 6: BYDRAES

1. Vervang subklousule (1) deur die volgende:

"(1) Alle werknemers vir wie lone in enige Ooreenkoms van die Raad voorgeskryf word, moet lede van die Fonds word, en elke werkgewer moet op elke betaaldag die bedrag van R3,00 per week van elke werknemer se lone aftrek."

2. Vervang subklousule (4) deur die volgende:

"(4) By die totale bedrag aldus afgetrek, moet die werkgewer 'n gelyke bedrag byvoeg, tesame met die werkgewer se heffing vir die kraamverlofvoordeel wat ingevolge klousule 7 (2) betaalbaar is, en die volledige bedrag nie later nie as die 15de dag van die daaropvolgende maand stuur aan die Hoofsekretaris van die Raad, Posbus 23080, Port Elizabeth, 6000, of aan sodanige ander beaampte as wat die Raad of die Uitvoerende Komitee aanwys."

4. KLOUSULE 7: BYDRAEBOEKE

Vervang klousule 7 deur die volgende:

"7. KRAAMVERLOFVOORDELE

(1) Vroulike werknemers wat ingevolge die kraam- en/of bevallingsbepalinge van die Raad se Seksie-ooreenkomste vir kraamverlof kwalifiseer, moet, wanneer hulle op kraam/bevallingsverlof gaan, deur die werkgewer weekliks vir 13 weke van die kraam/bevallingsverloftydperk teen 33% van die werknemer se basiese loontarief betaal word. (Vir die doel van hierdie klousule beteken 'basiese loontarief' die 'A' tarief waar daar in 'n Seksie-ooreenkomste vir sodanige tarief voorsiening gemaak word.)

(2) Met die doel om hierdie voordeel te verskaf, moet elke werkgewer aan die Fonds 'n bedrag van R1,00 per week vir elke werknemer wat lid van die Fonds is, betaal.

(3) Eise deur werkgewers teen die Fonds vir kraamvoordele alreeds aan werknemers uitbetaal, word ingevolge klousule 8 (5) ingestel.

(4) Die bepalinge van subklousules (1) en (2) sal van toepassing wees vanaf die inwerkingtreding van hierdie Ooreenkoms."

5. KLOUSULE 8: SIEKEGELD

1. Vervang subklousule (1) deur die volgende:

"(1) Vir elke bydrae wat 'n bydraer betaal, loop een dag se bystand op, tot 'n maksimum van 50 dae: Met dien verstande dat waar die getal dae wat tot krediet van die bydraer opgeloo het, verminder is vanweë betalings van siekegeld ingevolge subklousule (2) hiervan, die balans wat tot krediet van die bydraer oorbly, deur een dag vir elke verdere bydrae verhoog word tot 'n maksimum van 50 dae: Met dien verstande voorts dat, vir die doel van hierdie Ooreenkoms, die bydraes hierin vermeld enige bydraes insluit wat deur die betrokke werknemer kragtens enige vorige Ooreenkoms van die Raad aan die Fonds betaal is."

2. Vervang subklousule (2) deur die volgende:

"(2) 'n Werkgewer moet, wanneer hy of sy van 'n werknemer 'n sertifikaat ontvang waarin verklaar word dat sodanige werknemer weens siekte nie in staat is om sy of haar werk te verrig nie, moet 'n werkgewer aan sodanige werknemer siekegeld vir elke dag se afwesigheid gedurende die gewone week, op die volgende grondslag betaal:

(a) Vir die eerste 10 werksdae van afwesigheid weens siekte in die kalenderjaar, 33 $\frac{1}{3}$ % van die werknemer se basiese loontarief;

(b) tydperke van siekte wat 10 werksdae van afwesigheid weens siekte in die kalenderjaar oorskry, R10,00 per dag ten opsigte van die opgelope balans van dae wat nog ingevolge subklousule (1) beskikbaar is:

Met dien verstande dat—

(i) Geen siekegeld betaal word ten opsigte van die eerste dag van afwesigheid weens siekte nie, behalwe waar 'n werknemer drie agtereenvolgende dae of langer weens siekte afwesig is;

(ii) elke sertifikaat wat deur 'n mediese praktisyn uitgereik word, 'n geldigheidsduur van sewe dae vanaf die datum van uitreiking het: Met dien verstande dat die Bestuurskomitee, in die geval van 'n langdurige siekte, 'n sertifikaat van 'n mediese praktisyn vir sodanige langer tydperk as wat hy bepaal, kan aanvaar;

(iii) geen betaling vir meer as die getal dae wat ingevolge subklousule (1) hiervan opgehoop het, betaalbaar is nie;

(iv) die uitdrukking "dag" beteken 'n gewone dag wat deur die werknemer gewerk sou gewees het (ongeach korttyd of oortyd) as hy nie van die werk afwesig was nie; en met dien verstande voorts dat—

(aa) geen siektebystand betaal word aan 'n werknemer wie se ongesteldheid, aandoening of siekte na mening van die Bestuurskomitee of plaaslike komitee, soos die geval mag wees, te wyte is aan wangedrag of drank- of dwelmmisbruik, of die voortvloeiende is van beserings wat opgedoen is as gevolg van enige vorm van oproer of betrokkenheid by openbare onluste nie: Met dien verstande voorts dat die Bestuurskomitee siekegeld kan betaal aan 'n afhanklike of afhanklikes van 'n werknemer wat behandeling, deur die Komitee goedgekeur vir alkoholisme ontvang: Met dien verstande dat die Komitee se besluit ten opsigte van die afhanklike of afhanklikes aan wie betaling gemaak gaan word, finaal is;

(ab) geen siekegeld betaalbaar is ten opsigte van betaalde openbare vakansiedae soos gespesifiseer in enige ooreenkoms van die Raad, of ten opsigte van enige deel van die jaarlikse verloftydperk waarvoor 'n werknemer vakansiebetaling ingevolge enige ooreenkoms van die Raad ontvang nie;

(ac) geen siekegeld betaalbaar is vir enige siekte ten opsigte waarvan 'n werknemer vergoeding ontvang ingevolge die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993, soos gewysig, nie;

(ad) geen siekegeld betaalbaar is ten opsigte van bevallings gedurende die tydperk waarvoor 'n vroulike werknemer daarop geregtig is om bystand ingevolge klousule 7 te ontvang nie."

3. In subklousule (4) (a) en (c), vervang die uitdrukking "ure" deur die uitdrukking "dae".

4. Vervang subklousule (5) deur die volgende:

"(5) Voor of op die sewende dag van elke maand moet elke werkgewer wat 'n bedrag ingevolge subklousule (2) of subklousule 7 (1) aan 'n werknemer betaal het, 'n staat in tweevoud ten opsigte van die voorafgaande kalendermaand by die Bestuurskomitee indien waarop die volle name van die werknemers wat bystand ontvang het, die getal dae ten opsigte waarvan bystand aan hulle betaal is en die bedrae van die bystand aangeteken staan. Die staat moet vergesel gaan van mediese sertifikate en kwitansies, deur die werknemers onderteken, vir die bedrae van die ontvangte bystand. By ontvangs van die staat moet die Bestuurskomitee, indien hy daarvan oortuig is dat dit in orde is, die uitbetaalde bedrag aan die werkgewer terugbetaal. Indien daar te enige tyd bewys word dat daar aan 'n werkgewer 'n bedrag terugbetaal is wat nie deur hom aan bystand betaal is nie, of wat nie betaal moes gewees het nie, is die werkgewer aanspreeklik vir die terugbetaling van die bedrag daarvan aan die Raad.

Ondanks andersluidende bepalings in hierdie subklousule, mag daar nie geëis word dat die Bestuurskomitee 'n staat as geldig erken nie wat nie aan die Bestuurskomitee gestuur en deur hom ontvang is binne 'n tydperk van twee maande vanaf die datum waarop sodanige staat deur die werkgewer ingevolge hierdie subklousule aangestuur moes gewees het nie en is die Bestuurskomitee ook nie aanspreeklik vir die terugbetaling aan die werkgewer van die bedrag of bedrae wat op grond van sodanige staat geëis word nie."

5. Skrap subklousule (6).

6. Hernommer subklousules (7) en (8) om onderskeidelik (6) en (7) te lui.

6. KLOUSULE 10: IDENTIFIKASIEKAARTE

Skrap subklousules (3), (4) en (5).

7. KLOUSULE 11: FINANSIËLE BEHEER

1. Skrap subklousule (1) (d).

2. Hernommer paragrawe (e), (f) en (g) van subklousule (1) om onderskeidelik (d), (e) en (f) te lui.

Namens die partye op hede die 29ste dag van Junie 1995 te Kaapstad onderteken.

D. J. F. LINDE

Lid van die Raad

T. DAVAN

Lid van die Raad

L. M. VAN LOGGERENBERG

Hoofsekretaris van die Raad

No. R. 93**26 January 1996**

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): EXTENSION OF MAIN 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) (i) of the Labour Relations Act, 1956, extend the period fixed in Government Notices Nos. R. 780 of 26 May 1995 and R. 1456 of 22 September 1995, by a further period ending 28 February 1999.

D. VAN DER WALT**Director: Collective Bargaining****No. R. 93****26 Januarie 1996**

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL): VERLENGING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermentskennisgewings Nos. R. 780 van 26 Mei 1995 en R. 1456 van 22 September 1995, met 'n verdere tydperk wat op 28 Februarie 1999 eindig.

D. VAN DER WALT**Direkteur: Kollektiewe Bedinging****No. R. 94****26 January 1996**

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): EXTENSION 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) (i) of the Labour Relations Act, 1956, extend the period fixed in Government Notice No. R. 1672 of 27 October 1995, by a further period ending 28 February 1999.

D. VAN DER WALT**Director: Collective Bargaining****No. R. 94****26 Januarie 1996**

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (NATAL): VERLENGING VAN VOORSORGFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermentskennisgewing No. R. 1672 van 27 Oktober 1995, met 'n verdere tydperk wat op 28 Februarie 1999 eindig.

D. VAN DER WALT**Direkteur: Kollektiewe Bedinging****No. R. 95****26 January 1996**

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): EXTENSION OF SICK BENEFIT 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) (i) of the Labour Relations Act, 1956, extend the period fixed in Government Notice No. R. 1679 of 27 October 1995, by a further period ending 28 February 1999.

D. VAN DER WALT**Director: Collective Bargaining**

No. R. 95**26 Januarie 1996****WET OP ARBEIDSVERHOUDINGE, 1956****WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (NATAL): VERLENGING VAN SIEKTEBYSTANDSFONDSOORENKOMS**

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermenskennisgewing No. R. 1679 van 27 Oktober 1995, met 'n verdere tydperk wat op 28 Februarie 1999 eindig.

D. VAN DER WALT**Direkteur: Kollektiewe Bedinging****No. R. 96****26 January 1996****LABOUR RELATIONS ACT, 1956****DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA: RENEWAL OF MAIN 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 Notice R. 1648 of 12 June 1992, to be effective from the date of publication of this notice and for the period ending 3 January 1997.

D. VAN DER WALT**Director: Collective Bargaining****No. R. 96****26 Januarie 1996****WET OP ARBEIDSVERHOUDINGE, 1956****DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA: HERNUWING VAN HOOFOORENKOMS**

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermenskennisgewing No. R. 1648 van 12 Junie 1992, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 3 Januarie 1997 eindig.

D. VAN DER WALT**Direkteur: Kollektiewe Bedinging****No. R. 97****26 January 1996****LABOUR RELATIONS ACT, 1956****LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: RENEWAL OF AGREEMENT FOR THE TANNING 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 Nos. R. 380 of 4 March 1988, R. 2313 of 18 November 1988, R. 160 of 26 January 1990, R. 2871 of 7 December 1990, R. 1001 of 3 April 1992, R. 3409 of 24 December 1992, R. 2106 of 5 November 1993 and R. 219 of 17 February 1995, 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. 97****26 Januarie 1996****WET OP ARBEIDSVERHOUDINGE, 1956****LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: HERNUWING VAN OORENKOMS VIR DIE LOOISEKSIE**

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 Goewermenskennisgewings Nos. R. 380 van 4 Maart 1988, R. 2313 van 18 November 1988, R. 160 van 26 Januarie 1990, R. 2871 van 7 Desember 1990, R. 1001 van 3 April 1992, R. 3409 van 24 Desember 1992, R. 2106 van 5 November 1993 en R. 219 van 17 Februarie 1995, 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. 98

26 January 1996

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 Notice R. 470 of 31 March 1995, 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. 98

26 Januarie 1996

WET OP ARBEIDSVIRHOUDINGE, 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 Goewermmentskennisgewing No. R. 470 van 31 Maart 1995, 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. 101

26 January 1996

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, TRANSVAAL: AMENDMENT OF 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 (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 30 June 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

(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), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSVAAL)****FUND AGREEMENT**

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union") of the other part, being the parties to the Industrial Council for the Clothing Industry (Transvaal),

to amend the Fund Agreement published in Government Notice No. R. 3150 of 24 December 1991, as renewed and amended by Government Notices Nos. R. 243 of 10 January 1992, R. 1065 of 16 April 1992, R. 1685 of 19 June 1992, R. 8107 of 13 November 1992, R. 3260 of 4 December 1992, R. 1232 of 9 July 1993, R. 2549 of 31 December 1993, R. 1160 of 1 July 1994, R. 1683 of 30 September 1994, R. 234 of 17 February 1995, R. 884 of 15 June 1995, R. 1436 of 22 September 1995 and R. 1953 of 22 December 1995.

1. SCOPE OF APPLICATIONS OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry (Transvaal)—

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

(b) in the Province of the Transvaal, as it existed prior to the coming into operation of the constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

(2) Notwithstanding the provisions of subclause (1)—

(a) the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in the Council's Main Agreement;

(b) the provisions of clauses 5, 6, 7 and 10 of the Agreement shall apply in respect of any employee in the Industry for whom no wages are prescribed in the Main Agreement if such employee and his employer have mutually, and with the Industrial Council, agreed thereto in writing.

(3) For the purposes of subclause (2) (b), any reference to employees for whom wages are prescribed in the Main Agreement shall be deemed to include employees referred to in that Agreement and any reference to the wage prescribed for an employee shall be deemed to be a reference to such employee's actual wage.

2. CLAUSE 4: COUNCIL FUNDS

Substitute the following for subclause (3):

"(3) Should any amount due in terms of this clause not be received by the Council by the seventh day after the due date in respect of which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2 per cent per annum divided by 52 or part thereof from such seventh day until the day upon which payment in cash is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council."

3. CLAUSE 5: MEDICAL BENEFIT SOCIETY

In subclause (8) (a) (iii) (c), substitute the expression "R270,00" for the expression "R225,00".

4. CLAUSE 6: SLACK PAY FUND

Substitute the following for subclause (4):

"(4) All moneys received by the Fund shall be deposited in the banking account of the Council. Moneys required shall be paid out by cheques signed by the signatories who sign the cheques of the Council. Separate accounts of the Fund shall be kept in the Council's books. All moneys not required to meet current payments shall be invested in a building society or as provided for in section 21 (3) of the Act in the discretion of the Council, which may vary such investments as it may from time to time determine."

5. CLAUSE 7: SICK PAY FUND

Substitute the following for subclause (7) (d):

"(d) A member who has been in the employ of the same employer for at least 26 weeks shall be paid an amount equal to 65 per cent of four-and-a-third weeks' wages upon going on maternity leave."

6. CLAUSE 10: PROVIDENT FUND FOR THE CLOTHING INDUSTRY (TVL)

(1) Substitute the following for subclause (5) (a) (i):

"(i) Every employer shall, on the pay-day of each week and from the first pay-day after the Agreement comes into operation, deduct from the wages of each contributor in his employ 3 per cent of the prescribed wage payable to such contributor until 30 September 1995; and from 1 October 1995, 3,5 per cent of the prescribed wage payable to such contributor, calculated to the nearest cent: Provided that no deduction shall be made from the wages of a contributor who has worked for less than 20 hours in the week in which the deductions fall due."

(2) Substitute the following for subclause (3) (f):

(f) All moneys received by the Fund shall be deposited in the banking account of the Council. Moneys required shall be paid out by cheques signed by signatories who sign the cheques of the Council. Separate accounts of the Fund shall be kept in the Council's books."

7. CLAUSE 11: CLOTHING INDUSTRY TRAINING BOARD

(1) In subclause (2) (a), substitute the expression "R1,38 + VAT" for the expression "R1,24 + VAT".

8. CLAUSE 12: LIABILITY FOR PAYMENT OF CONTRIBUTIONS

(1) Insert the following new subclauses (5) and (6):

"(5) Whenever an employer pays any sum of money which is due to the Council in terms of this Agreement in any manner other than in cash, and such payment is unpaid for any reason whatever, then in such event a penalty shall be payable by the employer to the Council in its sole discretion, which penalty shall be equal to 1,5 per cent of the amount of the purported payment. Any penalty due to the Council in terms of this subclause shall be payable on demand."

"(6) Whenever it becomes necessary or expedient for the Council to institute action in a civil court for the recovery of any amount of money deducted by an employer from any moneys due to an employee but not paid over to the Council, then and in such event the debtor shall be liable for all legal costs incurred by the Council in recovery of the amount due. This shall include attorney and client costs in the event of a legal practitioner having been instructed by the Council to collect the amount."

Signed at Johannesburg this 23rd day of November 1995.

W. ARON

Chairman

N. RATSHIDI

Vice-Chairman

A. MARGOLIS

Secretary

No. R. 101

26 Januarie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, TRANSVAAL: WYSIGING VAN FONDSOOREENKOMS

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 30 Junie 1996 eindig, bindend is vir die werkgewersorganisasie en vir die tydperk wat op 30 Junie 1996 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die genoemde 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) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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 KLERASIENYWERHEID (TRANSVAAL)

FONDSOOREENKOMS

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal),

tot wysiging van die Fondsooreenkoms soos gepubliseer in Goewermentskennisgewing No. R. 3150 van 24 Desember 1991, soos hernieu en gewysig deur Goewermentskennisgewings Nos. R. 243 van 10 Januarie 1992, R. 1065 van 16 April 1992, R. 1685 van 19 Junie 1992, R. 8107 van 13 November 1992, R. 3260 van 4 Desember 1992, R. 1232 van 9 Julie 1993, R. 2549 van 31 Desember 1993, R. 1160 van 1 Julie 1994, R. 1683 van 30 September 1994, R. 234 van 17 Februarie 1995, R. 884 van 15 Junie 1995, R. 1436 van 22 September 1995 en R. 1953 van 22 Desember 1995.

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet in die Klerasienywerheid (Transvaal) nagekom word —
- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en betrokke is by die Klerasienywerheid, en deur alle werknemers wat lede is van die vakvereniging en in diens is in die Nywerheid;
 - (b) in die provinsie Transvaal, soos dit bestaan voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).
- (2) Ondanks subklousule (1) —
- (a) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in die Hofooreenkoms van die Raad voorgeskryf word;
 - (b) is klousules 5, 6, 7 en 10 van die Ooreenkoms van toepassing ten opsigte van 'n werknemer in die Nywerheid vir wie geen lone in die Hofooreenkoms voorgeskryf word nie, indien so 'n werknemer van sy werkgewer onderling en met die Nywerheidsraad skriftelik daartoe ooreengekom het.
- (3) By die toepassing van subklousule (2) (b) word 'n verwysing na werknemers vir wie lone in die Hofooreenkoms voorgeskryf word, geag werknemers in te sluit wat in daardie Ooreenkoms bedoel word, en 'n verwysing na die loon wat vir 'n werknemer voorgeskryf word, word geag so 'n werknemer se werklike loon te bedoel.

2. KLOUSULE 4: RAAD VAN DIE FONDSE

Vervang subklousule deur die volgende:

“(3) Indien 'n bedrag wat ingevolge hierdie klousule verskuldig is, nie teen die sewende dag na die betaaldatum daarvan deur die Raad ontvang word nie, moet die werkgewer weeklikse rente op sodanige bedrag of op sodanige kleiner bedrae wat nog nie betaal is nie, bereken op die heersende prima oortrekkingskoers plus 2 persent per jaar gedeel deur 52 of deel daarvan, vanaf sodanige sewende dag tot en met die dag waarop betaling in kontant werklik deur die Raad ontvang word: Met dien verstande dat die Raad geregtig sal wees om geheel na eie goeddunke betaling van sulke rente of gedeelte daarvan kwyd te skeld. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad.”

3. KLOUSULE 5: MEDIESE BYSTANDSVERENIGING

In subklousule (8) (a) (iii) (c) vervang die uitdrukking “R225,00” deur die uitdrukking “R270,00”.

4. KLOUSULE 6: SLAPTEBESOLDIGINGSFONDS

Vervang subklousule (4) deur die volgende:

“(4) Alle gelde ontvang deur die Fonds word in die bankrekening van die Raad gedeponeer. Gelde wat benodig word, word uitbetaal per tjeks, geteken deur die ondertekenaars wat die tjeks van die Raad teken. Afsonderlike rekeninge van die Fonds word in die Raad se boeke gehou. Alle gelde wat nie benodig word om huidige betalings na te kom nie, word belê by 'n bougenootskap of, soos bepaal in artikel 21 (3) van die Wet na goeddunke van die Raad, wat sodanige beleggings van tyd tot tyd kan verander soos dit van tyd tot tyd bepaal.

5. KLOUSULE 7: SIEKTEBESOLDIGINGSFONDS

Vervang subklousule (7) (d) deur die volgende:

“(d) 'n Lid wat minstens 26 weke in diens van dieselfde werkgewer was, moet 'n bedrag betaal word wat gelyk is aan 65 per sent of vier en een derde week se loon wanneer sy met kraamverlof gaan.”

6. KLOUSULE 10: VOORSORGFONDS VIR DIE KLERASIENYWERHEID (TVL)

Vervang subklousule (5) (a) (i) deur die volgende:

“(i) Elke werkgewer moet op die betaaldag van elke week en met ingang van die eerste betaaldag, na die inwerkingtreding van hierdie Ooreenkoms 3 persent van die voorgeskrewe lone betaalbaar aan sodanige bydraer tot 30 September 1995; en vanaf 1 Oktober 1995 3,5 persent van die voorgeskrewe lone betaalbaar aan sodanige bydraer, bereken tot die naaste sent, aftrek: Met dien verstande dat geen bedrag afgetrek mag word nie van die loon van 'n bydraer wat minder as 20 uur gewerk het in die week waarin die bedrae afgetrek moet word.

7. KLOUSULE 11: OPLEIDINGSRAAD VIR DIE KLERASIENYWERHEID

- (1) In subklousule 2 (a) vervang die uitdrukking “R1,24 + BTW” deur die uitdrukking “R1,38 + BTW”.

8. KLOUSULE 12: AANSPEEKLIKHEID VIR BETALING VAN BYDRAES

Voeg die volgende nuwe subklousules (5) en (6) in:

“(5) Wanneer 'n werkgewer enige som geld wat kragtens hierdie ooreenkoms aan die Raad verskuldig is op enige ander manier as in kontant betaal en so 'n betaling onbetaald is om watter rede ook al, dan en in so 'n geval is 'n boete betaalbaar deur die werkgewer aan die Raad geheel na eie goeddunke diskresie, welke boete gelyk is aan 1,5 persent van die bedrag van die beweerde betaling. Enige boete kragtens hierdie subklousule verskuldig aan die Raad is op aanvraag betaalbaar.”

“(6) Wanneer dit nodig of raadsaam word vir die Raad om in 'n siviele hof aksie in te stel vir die invordering van enige bedrag geld wat deur 'n werkgewer van enige gelde verskuldig aan 'n werknemer afgetrek is, maar nie aan die Raad oorbetaal is nie, dan en in so 'n geval is die debiteur aanspreeklik vir alle regskostes aangegaan deur die Raad in die invordering van die verskuldigde bedrag. Dit omvat prokureurs- en kliëntkoste in die geval waar 'n regspraktisyn deur die Raad opdrag gegee is om die bedrag in te vorder.”.

Op hede die 23ste dag van November 1995 te Johannesburg onderteken.

W. ARON

Voorsitter

N. RATSHIDI

Ondervoorsitter

A. MARGOLIS

Sekretaris

[illegible]

LABOUR RELATIONS ACT, 1956

MEAT TRADE, EAST LONDON: AMENDMENT OF 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 30 September 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 clause 1 (1) (b) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 1998, 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 area specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

INDUSTRIAL COUNCIL FOR THE MEAT TRADE, EAST LONDON

AGREEMENT

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

East London Meat Traders' Association

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

East London Meat Trade Union

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

being parties to the Industrial Council for the Meat Trade, East London,

to amend the Agreement published under Government Notice No. R. 2100 of 30 September 1983, as extended and amended by Government Notices Nos. R. 2083 and R. 2084 of 26 September 1986, R. 2116 and R. 2117 of 29 September 1989, R. 2649 of 18 September 1992, R. 2700 of 25 September 1992 and R. 1219 of 4 August 1995.

1. SCOPE OF APPLICATION

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

(a) in the Magisterial District of East London; and

(b) by all employers who are members of the employers' organisation and who are engaged in the Meat Trade, and by all employees who are members of the Trade union and who are employed in that Trade.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 2100 of 30 September 1983, as extended and amended by Government Notices Nos. R. 2083 and R. 2084 of 26 September 1986, R. 2116 and R. 2117 of 29 September 1989, R. 2700 of 25 September 1992 and R. 1219 of 4 August 1995.

2. CLAUSE 4: REMUNERATION

Substitute to the following for clause 4:

"4. REMUNERATION

No employer shall pay and no employee shall accept remuneration lower than the following:

	Per hour R	Per week R
(1) Manager—		
from the publication of this agreement.....	13,04	600,00
from 1 October 1996.....	14,35	660,00
from 1 October 1997 to 30 September 1998.....	15,76	725,00

	Per hour R	Per week R
Shop controller—		
from the publication of this agreement	8,91	410,00
from 1 October 1996	9,78	450,00
from 1 October 1997 to 30 September 1998	10,76	495,00
(2) (a) Meat technician and/or smallgoodsman, qualified—		
during first year of experience	10,54	485,00
during second year of experience	11,63	535,00
thereafter	12,83	590,00
(b) Meat technician and/or smallgoodsman, unqualified—		
during first year of experience	70% of 2 (a) (the rate for qualified)	
during second year of experience	80% of 2 (a) (the rate for qualified)	
thereafter	90% of 2 (a) (the rate for qualified)	
(c) Cutter—		
from the publication of this agreement	4,57	210,00
from 1 October 1996	5,00	230,00
from 1 October 1997 to 30 September 1998	5,43	250,00
(3) Casual employee:		
<i>Pro rata</i> amount for the actual period worked by him at the prescribed rate applicable to the class of work performed.		
(4) Clerical employee, qualified—		
from the publication of this agreement	8,26	380,00
from 1 October 1996	9,13	420,00
from 1 October 1997 to 30 September 1998	10,00	460,00
Clerical employee, unqualified—		
from the publication of this agreement	6,52	300,00
from 1 October 1996	7,17	330,00
from 1 October 1997 to 30 September 1998	7,93	365,00
Cashier—		
from the publication of this agreement	4,24	195,00
from 1 October 1996	4,67	215,00
from 1 October 1997 to 30 September 1998	5,11	235,00
(5) Shop assistant—		
from the publication of this agreement	4,78	220,00
from 1 October 1996	5,26	242,00
from 1 October 1997 to 30 September 1998	5,76	265,00
Shop attendant—		
from the publication of this agreement	3,80	175,00
from 1 October 1996	4,24	195,00
from 1 October 1997 to 30 September 1998	4,67	215,00
(6) General worker—		
from the publication of this agreement	3,59	165,00
from 1 October 1996	3,91	180,00
from 1 October 1997 to 30 September 1998	4,35	200,00
(7) Motor vehicle driver:		
Driver of a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—		
(i) does not exceed 500 kg—		
from the publication of this agreement	4,02	185,00
from 1 October 1996	4,46	205,00
from 1 October 1997 to 30 September 1998	4,89	225,00

	Per hour R	Per week R
(ii) exceeds 500 kg but not 2 500 kg—		
from the publication of this agreement.....	4,78	220,00
from 1 October 1996.....	5,22	240,00
from 1 October 1997 to 30 September 1998.....	5,76	265,00
(iii) exceeds 2 500 kg—		
from the publication of this agreement.....	5,76	265,00
from 1 October 1996.....	6,30	290,00
from 1 October 1997 to 30 September 1998.....	6,96	320,00
(8) Mass measurer and pricer—		
from the publication of this agreement.....	3,80	175,00
from 1 October 1996.....	4,13	190,00
from 1 October 1997 to 30 September 1998.....	4,57	210,00
Packer and wrapper—		
from the publication of this agreement.....	3,59	165,00
from 1 October 1996.....	3,91	180,00
from 1 October 1997 to 30 September 1998.....	4,35	200,00
(9) Part-time employee:		
Not less than 60 per cent of the qualified remuneration at the prescribed rate applicable to the class of work performed.”.		

3. CLAUSE 7: HOURS OF WORK

- (1) Substitute the following for subclause (5):

“(5) The provisions of clause 7 (1) (b), 8 (2) and 9 (1) shall not apply to an employee who is in receipt of a regular annual remuneration of not less than—

R25 500

R28 000 from 1 October 1996

R31 000 from 1 October 1997.”.

4. CLAUSE 10: SUNDAY WORKING AND PAYMENTS

- (1) Substitute the following for clause 10:

“10. SUNDAY WORKING AND PAYMENTS

Whenever an employee, other than a casual employee, works on a Sunday, the employer shall pay the employee not less than double his ordinary pay for each hour worked on a Sunday.”.

5. CLAUSE 11: HOLIDAYS AND PAYMENTS

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

“(1) (a) Every employee shall be entitled to leave on full pay on all public holidays as prescribed in terms of the Public Holidays Act, No. 36 of 1994: Provided that when two public holidays fall on successive days, an employer may require an employee to work not more than three hours on the second day referred to above, between the hours of 06:00 and 09:00, and shall pay such employee at the rate of one and one half times his hourly wage for each hour or part of an hour so worked, in addition to the remuneration to which he would have been entitled had he not so worked.”.

6. CLAUSE 18: COUNCIL FUNDS

Substitute the following for clause 18:

“18. COUNCIL FUNDS

The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:

- (1) (a) Every employer shall, in respect of each business he owns or conducts, pay to the Council an annual contribution of R70,00, payable within two weeks of the coming into operation of this Agreement or from the date of entering the Meat Trade.

(b) Every employer shall deduct from the wages of each of this employees a monthly contribution of R5,00.

The total amount so deducted shall be forwarded by the employer to the Secretary of the Council together with the form prescribed in Annexure A, not later than the 10th day of each month following the month in respect of which such payments are due.

Signed at East London, on behalf of the parties, this 15th day of September 1995.

R. E. BOOTH

Chairman of the Council

J. VAN DER MERWE

Vice-Chairman of the Council

W. J. CHERRY

Secretary of the Council

No. R. 102

26 Januarie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

VLEISBEDRYF, OOS-LONDEN: WYSIGING VAN OOREENKOMS

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 30 September 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; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 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 of Beroep in die gebied in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NYWERHEIDSRAAD VIR DIE VLEISBEDRYF, OOS-LONDEN

OOREENKOMS

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

East London Meat Traders' Association

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

East London Meat Trade Union

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

wat die partye is by die Nywerheidsraad vir die Vleisbedryf, Oos-Londen,

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2100 van 30 September 1983, soos verleng en gewysig by Goewermmentskennisgewings Nos. R. 2083 en R. 2084 van 26 September 1986 en R. 2116 en R. 2117 van 29 September 1989, R. 2649 van 18 September 1992, R. 2700 van 25 September 1992, R. 1219 van 4 Augustus 1995 en R. 1978 van 22 Desember 1995.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die landdrosdistrik Oos-Londen; en

(b) deur alle werkgewers wat lede van die werkgewersorganisasies is en in die Vleisbedryf is, en deur alle werknemers wat lede van die vakverenigings is en in daardie Bedryf werksaam is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone voorgeskryf word by klousule 4 van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 2100 van 30 September 1983, soos verleng en gewysig by Goewermenskennisgewings Nos. R. 2083 en R. 2084 van 26 September 1986, R. 2116 en R. 2117 van 29 September 1989, R. 2700 van 25 September 1992 en R. 1219 van 4 Augustus 1995.

2. KLOUSULE 4: BESOLDIGING

Vervang klousule 4 deur die volgende:

"4. BESOLDIGING

Geen laer besoldiging as die volgende mag deur 'n werkgewer betaal en deur 'n werknemer aanvaar word nie:

	Per uur R	Per week R
(1) Bestuurder—		
vanaf datum van publikasie van hierdie ooreenkoms	13,04	600,00
vanaf 1 Oktober 1996	14,35	660,00
vanaf 1 Oktober 1997 tot 30 September 1998	15,76	725,00
Winkelkontroleur—		
vanaf datum van publikasie van hierdie ooreenkoms	8,91	410,00
vanaf 1 Oktober 1996	9,78	450,00
vanaf 1 Oktober 1997 tot 30 September 1998	10,76	495,00
(2) (a) Vleistegnikus en/of bereider van vleisprodukte, gekwalifiseer—		
gedurende die eerste jaar ondervinding	10,54	485,00
gedurende die tweede jaar ondervinding	11,63	535,00
daarna	12,83	590,00
(b) Vleistegnikus en/of bereider van vleisprodukte, ongekwalifiseer—		
gedurende die eerste jaar ondervinding	70% van 2 (a) (loon vir gekwalifiseerd)	
gedurende die tweede jaar ondervinding	80% van 2 (a) (loon vir gekwalifiseerd)	
daarna	90% van 2 (a) (loon vir gekwalifiseerd)	
(c) Snyer—		
vanaf datum van publikasie van hierdie ooreenkoms	4,57	210,00
vanaf 1 Oktober 1996	5,00	230,00
vanaf 1 Oktober 1997 tot 30 September 1998	5,43	250,00
(3) Los werknemer:		
'n <i>Pro rata</i> -bedrag vir die werklike tydperk wat hy gewerk het teen die voorgeskrewe loon van toepassing op die klas werk wat hy verrig.		
(4) Klerk, gekwalifiseer—		
vanaf datum van publikasie van hierdie ooreenkoms	8,26	380,00
vanaf 1 Oktober 1996	9,13	420,00
vanaf 1 Oktober 1997 tot 30 September 1998	10,00	460,00
Klerk, ongekwalifiseerd—		
vanaf datum van publikasie van hierdie ooreenkoms	6,52	300,00
vanaf 1 Oktober 1996	7,17	330,00
vanaf 1 Oktober 1997 tot 30 September 1998	7,93	365,00

	Per uur R	Per week R
Kassier—		
vanaf datum van publikasie van hierdie ooreenkoms	4,24	195,00
vanaf 1 Oktober 1996	4,67	215,00
vanaf 1 Oktober 1997 tot 30 September 1998	5,11	235,00
(5) Winkelassistent—		
vanaf datum van publikasie van hierdie ooreenkoms	4,78	220,00
vanaf 1 Oktober 1996	5,26	242,00
vanaf 1 Oktober 1997 tot 30 September 1998	5,76	265,00
Winkelhulp—		
vanaf datum van publikasie van hierdie ooreenkoms	3,80	175,00
vanaf 1 Oktober 1996	4,24	195,00
vanaf 1 Oktober 1997 tot 30 September 1998	4,67	215,00
(6) Algemene werker—		
vanaf datum van publikasie van hierdie ooreenkoms	3,59	165,00
vanaf 1 Oktober 1996	3,91	180,00
vanaf 1 Oktober 1997 tot 30 September 1998	4,35	200,00
(7) Motorvoertuigdrywer:		
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of sleepwaens wat so 'n voertuig trek—		
(i) hoogstens 500 kg is—		
vanaf datum van publikasie van hierdie ooreenkoms	4,02	185,00
vanaf 1 Oktober 1996	4,46	205,00
vanaf 1 Oktober 1997 tot 30 September 1998	4,89	225,00
(ii) meer as 500 kg maar hoogstens 2 500 kg is—		
vanaf datum van publikasie van hierdie ooreenkoms	4,78	220,00
vanaf 1 Oktober 1996	5,22	240,00
vanaf 1 Oktober 1997 tot 30 September 1998	5,76	265,00
(iii) meer as 2 500 kg is—		
vanaf datum van publikasie van hierdie ooreenkoms	5,76	265,00
vanaf 1 Oktober 1996	6,30	290,00
vanaf 1 Oktober 1997 tot 30 September 1998	6,96	320,00
(8) Massameter en prysvassteller—		
vanaf datum van publikasie van hierdie ooreenkoms	3,80	175,00
vanaf 1 Oktober 1996	4,13	190,00
vanaf 1 Oktober 1997 tot 30 September 1998	4,57	210,00
Verpakker en toedraaier—		
vanaf datum van publikasie van hierdie ooreenkoms	3,59	165,00
vanaf 1 Oktober 1996	3,91	180,00
vanaf 1 Oktober 1997 tot 30 September 1998	4,35	200,00
(9) Deeltydse werknemer:		
Minstens 60 persent van die gekwalifiseerde besoldiging teen die voorgeskrewe loon van toepassing op die klas werk wat hy verrig.”.		

3. KLOUSULE 7: WERKURE

- (1) Vervang subklousule (5) deur die volgende:

“(5) Die bepalings van klousule 7 (1) (b), 8 (2) en 9 (1) is nie van toepassing op 'n werknemer wat 'n gereelde jaarlikse besoldiging van—

R25 500 vanaf datum van publikasie van hierdie ooreenkoms

R28 000 vanaf 1 Oktober 1996

R31 000 vanaf 1 Oktober 1997 per jaar verdien nie.”.

4. KLOUSULE 10: WERK OP SONDAE EN BESOLDIGING

- (1) Vervang klousule 10 deur die volgende:

“(1) Wanneer ’n werknemer, uitgesonderd ’n los werknemer, op ’n Sondag werk, moet die werkgever die werknemer minstens dubbel sy gewone loon betaal vir elke uur wat op ’n Sondag gewerk word.”

5. KLOUSULE 11: VAKANSIEDAE EN BESOLDIGING

- (1) Vervang klousule (1) (a) deur die volgende:

“(1) (a) Elke werknemer is geregtig op verlof met volle besoldiging op alle openbare vakansiedae soos voorgeskryf kragtens die Wet op Openbare Vakansiedae, No. 36 van 1994: Met dien verstande dat as twee openbare vakansiedae op twee agtereenvolgende dae val, ’n werkgever van ’n werknemer kan vereis om op die tweede dag soos hierbo vermeld hoogstens drie uur te werk tussen 06:00 en 09:00, en vir elke uur of gedeelte van ’n uur aldus gewerk, moet die werkgever sodanige werknemer een en ’n half maal sy uurloon betaal benewens die besoldiging waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie.”

6. KLOUSULE 18: FONDSE VAN DIE RAAD

Vervang klousule 18 deur die volgende:

“18. FONDSE VAN DIE RAAD

Die fondse van die Raad, wat by die Raad berus en deur hom geadministreer moet word, word soos volg verkry:

(1) (a) Elke werkgever moet ten opsigte van elke sakeonderneming wat hy besit of bedryf, ’n jaarlikse bydrae van R70,00, betaalbaar binne twee weke van die inwerkingtreding van hierdie Ooreenkoms of van die datum waarop hy tot die Vleisbedryf toetree, aan die Raad betaal.

(b) Elke werkgever moet van die loon van elkeen van sy werknemers ’n maandelikse bedrae van R5,00 aftrek.

Die werkgever moet die totale bedrag wat aldus afgetrek is, voor of op die 10de dag van elke maand wat volg op die maand waarvoor sodanige betalings verskuldig is, aan die Sekretaris van die Raad stuur saam met die vorm voorgeskryf in Aanhangsel A.”

Namens die partye op hede die 15de dag van September 1995 te Oos-Londen onderteken.

R. E. BOOTH

Voorsitter van die Raad

J. VAN DER MERWE

Ondervoorsitter van die Raad

W. J. CHERRY

Sekretaris van die Raad

No. R. 104

26 January 1996

LABOUR RELATIONS ACT, 1956**CLOTHING INDUSTRY, TRANSVAAL: 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 30 June 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

(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), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSVAAAL)****MAIN AGREEMENT**

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

being the parties to the Industrial Council for the Clothing Industry (Transvaal),

to amend the Main Agreement published under Government Notice R. 3149 of 24 December 1991, as renewed and amended by Government Notice Nos. R. 1861 of 3 July 1992, R. 3108 of 13 November 1992, R. 1231 of 9 July 1993, R. 2309 of 3 December 1993, R. 3261 of 24 December 1993, R. 1161 of 1 July 1994, R. 1682 of 30 September 1994, R. 233 of 17 February 1995, R. 885 of 15 June 1995, R. 1437 of 22 September 1995 and R. 1941 of 22 December 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

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

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

(b) in the Province of the Transvaal, as it existed prior to the coming into operation of the constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

2. CLAUSE 3: DEFINITIONS

Insert the following new definition after the definition "ordinary hours of work":

"'paternity' means any event connected to the birth or adoption of a child paranted by an eligible male employee;"

3. CLAUSE 4: WAGES

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

4. WAGES

"(1) Subject to the provisions of subclauses (2) (a), (2) (b), (3), (5) and (6) of this clause, not less than the following weekly minimum wages shall be paid to the undermentioned categories of employees from the first pay-day after the coming into operation of this Agreement and on each pay-day thereafter: Provided that learners whose increased experience as at 30 June 1995 entitles them to a higher wage in terms of the table below shall be paid the increased wage from the first pay-day after the coming into operation of this Agreement and on each pay-day thereafter.

PRESCRIBED WEEKLY WAGE SCALES FOR CLOTHING WORKERS (TVL) FROM THE DATE OF COMING INTO OPERATION OF THIS AGREEMENT UNTIL 30 JUNE 1996

Category	Description of occupation	Qualified	9th ½ year experience	8th ½ year experience	7th ½ year experience	6th ½ year experience	5th ½ year experience	4th ½ year experience	3th ½ year experience	2nd ½ year experience	1st ½ year experience
		Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
A	Pattern maker and/or grader	531,00	Q	Q	Q	474,30	417,70	361,00	304,35	247,70	191,00
B	Marker-in	440,40	Q	Q	Q	398,85	357,30	315,75	274,15	232,60	191,00
C	Mechanic	429,50	403,00	376,50	350,00	323,50	297,05	270,50	244,05	217,50	191,00
D	Chopper out, cutter and/or re-cutter, negative maker, screen maker (engraver), screen printer, sample cutter	319,75	Q	Q	Q	Q	Q	287,60	255,35	223,20	191,00
E	Sewing machinist, finisher, operator of a linking, overlocking and/or sewing machine, invisible mender, embroiderer, embroidery machinist (other than embroidery machine minder), fabgotter, beader and/or pleated by hand, baster, shaper, fitter up, checker, presser of garments, assistant screen maker (engraver), assistant screen printer, dark-room assistant, mixing and filtering operator, oven and curing operator, screen controller, screen preparer, squeegee preparer and dispatch packer	276,50	Q	Q	Q	Q	Q	255,15	233,75	212,40	191,00
F1	Machinist promoted to assistant supervisor	328,50							310,50	293,50	276,50
F	Assistant Supervisor (other than a machinist promoted to assistant supervisor), dispatch/factory clerk, storeman	328,50	Q	Q	Q	Q	Q	294,10	259,75	225,35	191,00
G1	Other pressers not provided for elsewhere, underpresser, presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and hand-made pleats, machine belt fixer, maintenance assistant, layer-up, plain sewer, operator of a button covering zip tacking and/or pleating machine, employee engaged on the trubenizing of collars and/or clicker and shaper by template, general worker, applique cutter, tracer and/or marker and/or framer, pleater, embroidery machine minder	226,45	Q	Q	Q	Q	Q	217,55	208,75	199,90	191,00
G2	All employees classified in G1 who were qualified as at 1987-12-31 other than general worker, applique cutter, tracer and/or marker and/or framer ...	229,80									
H1	Foreman	724,55									
H2	Supervisor, assistant foreman, head cutter	395,35									
H3	Artisan	826,40									
H4	Labourer, scooter driver and or boiler attendant	254,25									
H5	Watchman	294,70									
H6	Driver (light motor vehicle)	290,60									
H7	Driver (heavy motor vehicle)	309,95									
E1	Sample machinist*	318,00									

* Sample machinist. Any employee when called upon to perform the duties of a sample machinist shall, while so employed, in addition to the qualified wage for a sewing machinist as provided for in this clause, be paid an additional amount equal to 15 per cent of such qualified wage: Provided that such additional amount shall not be subject to the provisions of clause 4 (2) of this Agreement."

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

“(b) Notwithstanding the provisions of subclause (1) of this clause, an employee, other than a learner, who on 30 June 1995 was entitled to a weekly wage in excess of the wage reflected in column 1 below for that employee’s category of work, shall be entitled to receive from his employer the increase reflected in column 2 below on the first pay-day after the coming into operation of this Agreement and on each pay-day thereafter:

Category	Column 1	Column 2
	R	R
A.....	475,35	55,65
B.....	394,25	46,15
C.....	384,50	45,00
D.....	286,25	33,50
E.....	247,50	29,00
F.....	294,05	34,45
G1.....	202,70	23,75
G2.....	205,70	24,10
H1.....	648,60	75,95
H2.....	353,90	41,45
H3.....	739,75	86,65
H4.....	227,60	26,65
H5.....	263,80	30,90
H6.....	260,15	30,45
H7.....	277,45	32,50
Sample Machinist.....	284,65	33,35”

4. CLAUSE 7: PAYMENT OF AMOUNTS DUE TO EMPLOYEES

- (1) In subclause (6), substitute the expression “1%” for the expression “0,5%”.

5. CLAUSE 9: HOURS OF WORK

- (1) In subclause (2) (e) (iii), substitute the expression “R5,00” for the expression “R3,00”.

6. CLAUSE 13: HOLIDAY LEAVE

- (1) Substitute the following for subclauses (4), (5) and (7):

“(4) Every employer shall grant each of his employees 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 as paid holidays, and no employer shall employ an employee and no employee shall work on these twelve days and, in addition, each employer shall grant to all of his employees who have worked the whole morning period of the Thursday preceding Good Friday time off from the commencement of the normal meal interval until the normal closing time and such time lost shall be regarded as time worked: Provided that where an employee is absent on the employer’s instructions, he shall be entitled to payment for the Thursday afternoon period preceding Good Friday.

(5) In the event of an employer closing his factory in terms of subclause (1) for a period which includes the Day of Reconciliation, Christmas Day, Day of Goodwill or New Year’s Day, such employer shall pay a full day’s pay in respect of each such day to each of his employees in his employ on the date he so closes his factory. In addition, he shall pay a full day’s pay in respect of these four paid public holidays to each employee whose contracts of service is terminated on or after the 15th day of November but before the date he closes his factory: Provided that such employee has been in continuous employment of his employer for a period of not less than six months immediately prior to the 15th day of November: Provided further that the contract is not terminated by the employee concerned or that he is not summarily dismissed for any good cause recognised by law as sufficient.”

“(7) In the event of New Year’s Day, Human Rights Day, Freedom Day, Worker’s Day, Youth Day, National Women’s Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill falling on a Saturday or Sunday, the employer shall, subject to subclause (5) of this clause, pay to each of his employees an extra day’s pay on the first pay-day after such day or when payment for these days is payable in terms of this clause, or alternatively shall grant the Monday following such public holiday as a holiday and shall pay a day’s pay to each of his employees in respect thereof.”

- (2) Insert the new subclause (11)bis after subclause (11) as follows:

“(11)bis, Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days’ unpaid paternity leave per annum. The employer shall be entitled to require proof of paternity.”

7. CLAUSE 28: TRADE UNION RIGHTS AND FACILITIES

In subclause (1), substitute the expression "Six days" for the expression "Four days".

Signed at Johannesburg this 23rd day of November 1995.

W. ARON

Chairman

N. RATSHIDI

Vice-Chairman

A. MARGOLIS

Secretary

No. R. 104

26 Januarie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, TRANSVAAL: 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 30 Junie 1996 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; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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 KLERASIENYWERHEID (TRANSVAAL)

HOOFOORENKOMS

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal),

tot wysiging van die Hoofdooreenkoms, soos gepubliseer by Goewermmentskennisgewing R. 3149 van 24 Desember 1991, soos hernu en gewysig deur Goewermmentskennisgewings Nos. R. 1861 van 3 Julie 1992, R. 3108 van 13 November 1992, R. 3261 van 24 Desember 1993, R. 1231 van 9 Julie 1993, R. 2309 van 3 Desember 1993, R. 1161 van 1 Julie 1994, R. 1682 van 30 September 1994, R. 233 van 17 Februarie 1995, R. 885 van 15 Junie 1995, R. 1437 van 22 September 1995 en R. 1941 van 22 Desember 1995.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die Klerasienywerheid betrokke is en deur alle werknemers wat lede van die vakvereniging is en dié Nywerheid werksaam is;

(b) in die provinsie Transvaal, soos dit bestaan het voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

2. KLOUSULE 3: WOORDOMSKRYWING

Voeg by die volgende nuwe omskrywing na die omskrywing "gewone ure van werk":

"'vaderskap' beteken enige gebeurtenis met betrekking tot die geboorte of aanneming van 'n kind waarvan 'n manlike werknemer die vader is en daarvoor in aanmerking kom;"

3. KLOUSULE 4: LONE

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

4. LONE

"(1) Behoudens subklousules (2) (a), (2) (b), (3), (5) en (6) van hierdie klousule is minstens die volgende weeklikse minimum lone betaalbaar aan die ondervermelde kategorieë werknemers vanaf die eerste betaaldag na die inwerkingtreding van hierdie Ooreenkoms en op elke betaaldag daarna: Met dien verstande dat leerlinge wie se verhoogde ondervinding soos op 30 Junie 1995, hulle geregtig maak op 'n hoër loon ingevolge die tabel hieronder vanaf die eerste betaaldag na die inwerkingtreding van hierdie Ooreenkoms en op elke betaaldag daarna.

VOORGESKREWE LOONSKALE VIR KLERASIEWERKERS (TVL.) VANAF DIE DATUM VAN INWERKINGTREEDING VAN DIE OOREENKOMS TOT 30 JUNIE 1996

Kategorie	Beskrywing van beroep	Gekwalifiseerd	9de ½ jaar onder- vinding	8ste ½ jaar onder- vinding	7de ½ jaar onder- vinding	6de ½ jaar onder- vinding	5de ½ jaar onder- vinding	4de ½ jaar onder- vinding	3de ½ jaar onder- vinding	2de ½ jaar onder- vinding	1ste ½ jaar onder- vinding
		Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
A	Patroonmaker en/of gradeerder	531,00	Q	Q	Q	474,30	417,70	361,00	304,35	247,70	191,00
B	Afmerker	440,40	Q	Q	Q	398,85	357,30	315,75	274,15	232,60	191,00
C	Werktuigkundige	429,50	403,00	376,50	350,00	323,50	297,05	270,50	244,05	217,50	191,00
D	Uitsnyer, snyer en/of hersnyer, negatiefmaker, skermmaker (graveerder), skermdrukter, monstersnyer	319,75	Q	Q	Q	Q	Q	287,60	255,35	223,20	191,00
E	Naaimasjienwerker, afwerker, operateur van 'n kettelmajie, omsluitsteekmajie en/of naaimasjien, fynstopper, borduurder, borduurmajiewerker (behalwe 'n borduurmajiebediener), sierlaswerker, kra- leaanwerker en/of handplooiër, ryger, fatsoeneerder, saampasser, na- siener, parser van kledingstukke, assistentskermmaker (graveerder), assistentskermdrukter, donkerkamerassistent, meng- en filtreerbediener, oond- en droogmaakbediener, skermkontroleur, skermbereider, aanstry- kerbereider en versendingsverpakker	276,50	Q	Q	Q	Q	Q	255,15	233,75	212,40	191,00
F1	Masjienwerker wat bevorder is tot assistenttoesighouer	328,50							310,50	293,50	276,50
F	Assistenttoesighouer (behalwe 'n masjienwerker wat bevorder is tot assistenttoesighouer), versendingsklerk, fabrieksklerk, magasynman	328,50	Q	Q	Q	Q	Q	294,10	259,75	225,35	191,00
G1	Ander parsers nie elders vermeld nie, voorparser, parser van hemde, dasse, pajamas en ander nagklere, hoede, pette, onderklere, breidrag, voorskote, oorpakke en bloese sonder kant, borduurwerk, opnaaisels en handgemaakte plooië, masjienbedryfbandhegter, onderhoudsassistent, laagopplêër, gewone naaldwerker, bediener van 'n knoopoortrekmasjien, ritssluitmasjien en/of plooiemasjien, werknemer betrokke by die trubenise- ring van boordjies en/of perssnyer en fatsoeneerder met patroonplaat, algemene werker, appliekknipper, natrekker en/of merker en/of ramer, plooiwerker, borduurmajiebediener	226,45	Q	Q	Q	Q	Q	217,55	208,75	199,90	191,00
G2	Alle werknemers gekwalifiseer as G1 wat op 1987-12-31 gekwalifiseer was, behalwe algemene werker, appliekknipper, natrekker en/of merker en/of ramer	229,80									
H1	Voorman	724,55									
H2	Toesighouer, assistentvoorman, hoofsnier	395,35									
H3	Ambagsman	826,40									
H4	Arbeider, bromponiedrywer en/of ketelttoesighouer	254,25									
H5	Wag	294,70									
H6	Drywer van 'n ligte motorvoertuig	290,60									
H7	Drywer van 'n swaar motorvoertuig	309,95									
E1	Monstermajiewerker*	318,00									

* Monstermajiewerker. Enige werknemer van wie verwag word om die werksaamhede van 'n monstermajiewerker uit te voer, moet terwyl sodanige werk uitgevoer word, bykomend tot die loon van 'n gekwalifiseerde naaimasjienwerker, 'n addisionele bedrag gelykstaande met 15 persent van sodanige gekwalifiseerde loon betaal word: Met dien verstande dat sodanige addisionele bedrag nie onderworpe is aan die bepalings van klousule 4 (2) (a) van hierdie Ooreenkoms nie."

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

“(b) Ondanks die bepalings van subklousule (1) van hierdie klousules, is 'n werknemer, uitgesonderd 'n leerling, wat op 30 Junie 1995 geregtig was op 'n weeklikse loon groter as die loon aangetoon in kolom 1 hieronder vir daardie werknemer se kategorie van werk, geregtig om die verhoging te ontvang soos aangetoon in kolom 2 hieronder, op die eerste betaaldag na die inwerkingtreding van hierdie Ooreenkoms en op elke betaaldag daarna:

Kategorie	Kolom 1	Kolom 2
	R	R
A.....	475,35	55,65
B.....	394,25	46,15
C.....	384,50	45,00
D.....	286,25	33,50
E.....	247,50	29,00
F.....	294,05	34,45
G1.....	202,70	23,75
G2.....	205,70	24,10
H1.....	648,60	75,95
H2.....	353,90	41,45
H3.....	739,75	86,65
H4.....	227,60	26,65
H5.....	263,80	30,90
H6.....	260,15	30,45
H7.....	277,45	32,50
Monstermasjienwerker.....	284,65	33,35”

4. KLOUSULE 7: BETALING VAN BEDRAE VERSKULDIG AAN WERKNEMERS

- (1) Vervang in subklousule (6) die uitdrukking “0,5%” deur die uitdrukking “1%”.

5. KLOUSULE 9: WERKURE

- (1) Vervang subklousule (2) (e) (iii), die uitdrukking “R3,00” deur die uitdrukking “R5,00”.

6. KLOUSULE 13: VAKANSIEVERLOF

- (1) Vervang subklousule (4) (5) en (7) deur die volgende:

“(4) Alle werkgewers moet aan elkeen van sy werknemers die volgende dae as betaalde vakansiedae toestaan: Nuwejaarsdag, Menseregtedag, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag en Welwillendheidsdag, en geen werkgewer mag 'n werknemer laat werk en geen werknemers mag op hierdie twaalf dae werk nie, en verder moet elke werkgewer aan al sy werknemers wat die hele oggendperiode van die Donderdag wat Goeie Vrydag voorafgaan gewerk het, tyd afgee vanaf die begin van die normale etenspouse tot die normale sluitingstyd, welke verlore tyd word dan as tyd gewerk beskou: Met dien verstande dat waar 'n werknemer afwesig is op instruksies van die werkgewer, hy geregtig sal wees op betaling vir die Donderdag-middagperiode wat Goeie Vrydag voorafgaan.

(5) In die geval waar 'n werkgewer sy fabriek ooreenkomstig subklousule (1) toemaak vir 'n tydperk wat Versoeningsdag, Kersdag, Welwillendheidsdag of Nuwejaarsdag insluit, sodanige werkgewer 'n volle dag se loon met betrekking tot elk sodanige dag aan elkeen van sy werknemers wat vir hom werk, moet betaal op die dag wanneer hy sy fabriek aldus sluit. Daarbenewens moet hy 'n volle dag se loon betaal vir hierdie vier betaalde openbare vakansiedae, aan elke werknemer wie se dienskontrak opgeskort word op of na die 15de dag van November, maar voor die dag wat hy sy fabriek sluit: Met dien verstande dat sodanige werknemer onmiddellik voor die 15de dag van November vir 'n tydperk van minstens ses maande ononderbroke in diens van sy werkgewer was: Met dien verstande voorts dat die kontrak nie deur die betrokke werknemer beëindig word nie of dat hy nie om 'n regsgeldige rede summier ontslaan word nie.”.

“(7) In die geval Nuwejaarsdag, Menseregtedag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag en Welwillendheidsdag op 'n Saterdag of Sondag val, moet die werkgewer, behoudens subklousule (5) van hierdie klousule, aan elkeen van sy werknemers 'n ekstra dag se loon betaal op die eerste betaaldag na sodanige dag of wanneer betaling vir hierdie dae verskuldig is ooreenkomstig hierdie klousule, of anders moet hy die daaropvolgende Maandag na die betrokke vakansiedag as 'n vakansiedag toestaan en 'n dag se loon ten opsigte daarvan aan elkeen van sy werknemers betaal.”.

- (2) Voeg die nuwe subklousule (11)bis na subklousule (11) soos volg:

“(11)bis, Manlike werknemers is ongeag hul huwelikstatus geregtig, behoudens reëlins vooraf, op 'n maksimum van drie dae onbetaalde vaderskapverlof per jaar. Die werkgewer is daarop geregtig om bewys van vaderskap te vereis.”.

7. KLOUSULE 28: VAKVERENIGINGAANSPRAKE

Vervang in subklousule (1) die uitdrukking "ses dae" deur die uitdrukking "vier dae".

Op hede die 23ste dag van November 1995 te Johannesburg onderteken.

W. ARON

Voorsitter

N. RATSHIDI

Ondervoorsitter

A. MARGOLIS

Sekretaris

No. R. 105

26 January 1996

LABOUR RELATIONS ACT, 1956

KNITTING INDUSTRY, TRANSVAAL: AMENDMENT OF 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 30 June 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

(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) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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

**INDUSTRIAL COUNCIL FOR THE KNITTING INDUSTRY
(TRANSVAAL)**

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

being the parties to the Industrial Council for the Knitting Industry (Transvaal),

to amend the Agreement published under Government Notice No. R. 3124 of 13 November 1992, as renewed and amended by Government Notices Nos. R. 1253 of 16 July 1993, R. 2550 of 31 December 1993, R. 1163 of 1 July 1994, R. 1684 of 30 September 1994, R. 231 and R. 232 of 17 February 1995, R. 1435 of 22 September 1995 and R. 1943 of 22 December 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Knitting Industry (Transvaal)—

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

(b) in the municipal area of Pretoria and the Magisterial Districts of Johannesburg, Germiston, Roodepoort [excluding those portions of the said districts which, prior to 1 November 1970 (Government Notice No. 1618 of 2 October 1970), fell within the Magisterial Districts of Kempton Park, Boksburg and Krugersdorp, respectively, and excluding those portions of the Magisterial Districts of Johannesburg and Germiston which, prior to 1 July 1972 (Government Notice No. 871 of 26 May 1972), fell within the Magisterial Districts of Kempton Park and Boksburg, respectively], Alberton and Benoni [excluding that portion which, prior to 1 July 1972 (Government Notice No. 871 of 26 May 1972), fell within the Magisterial Districts of Brakpan and Springs] and in those portions of the Magisterial Districts of Boksburg and Springs which, prior to 1 July 1972 (Government Notice No. 871 of 26 May 1972), fell within the Magisterial Districts of Germiston and Benoni, and including those portions of the Magisterial District of Randburg which, prior to 1 January 1975 (Government Notice No. 2152 of 22 November 1974), fell within the Magisterial Districts of Johannesburg and Roodepoort, by employers and employees who are engaged or employed in the operations set forth in paragraph (b) of the definition of "Knitting Industry" in clause 3 of the Agreement; and

(c) in the areas specified in paragraph (b), excluding the Magisterial District of Germiston and Alberton and that portion of the Magisterial District of Boksburg which, prior to 1 July 1972 (Government Notice No. 871 of 26 May 1972), fell within the Magisterial District of Germiston, by employers and employees who are engaged or employed in the operations set forth in paragraph (a) of the definition of "Knitting Industry" in clause 3 of the Agreement.

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

(a) save as provided in clause 5 (2) (d), apply only in respect of employees for whom wages are prescribed in this Agreement; and

(b) with the exception of clause (5) (2) (d), not apply to employees whose wages are in excess of those of persons defined as contributors in the Unemployment Insurance Act, 1966.

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be specified by the Minister of Labour, and shall remain in operation until 30 June 1996 or for such period or periods as may be determined by him.

3. CLAUSE 3: DEFINITIONS

Insert the following new definition after the definition of "part-time driver of a motor vehicle":

"'paternity' means any event connected to the birth or adoption of a child parented by an eligible male employee;"

4. CLAUSE 4: REMUNERATION

Substitute the following for clause 4:

"(1) (a) An employer shall, subject to the provisions of subclause (1) (b), (c) and (d), (2), (4), (5) and (6) of this clause, pay to each of his employees not less than the weekly wage prescribed for an employee of his class as set out hereunder:

*Wage per week
from the date of
coming into oper-
ation of this
Agreement*

	R
(i) Foreman/Forewoman	552,15
(ii) Dyer:	
(a) Qualified	552,15
(b) Learner:	
First year—	
first six months of experience	191,45
second six months of experience	227,55
Second year—	
first six months of experience	263,65
second six months of experience	299,70
Third year—	
first six months of experience	335,80
second six months of experience	371,90
Fourth year—	
first six months of experience	407,95
second six months of experience	444,05
Fifth year—	
first six months of experience	480,15
second six months of experience	516,20
Thereafter, the wage specified in (a).	

	Wage per week from the date of coming into oper- ation of this Agreement R
(iii) Storeman/Storewoman:	
(a) Qualified.....	531,45
(b) Learner:	
First year—	
first six months of experience.....	191,45
second six months of experience.....	276,50
Second year—	
first six months of experience.....	361,50
second six months of experience.....	446,50
Thereafter, the wage specified in (a).	
(iv) Mechanic:	
(a) Qualified.....	552,15
(b) Learner:	
First year—	
first six months of experience.....	191,45
second six months of experience.....	227,55
Second year—	
first six months of experience.....	263,65
second six months of experience.....	299,70
Third year—	
first six months of experience.....	335,80
second six months of experience.....	371,90
Fourth year—	
first six months of experience.....	407,95
second six months of experience.....	444,05
Fifth year—	
first six months of experience.....	480,10
second six months of experience.....	516,20
Thereafter, the wage specified in (a).	
(v) Mechanic's assistant:	
(a) Qualified.....	360,80
(b) Learner:	
First year—	
first six months of experience.....	187,15
second six months of experience.....	204,55
Second year—	
first six months of experience.....	221,90
second six months of experience.....	239,30
Third year—	
first six months of experience.....	256,65
second six months of experience.....	274,00
Fourth year—	
first six months of experience.....	291,40
second six months of experience.....	308,75
Fifth year—	
first six months of experience.....	326,15
second six months of experience.....	343,50
Thereafter, the wage specified in (a).	

	Wage per week from the date of coming into oper- ation of this Agreement R
(vi) Supervisor	382,05
(vii) Final examiner of fully-fashioned garments	354,70
(viii) Factory clerk, despatch clerk, stores clerk:	
(a) Qualified	347,40
(b) Learner:	
First year—	
first six months of experience	195,20
second six months of experience	233,25
Second year—	
first six months of experience	271,30
second six months of experience	309,30
Thereafter, the wage specified in (a).	
(ix) Knitting machine operator, warp knitting machine operator, dyer's assistant, colouring mass- measurer and/or cutter or shaper of fully-fashioned garments, handyman, warper:	
(a) Qualified	347,40
(b) Learner:	
First year—	
first six months of experience	195,20
second six months of experience	220,55
Second year—	
first six months of experience	245,95
second six months of experience	271,30
Third year—	
first six months of experience	296,65
second six months of experience	322,00
Thereafter, the wage specified in (a).	
(x) Loader of magazine or comb; linker; overlocker, other than an overlocker for seconds in socks; cutter or shaper of fully-fashioned garments and/or sewing machinist, including a button, buttonhole and hemming machinist; mender; plain sewer:	
(a) Qualified	303,25
(b) Learner:	
First year—	
first six months of experience	190,20
second six months of experience	218,45
Second year—	
first six months of experience	246,70
second six months of experience	274,95
Thereafter, the wage specified in (a).	
This category applies to employees engaged prior to 30 June 1987; see also categories (xvi) and (xvii) for employees engaged on or after the date of coming into operation of this agreement.	
(xi) Seamer; mender of socks; sorter; cleaner (i.e. an employee engaged in cleaning garments and/or fabrics); grader; sampler (i.e. an employee engaged in the making up of sample cards); winder; overlocker for seconds in socks and/or examiner of knitted fabrics and articles; backwinder; draw threader; pre- or post-boarder of former; precutter; presser; turner; operator of calender, slitting, setting or steaming machine; operator or brushing, raising and/or cropping machine; operator of a dye machine; operator of a drying and/or hydro-extracting machine; employee engaged in trans- ferring and/or labelling, trimming off of surplus threads, folding, carding and/or packing; waxing maker; boiler attendant; creeler; teamaker; despatch packer; parcel maker; general worker; floor walker/runner:	
(a) Qualified	289,05

		Wage per week from the date of coming into oper- ation of this Agreement R
(xii)	Driver of a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
	(a) does not exceed 453,5 kg.....	289,05
	(b) exceeds 353,5 kg but not 2 721 kg	341,90
	(c) exceeds 2 721 kg but not 4 535 kg	363,85
	(d) exceeds 4 535 kg	395,45
(xiii)	Security officer.....	441,35
(xiv)	Watchman	341,40
(xv)	Employee not elsewhere specified:	
	(a) Qualified.....	356,00
	(b) Learner:	
	First year—	
	first six months of experience.....	187,50
	second six months of experience	229,40
	Second year—	
	first six months of experience.....	271,60
	second six months of experience	313 85
	Thereafter, the wage specified in (a).	
<i>The following categories apply to employees engaged on or after the date of coming into operation of this Agreement:</i>		
(xvi)	General worker; traveller's assistant; cloakroom supervisor and/or attendant; tea maker:	
	(a) Qualified.....	248,85
	Sorter; backwinder; draw threader; waxring making; floor walker/runner; despatch packer and/or parcel maker:	
	(a) Qualified.....	248,85
	(b) Learner:	
	First year—	
	first six months of experience.....	188,55
	Second six months of experience	208,65
	Second year—	
	first six months of experience.....	228,80
	Thereafter, the wage specified in (a).	
(xvii)	Seamer; mender of socks; cleaner (i.e. an employee engaged in cleaning garments and/or fabrics); grader; sampler (i.e. an employee engaged in the making up of sample cards); winder; overlocker for seconds in socks and/or examiner of knitted fabrics and articles; pre- or post-boarder or former; precutter; presser; turner; operator of calendar, slitting, setting or steaming machine; operator of brusing, raising and/or cropping machine; operator of a dye machine; operator of a drying and/or hydro-extracting machine; employee engaged in transferring and/or labelling, trimming off of surplus threads, folding, carding and/or packing; boiler attendant, creeler:	
	(a) Qualified.....	250,25
	(b) Learner:	
	First year—	
	first six months of experience.....	188,45
	second six months of experience	203,85
	Second year—	
	first six months of experience.....	219,30
	second six months of experience	234,70
	Thereafter, the wage specified in (a)."	

5. CLAUSE 5: PAYMENT OF REMUNERATION

1. In subclause (5), substitute the expression "1%" for the expression "0,5%".
2. Insert the following new subclause (2) (c) after subclause (2) (b):

"(2) (c) That no deduction shall be made in the case of shorttime owing to a general breakdown of plant or machinery or a breakdown or threatened breakdown of buildings, in respect of the first two hours not worked, unless the employer has given his employee notice on the previous day that no work will be available."
3. Renumber the former paragraphs (c) to (g) accordingly.
4. In the renumbered paragraph (e), substitute the expression "paragraph (d) above" for the expression "paragraph (c) above".

6. CLAUSE 7: OVERTIME AND SUNDAY WORK

In subclause (5), substitute the expression "R5,00" for the expression "R3,00".

7. CLAUSE 8: ANNUAL LEAVE AND PAID HOLIDAYS

1. Substitute the following for subclauses (4), (5) and (6):

"(4) Every employer shall grant to each of his employees a holiday on full pay on 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, and no employer shall employ and no employee shall work on these days except as provided in subclause (7) and in addition, each employer shall grant to all his employees who have worked the morning period of the Thursday preceding Good Friday, time off from the commencement of the normal meal time until the normal closing time and such time lost shall be regarded as time worked.

(5) In the event of an employer closing his establishment in terms of subclause (1) for a period which includes the Day of Reconciliation, Christmas Day, Day of Goodwill or New Year's Day, such employer shall pay a full day's pay in respect of each such day to each of his employees in his employ on the day before the date he so closes his establishment. Payment for such days shall also be made to an employee whose contract of service is terminated by the employer on or after the 15th day of November but before the date he closes his establishment: Provided that the employee concerned has been in the continuous employment of his employer for a period of not less than six months immediately prior to the 15th day of November: Provided further that the contract is not terminated by the employee concerned or that he is not summarily dismissed for any cause recognised by law as sufficient.

(6) In the event of New Year's Day, Human Rights Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day or Day of Goodwill falling on a Saturday or Sunday, the employer shall, subject to subclause (5) of this clause, pay to each of his employees an extra day's pay on the first pay-day after such day or when payment for these days is payable in terms of this clause, or alternatively shall grant the Monday following such public holiday as a holiday and shall pay a day's pay to each of his employees in respect thereof."

2. Insert the following new subclause (9) after subclause (8):

"(9) Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer shall be entitled to require proof of paternity."

8. CLAUSE 13: TRADE UNION RIGHTS AND FACILITIES

In subclause (1), substitute the expression "six" for the expression "four".

9. CLAUSE 19: THE MEDICAL BENEFIT SOCIETY

1. In subclause (2) (a) and (b), substitute the expression "R1,75" for the expression "R1,50".
2. Substitute the following for subclause (2) (d):

"(2) (d) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council."

10. CLAUSE 20: SICK PAY FUND

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

"(2) (b) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof, at the discretion of the Council, the interest may accrue to the general Funds of the Council."

2. Delete subclause (2) (c).

11. CLAUSE 21: SLACK PAY FUND

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

“(2) (b) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council.”

12. CLAUSE 22: THE PROVIDENT FUND FOR THE KNITTING INDUSTRY (TRANSVAAL)

1. In subclause (5) (a), substitute the expression “3,5%” for the expression “3%”.
2. Substitute the following for subclause (5) (f):

“(5) (f) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2% per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council.”

Signed at Johannesburg, on behalf of the parties, this 22nd day of November 1995.

E. ABED

Chairman of the Council

N. RATSHIDI

Member of the Council

A. M. MARGOLIS

Secretary of the Council

No. R. 105

26 Januarie 1996

WET OP ARBEIDSVERHOUDINGE, 1956**BREINYWERHEID, TRANSVAAL: WYSIGING VAN OOREENKOMS**

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 30 Junie 1996 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; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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 BREINYWERHEID
(TRANSVAAL)**

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Breinywerheid (Transvaal),

tot wysiging van die Ooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing No. R. 3124 van 13 November 1992, soos hernieu en gewysig by Goewermentskennisgewing Nos. R. 1253 van 16 Julie 1993, R. 2550 van 31 Desember 1993, R. 1163 van 1 Julie 1994, R. 1684 van 30 September 1994, R. 231 en R. 232 van 17 Februarie 1995, R. 1435 van 22 September 1995 en R. 1943 van 22 Desember 1995.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Breinywerheid (Transvaal) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(b) in die munisipale gebied van Pretoria en die landdrostdistrikte Johannesburg, Germiston, Roodepoort [uitgesonderd die gedeeltes van genoemde distrikte wat voor 1 November 1970 (Goewermentskennisgewing No. 1618 van Oktober 1970), binne onderskeidelik die landdrostdistrikte Kempton Park, Boksburg en Krugersdorp geval het en uitgesonderd die gedeeltes van die landdrostdistrikte Johannesburg en Germiston wat voor 1 Julie 1972 (Goewermentskennisgewing No. 871 van 26 Mei 1972), binne onderskeidelik die landdrostdistrikte Kempton Park en Boksburg geval het], Alberton en Benoni [uitgesonderd die gedeelte wat voor 1 Julie 1972 (Goewermentskennisgewing No. 871 van 26 Mei 1972) binne die landdrostdistrikte Brakpan en Springs geval het] en in die gedeeltes van die landdrostdistrikte Boksburg en Springs wat voor 1 Julie 1972 (Goewermentskennisgewing No. 871 van 26 Mei 1972) binne die landdrostdistrikte Germiston en Benoni geval het, en met inbegrip van die gedeeltes van die landdrostdistrik Randburg wat voor 1 Januarie 1975 (Goewermentskennisgewing No. 2152 van 22 November 1974) binne die landdrostdistrikte Johannesburg en Roodepoort geval het, deur werkgewers en werknemers wat betrokke is by of in diens is vir die werksaamhede vermeld in paragraaf (b) van die omskrywing van "Breinywerheid" in klousule 3 van die Ooreenkoms; en

(c) in die gebiede gespesifiseer in paragraaf (b), uitgesonderd die landdrostdistrikte Germiston en Alberton en die gedeelte van die landdrostdistrik Boksburg wat voor 1 Julie 1972 (Goewermentskennisgewing No. 871 van 26 Mei 1972), binne die landdrostdistrik Germiston geval het, deur werkgewers en werknemers wat betrokke is by of in diens is vir die werksaamhede vermeld in paragraaf (a) van die omskrywing van "Breinywerheid" in klousule 3 van die Ooreenkoms.

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

(a) behoudens klousule 5 (2) (d), van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word; en

(b) met uitsondering van klousule 5 (2) (d), nie van toepassing nie op werknemers wie se lone hoër is as die van persone wat in die Werkloosheidsversekeringswet, 1966, as bydraer omskryf word.

2. KLOUSULE 2: GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel, en bly van krag tot 30 Junie 1996 of vir die tydperk of tydperke wat hy bepaal.

3. KLOUSULE 3: WOORDOMSKRYWING

Voeg die volgende nuwe omskrywing in na die omskrywing van "kantoor":

"'vaderskap' beteken enige gebeurtenis met betrekking tot die geboorte of aanneming van 'n kind waarvan 'n manlike werknemer die vader is en daarvoor in aanmerking kom."

4. KLOUSULE 4: BESOLDIGING

Vervang klousule 4 deur die volgende:

"(1) (a) Behoudens subklousules (1) (b), (c) en (d), 2, (4), (5) en (6) van hierdie klousule, moet 'n werkgewer aan elkeen van sy werknemers minstens die weekloon betaal wat vir 'n werknemer van sy klas voorgeskryf word soos hieronder uiteengesit:

*Loon per week
vanaf die datum
van inwerking-
trekking van hier-
die Ooreenkoms*

R

(i) Voorman/Voorvrou	552,15
(ii) Kleurder:	
(a) Gekwalifiseer	552,15

Loon per week
vanaf die datum
van inwerking-
treding van hier-
die Ooreenkoms
R

(b) Leerling:

Eerste jaar —	
eerste ses maande ondervinding	191,45
tweede ses maande ondervinding	227,55
Tweede jaar —	
eerste ses maande ondervinding	263,65
tweede ses maande ondervinding	299,70
Derde jaar —	
eerste ses maande ondervinding	335,80
tweede ses maande ondervinding	371,90
Vierde jaar —	
eerste ses maande ondervinding	407,95
tweede ses maande ondervinding	444,05
Vyfde jaar —	
eerste ses maande ondervinding	480,15
tweede ses maande ondervinding	516,20
Daarna, die loon by (a) voorgeskryf.	

(iii) Magasynman:

(a) Gekwalifiseer	531,45
(b) Leerling:	
Eerste jaar —	
eerste ses maande ondervinding	191,45
tweede ses maande ondervinding	276,50
Tweede jaar —	
eerste ses maande ondervinding	361,50
tweede ses maande ondervinding	446,50
Daarna, die loon by (a) voorgestel.	

(iv) Werktuigkundige:

(a) Gekwalifiseer	552,15
(b) Leerling:	
Eerste jaar —	
eerste ses maande ondervinding	191,45
tweede ses maande ondervinding	227,55
Tweede jaar —	
eerste ses maande ondervinding	263,65
tweede ses maande ondervinding	299,70
Derde jaar —	
eerste ses maande ondervinding	335,80
tweede ses maande ondervinding	371,90
Vierde jaar —	
eerste ses maande ondervinding	407,95
tweede ses maande ondervinding	444,05
Vyfde jaar —	
eerste ses maande ondervinding	480,10
tweede ses maande ondervinding	516,20
Daarna, die loon by (a) voorgeskryf.	

(v) Werktuigkundige se assistent:

(a) Gekwalifiseer	360,80
(b) Leerling:	
Eerste jaar —	
eerste ses maande ondervinding	187,15
tweede ses maande ondervinding	204,55

Loon per week
vanaf die datum
van inwerking-
treding van hier-
die Ooreenkoms

R

Tweede jaar—	
eerste ses maande ondervinding	221,90
tweede ses maande ondervinding	239,30
Derde jaar—	
eerste ses maande ondervinding	256,65
tweede ses maande ondervinding	274,00
Vierde jaar—	
eerste ses maande ondervinding	291,40
tweede ses maande ondervinding	308,75
Vyfde jaar—	
eerste ses maande ondervinding	326,15
tweede ses maande ondervinding	343,50
Daarna, die loon by (a) voorgeskryf.	
(vi) Toesighouer	382,05
(vii) Finale ondersoeker van volgefattoeneerde kledingstukke	354,70
(viii) Fabrieksklerk, versendingsklerk, magasyneklerk:	
(a) Gekwalifiseer	347,40
(b) Leerling:	
Eerste jaar—	
eerste ses maande ondervinding	195,20
tweede ses maande ondervinding	233,25
Tweede jaar—	
eerste ses maande ondervinding	271,30
tweede ses maande ondervinding	309,30
Daarna, die loon by (a) voorgeskryf.	
(ix) Breimasjienbediener, skeringbreimasjienbediener, kleurder se assistent, kleurselmassabepaler en/of snyer of fatsoeneerder van volgefattoeneerde kledingstukke, faktotum, skeringopsteller:	
(a) Gekwalifiseer	347,40
(b) Leerling:	
Eerste jaar—	
eerste ses maande ondervinding	195,20
tweede ses maande ondervinding	220,55
Tweede jaar—	
eerste ses maande ondervinding	245,95
tweede ses maande ondervinding	271,30
Derde jaar—	
eerste ses maande ondervinding	296,65
tweede ses maande ondervinding	322,00
Daarna, die loon by (a) voorgeskryf.	
(x) Laaier van magasyn of kam; kettelmasjienbediener; omsluitbenater, uitgesonderd 'n omsluitbenater vir afgekeurde sokkies; snyer of fatsoeneerder van volgefattoeneerde kledingstukke en/of naaimasjienwerker, met inbegrip van 'n knoop-, knoopsgat- en soommasjienwerker; hersteller; gewone naaldwerker:	
(a) Gekwalifiseer	303,25
(b) Leerling:	
Eerste jaar—	
eerste ses maande ondervinding	190,20
tweede ses maande ondervinding	218,45
Tweede jaar—	
eerste ses maande ondervinding	246,70
tweede ses maande ondervinding	274,95
Daarna, die loon by (a) voorgeskryf.	

Loon per week
vanaf die datum
van inwerking-
treding van hier-
die Ooreenkoms

R

Hierdie kategorie is van toepassing op werknemers wat voor 30 Junie 1987 in diens geneem is; Verwys ook na kategorieë (xvi) en (xvii) vir werknemers wat op of na die datum van inwerkingtreding van hierdie ooreenkoms in diens geneem word:

(xi)	Naatwerker; hersteller van sokkies; sorteerder; skoonmaker (d.w.s. 'n werknemer wat kledingstukke en/of kledstof skoonmaak); gradeerder; monsterkaartopsteller (d.w.s. 'n werknemer wat monsterkaarte opstel); wikkelaar; omsluitbenater; vir afgekeurde sokkies en/of ondersoeker van gebreide kledstof en artikels; terugwikkelaar; trekdraadwerker; voorvormsetter of navormsetter; voorsnyer; parser; omkeerder; bediener van kalender-, splits-, set- of stoommasjien; bediener van borsel-, pluus- en/of kleedskeermasjien; bediener van 'n kleermasjien; bediener van 'n droogmasjien en/of 'n wenteldroër; werknemer wat afdruk en/of etiketteer, oortollige drade afknip en/of vouwerk, kaarding en/of verpakking verrig; wasringmaker; ketelbediener, voerraambediener (creeler); teemaker; versendingsverpakker; pakketmaker; algemene werker; vloerloper:	
	(a) Gekwalifiseer	289,05
(xii)	Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste masse van 'n sleepwa of sleepwaens wat deur sodanige voertuig getrek word—	
	(a) hoogstens 453,5 kg	289,05
	(b) meer as 453,5 kg maar hoogstens 2 721 kg is.....	341,90
	(c) meer as 2 721 kg maar hoogstens 4 535 kg is.....	363,85
	(d) meer as 4 535 kg is	395,45
(xiii)	Veiligheidsbeampte	441,35
(xiv)	Wag	341,40
(xv)	Werknemer nie elders vermeld nie:	
	(a) Gekwalifiseer	356,00
	(b) Leerling:	
	Eerste jaar—	
	eerste ses maande ondervinding	187,50
	tweede ses maande ondervinding	229,40
	Tweede jaar—	
	eerste ses maande ondervinding	271,60
	tweede ses maande ondervinding	313,85
	Daarna, die loon by (a) voorgeskryf.	
	Die volgende kategorieë is van toepassing op werknemers wat op/of na die datum van inwerkingtreding van hierdie Ooreenkoms in diens geneem word:	
(xvi)	Algemene werker; handelsreisiger se assistent; kledkamertoetsighouer en/of bediener, teemaker:	
	(a) Gekwalifiseer	248,85
	Sorteerder; terugwikkelaar; trekdraadwerker; wasringmaker; vloerloper; versendingsverpakker en/of pakketmaker:	
	(a) Gekwalifiseer	248,85
	(b) Leerling:	
	Eerste jaar—	
	eerste ses maande ondervinding	188,55
	tweede ses maande ondervinding	208,65
	Tweede jaar—	
	eerste ses maande ondervinding	228,80
	Daarna, die loon by (a) voorgeskryf.	
(xvii)	Naatwerker; hersteller van sokkies; skoonmaker (d.w.s. 'n werknemer wat kledingstukke en/of kledstof skoonmaak); gradeerder; monsterkaartopsteller (d.w.s. 'n werknemer wat monsterkaarte opstel); wikkelaar; omsluitbenater vir afgekeurde sokkies en/of ondersoeker van gebreide kledstof en artikels; voorvormsetter of navormsetter; voorsnyer; parser; omkeerder; bediener van kalender-, splits-, set- of stoommasjien; bediener van borsel-, pluus- en/of kleedskeermasjien; bediener van 'n kleermasjien; bediener van 'n droogmasjien en/of 'n wenteldroër; werknemer wat afdruk en/of etiketteer, oortollige drade afknip en/of vouwerk, kaarding en/of verpakking verrig; ketelbediener; voerraambediener (creeler):	
	(a) Gekwalifiseer	250,25

Loon per week
vanaf die datum
van inwerking-
treding van hier-
die Ooreenkoms
R

(b) Leerling:

Eerste jaar—

eerste ses maande ondervinding 188,45

tweede ses maande ondervinding 203,85

Tweede jaar—

eerste ses maande ondervinding 219,30

tweede ses maande ondervinding 234,70

Daarna, die loon by (a) voorgeskryf."

5. KLOUSULE 5: BETALING VAN BESOLDIGING

1. In subklousule (5), vervang die uitdrukking "0,5%" deur die uitdrukking "1%".

2. Voeg die volgende nuwe subklousule (2) (c) na (2) (b) in:

"(2) (c) geen bedrag mag afgetrek word nie in die geval van korttyd vir die eerste twee uur waarin daar nie gewerk word nie weens 'n algemene onklaarraking van installasies of masjinerie of weens die feit dat die geboue onbruikbaar is of dreig om dit te word, tensy die werkgever sy werknemer op die vorige dag in kennis gestel het dat geen werk beskikbaar sal wees nie."

3. Hernommer die ou paragrawe (2) (c) tot (2) (g) dienooreenkomstig.

4. In die hernoemde paragraaf (e), vervang die uitdrukking "paragraaf (c) hierbo" deur die uitdrukking "paragraaf (d)".

6. KLOUSULE 7: OORTYDWERK EN SONDAGWERK

In subklousule (5), vervang die uitdrukking "R3,00" deur die uitdrukking "R5,00".

7. KLOUSULE 8: JAARLIKSE VERLOF EN VAKANSIEDAE MET BESOLDIGING

1. Vervang subklousule (4), (5) en (6) deur die volgende:

"(4) Elke werkgever moet aan elkeen van sy werknemers 'n vakansiedag met volle besoldiging toestaan op Nuwejaarsdag, Menseregtedag, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag en Welwillendheidsdag, en behalwe soos by subklousule (7) bepaal, mag geen werkgever op hierdie dae 'n werknemer in diens hê en mag geen werknemer op hierdie dae werk nie, en daarbenewens moet elke werkgever al sy werknemers wat die oggendtydperk van die Donderdag voor Goeie Vrydag gewerk het, vanaf die aanvang van die normale etenspouse tot die normale sluitingstyd vry af gee, en sodanige verlore tyd word beskou as tyd gewerk.

(5) As 'n werkgever sy bedryfsinrigting ingevolge subklousule (1) sluit vir 'n tydperk wat Versoeningsdag, Kersdag, Welwillendheidsdag en Nuwejaarsdag insluit, moet sodanige werkgever 'n volle dag se besoldiging vir elke sodanige dag betaal aan elkeen van die werknemers in sy diens op die dag vir die datum waarop hy aldus sy bedryfsinrigting sluit. Elke werknemer wie se dienskontrak op of na die 15de dag van November maar voor die datum waarop die werkgever sy bedryfsinrigting sluit, deur sy werkgever beëindig word, moet ook vir sodanige dae betaal word: Met dien verstande dat die betrokke werknemer vir 'n tydperk van minstens ses maande onmiddellik voor die 15de dag van November ononderbroke by sy werkgever in diens was: Voorts met dien verstande dat die betrokke werknemer nie die dienskontrak beëindig nie of dat hy nie om 'n regsgeldige rede summier ontslaan word nie.

(6) -Ingeval Nuwejaarsdag, Menseregtedag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag of Welwillendheidsdag op 'n Saterdag of Sondag val, moet die werkgever, behoudens subklousule (5) van hierdie klousule, aan elkeen van sy werknemers 'n ekstra dag se loon betaal op die eerste betaaldag ná sodanige dag of wanneer besoldiging vir hierdie dae ingevolge hierdie klousule betaalbaar is, of anders moet hy die Maandag wat volg op so 'n openbare vakansiedag as vakansiedag toestaan en 'n dag se loon ten opsigte daarvan aan elk van sy werknemers betaal."

2. Voeg die volgende nuwe subklousule (9) na subklousule (8) in:

"(9) Manlike werknemers is ongeag hul huwelikstatus geregtig, behoudens reëlins vooraf, op 'n maksimum van drie dae vaderskap verlof per jaar. Die werkgever is geregtig om bewys van vaderskap te vereis."

8. KLOUSULE 13: VAKVERENIGINGAANSPRAKE EN -FASILITEITE

In subklousule (1), vervang die uitdrukking "4" deur die uitdrukking "6".

9. KLOUSULE 19: DIE MEDIESE BYSTANDSVERENIGING

1. In subklousule (2) (a) en (2) (b), vervang die uitdrukking "R1,50" deur die uitdrukking "R1,75".
2. Verander subklousule (2) (d) om soos volg te lui:

"(2) (d) Indien enige bedrag ooreenkomstig hierdie klousule verskuldig, nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, moet die werkgewer weeklikse rente op so 'n bedrag of op sodanige kleiner bedrae wat nog onbetaald is, betaal, bereken teen die heersende prima bankoortrekkingskoers plus 2 persent per jaar. Met dien verstande dat die Raad geregtig sal wees om geheel na eie goeddunke betaling van sulke rente of gedeelte daarvan prys te gee. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad."

10. KLOUSULE 20: SIEKTEBESOLDIGINGSFONDS

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

"(2) (b) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, moet die werkgewer weeklikse rente op so 'n bedrag of op sodanige kleiner bedrae wat nog onbetaald is betaal, bereken teen die heersende prima bankoortrekkingskoers plus 2% per jaar. Met dien verstande dat die Raad daarop geregtig is om geheel na eie goeddunke betaling van sodanige rente of gedeelte daarvan prys te gee. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad."

2. Skrap subklousule (2) (c).

11. KLOUSULE 21: SLAPTEBESOLDIGINGSFONDS

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

"(2) (b) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, moet die werkgewer weeklikse rente betaal op so 'n bedrag of op sulke kleiner bedrae wat nog onbetaald is, bereken teen die heersende prima bankoortrekkingskoers plus 2% per jaar. Met dien verstande dat die Raad daarop geregtig sal wees om geheel na eie goeddunke betaling van sodanige rente of gedeelte daarvan prys te gee. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad."

12. KLOUSULE 22: DIE VOORSORGFONDS VIR DIE BREINYWERHEID (TRANSVAAL)

1. In subklousule (5) (a), vervang die uitdrukking "3%" deur die uitdrukking "3,5%".
2. Verander subklousule (5) (f) deur die volgende:

"(5) (f) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, moet die werkgewer weeklikse rente betaal op so 'n bedrag of op sulke kleiner bedrae wat nog onbetaald is, bereken teen die heersende prima bankoortrekkingskoers plus 2% per jaar. Met dien verstande dat die Raad daarop geregtig sal wees om geheel na eie goeddunke betaling van sulke rente of gedeelte daarvan prys te gee. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad."

Namens die partye op hede die 22ste dag van November 1995 te Johannesburg onderteken.

E. ABED

Voorsitter van die Raad

N. RATSHIDI

Lid van die Raad

A. M. MARGOLIS

Sekretaris van die Raad

No. R. 106

26 January 1996

LABOUR RELATIONS ACT, 1956**CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE: 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 of this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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

(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) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE

AGREEMENT

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

Orange Free State and Northern Cape Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

being the parties to the Industrial Council for the Clothing Industry, Orange Free State and Northern Cape,

to amend the Agreement published under Government Notice No. R. 2250 of 23 December 1994, as renewed by Government Notice No. R. 1613 of 20 October 1995 and R. 1942 of 22 December 1995.

1. CLAUSE 1: SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry—

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

(b) in the Magisterial Districts of Kimberley, Parys, Kroonstad, Frankfort, Bloemfontein and Vredefort.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in clause 4 and whose actual wages are not in excess of those of persons defined as "contributors" in the Unemployment Insurance Act, 1966.

2. CLAUSE 3: DEFINITIONS

Insert the following new definition after the definition of "passer or checker or examiner":

" 'paternity' means any event connected to the birth or adoption of a child parented by an eligible employee;".

3. CLAUSE 3: REMUNERATION

Substitute the following for subclause (1):

"(1) Subject to subclauses (2), (3) and (4) of this clause, the minimum weekly wage to be paid by an employer to each employee of the undermentioned classes shall be as set out hereunder: Provided that if an employee performs work in more than one category, he shall be classified in the grade for which the highest wage is prescribed:

		Wage per week from the date of coming into oper- ation of this Agreement R
(A) In all areas		
(i) (a)	Foreman/Forewoman	806,80
(b)	Supervisor/Quality controller:	
	First six months of experience.....	238,10
	Second six months of experience	284,30
	Thereafter	330,70

*Wage per week
from the date of
coming into oper-
ation of this
Agreement*

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(c)	Cloakroom supervisor	230,00
(d)	Mechanic	758,00
(e)	Mechanic, unqualified	282,50
(f)	Watchman	230,00
(g)	Labourer	179,90
(h)	Boiler attendant	198,10
(ii)	Pattern grader:	
	First six months of experience	165,80
	Second six months of experience	198,60
	Third six months of experience	231,20
	Fourth six months of experience	264,00
	Fifth six months of experience	296,70
	Sixth six months of experience	329,30
	Seventh six months of experience	362,10
	Eighth six months of experience	394,80
	Thereafter	427,90
(iii)	Marker-in:	
	First six months of experience	165,80
	Second six months of experience	186,50
	Third six months of experience	207,00
	Fourth six months of experience	227,50
	Fifth six months of experience	248,30
	Sixth six months of experience	268,80
	Seventh six months of experience	289,40
	Eighth six months of experience	309,90
	Thereafter	330,70
(iv)	Shaper and chopper-out, other than an interlining and/or trimming chopper-out:	
	First six months of experience	155,70
	Second six months of experience	173,90
	Third six months of experience	192,20
	Fourth six months of experience	210,60
	Fifth six months of experience	228,80
	Sixth six months of experience	247,20
	Thereafter	265,40
(v)	Checker, examiner and/or passer:	
	First six months of experience	157,40
	Second six months of experience	175,60
	Third six months of experience	193,70
	Fourth six months of experience	211,80
	Thereafter	230,00
(vi)	(a) Invoice clerk:	
	First six months of experience	238,00
	Thereafter	330,70
	(b) Despatch clerk and/or factory clerk:	
	First six months of experience	174,00
	Second six months of experience	208,00
	Thereafter	242,00
(vii)	Sewing machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:	
	First six months of experience	155,70
	Second six months of experience	173,30
	Third six months of experience	190,90
	Fourth six months of experience	208,50
	Fifth six months of experience	226,10
	Sixth six months of experience	243,70
	Thereafter	261,20

*Wage per week
from the date of
coming into oper-
ation of this
Agreement*

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(viii) Driver of a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 2 722 kg	285,30
(b) exceeds 2 722 kg	330,70
(ix) Part-time driver of a motor vehicle	259,10
(x) Knitting machine operator:	
First six months of experience	155,70
Second six months of experience	186,40
Third six months of experience	217,10
Fourth six months of experience	247,80
Fifth six months of experience	278,60
Sixth six months of experience	309,30
Thereafter	340,10
(xi) Maintenance hand:	
First six months of experience	158,00
Second six months of experience	165,20
Third six months of experience	172,30
Fourth six months of experience	179,60
Fifth six months of experience	186,90
Thereafter	194,20
(B) In the Magisterial Districts of Kimberley, Bloemfontein and Kroonstad	
(i) Sewing machinist, invisible mender, finisher, presser, trimmer, marker-in and/or chopperout of linings and trimmings, former scribe/and screen printer:	
First six months of experience	157,40
Second six months of experience	169,50
Third six months of experience	181,70
Fourth six months of experience	193,70
Fifth six months of experience	205,80
Sixth six months of experience	217,90
Thereafter	229,90
Set leader and/or team leader	244,80
(ii) General worker/Pleater:	
First six months of experience	158,00
Second six months of experience	165,50
Thereafter	173,10
(iii) Despatch packer:	
First six months of experience	158,00
Second six months of experience	168,70
Thereafter	179,60
(iv) Layer-up:	
First six months of experience	158,00
Second six months of experience	168,20
Thereafter	178,40
(v) Plan sewer:	
First six months of experience	158,00
Thereafter	187,40
(vi) Sample machinist	261,80

Wage per week
from the date of
coming into oper-
ation of this
Agreement

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(C) In the Magisterial Districts of Frankfort, Parys and Vredefort

(i) Sewing machinist, invisible mender, finisher, presser, trimmer, marker-in and/or chopper-out of linings and trimmings, former scribe and screen printer:	
First six months of experience	143,10
Second six months of experience	153,50
Third six months of experience	164,00
Fourth six months of experience	174,40
Fifth six months of experience	184,80
Sixth six months of experience	195,10
Thereafter	205,70
Set leader and/or team leader	218,60
(ii) Despatch packer:	
First six months of experience	149,10
Second six months of experience	159,90
Thereafter	170,50
(iii) General worker/Pleater:	
First six months of experience	140,80
Second six months of experience	150,30
Thereafter	160,00
(iv) Layer-up:	
First six months of experience	143,60
Second six months of experience	155,50
Thereafter	167,40
(v) Plain sewer:	
First six months of experience	140,80
Thereafter	173,00
(vi) Sample machinist	234,20."

4. CLAUSE 7: PAYMENT OF WAGES DUE TO EMPLOYEES

Insert the following new subclause (5) after subclause (4):

"(5) An annual bonus, equivalent to 0,5 per cent of an employee's total actual normal time earnings calculated from 1 January to 31 December, shall accrue and be paid on the day of the annual closure each year: Provided that the payment of this bonus shall not have the effect of reducing any annual bonus payable, nor confirming that any previously paid bonus is contractually payable, nor of denying that any previously paid bonus is contractually payable."

5. CLAUSE 13: PAID HOLIDAYS AND ANNUAL LEAVE

1. Substitute the following for subclause (4) (a):

"(4) (a) Every employer shall grant to each of his employees 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 as paid holidays and no employer shall employ an employee and no employee shall work on these days."

2. Insert the following new subclause (8) after subclause (7):

"(8) Male employees, regardless of marital status, shall be entitled, subject to prior arrangements, to a maximum of three days' unpaid paternity leave per annum. The employer shall be entitled to require proof of paternity."

6. CLAUSE 20: COUNCIL FUNDS

Insert the following new subclause (2) (c) after subclause (2) (b):

"(2) (c) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2 per cent per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council."

7. CLAUSE 21: MEDICAL BENEFIT SOCIETY

Insert the following new subclause (2) (f) after subclause (2) (e):

"(2) (f) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2 per cent per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council the interest may accrue to the general Funds of the Council."

8. CLAUSE 23: SLACK PAY FUND

Insert the following new subclause (2) (c) after subclause (2) (b):

"(2) (c) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2 per cent per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council."

9. CLAUSE 32: PROVIDENT FUND

Insert the following new subclause (5) (b) after subclause (5) (a):

"(5) (b) Should any amount due in terms of this clause not be received by the Council by the tenth day after the due date on which it is payable, the employer shall pay weekly interest on such amount or on such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus 2 per cent per annum: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general Funds of the Council."

Signed at Johannesburg, on behalf of the parties, this 24th day of November 1995.

A. LAIRD-SMITH

Chairman of the Council

T. TSHABALALA

Member of the Council

A. M. MARGOLIS

Secretary of the Council

No. R. 106

26 Januarie 1996

WET OP ARBEIDSVERHOUDINGE, 1956**KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND: 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 30 Junie 1996 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; en

(b) kragtens artikel 48(1)(b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1(1)(a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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 KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND****OOREENKOMS**

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

Orange Free State and Northern Cape Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid, Oranje-Vrystaat en Noord-Kaapland,

tot wysiging van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 2250 van 23 Desember 1994, soos hernieu by Goewermenskennisgewing Nos. R. 1613 van 20 Oktober 1995 en R. 1942 van 22 Desember 1995.

1. KLOUSULE 1: TOEPASSINGSBESTEK

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

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(b) in die landrostdistrikte Kimberley, Parys, Kroonstad, Frankfort, Bloemfontein en Vredefort.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in klousule 4 voorgeskryf word en wie se werklike lone nie meer is as dié van diegene wat as "bydraers" in die Werkloosheidsver-sekeringswet, 1966, omskryf word nie.

2. KLOUSULE 3: WOORDOMSKRYWING

Voeg die volgende nuwe omskrywing in na die omskrywing van "keurder of nasiener of ondersoeker":

"'vaderskap' beteken enige gebeurtenis met betrekking tot die geboorte of aanneming van 'n kind waarvan 'n manlike werknemer die vader is en daarvoor in aanmerking kom;"

3. KLOUSULE 3: BESOLDIGING

Vervang subklousule (1) deur die volgende:

"(1) Behoudens subklousules (2), (3) en (4) van hierdie klousule, moet 'n werkgewer die volgende minimum weeklikse loon aan elke werknemer van ondergenoemde klasse betaal: Met dien verstande dat 'n werknemer wat werk in meer as een klas verrig, ingedeel moet word in die klas waarvoor die hoogste loon voorgeskryf word:

*Loon per week
van die inwerking-
treding van hier-
die Ooreenkoms*

R

(A) In alle gebiede

(i) (a)	Voorman/Voorvrou.....	806,80
(b)	Toesighouer/Gehaltebeheerder:	
	Eerste ses maande van ondervinding	238,10
	Tweede ses maande ondervinding	284,30
	Daarna.....	330,70
(c)	Kleedkamertoesighouer.....	230,00
(d)	Werktuigkundige	758,00
(e)	Werktuigkundige, ongekwalifiseer	282,50
(f)	Wag	230,00
(g)	Arbeider	179,90
(h)	Ketelbediener.....	198,10

Loon per week
van die inwerking-
treding van hier-
die Ooreenkoms
R

(ii) Patroongradeerder:	
Eerste ses maande ondervinding	165,80
Tweede ses maande ondervinding	198,60
Derde ses maande ondervinding	231,20
Vierde ses maande ondervinding	264,00
Vyfde ses maande ondervinding	296,70
Sesde ses maande ondervinding	329,30
Sewende ses maande ondervinding	362,10
Agtste ses maande ondervinding	394,80
Daarna	427,90
(iii) Afmerker:	
Eerste ses maande ondervinding	165,80
Tweede ses maande ondervinding	186,50
Derde ses maande ondervinding	207,00
Vierde ses maande ondervinding	227,50
Vyfde ses maande ondervinding	248,30
Sesde ses maande ondervinding	268,80
Sewende ses maande ondervinding	289,40
Agtste ses maande ondervinding	309,90
Daarna	330,70
(iv) Fatsoeneerder en snyer, uitgesonderd tussenvoering- en/of voeringsnyder:	
Eerste ses maande ondervinding	155,70
Tweede ses maande ondervinding	173,90
Derde ses maande ondervinding	192,20
Vierde ses maande ondervinding	210,60
Vyfde ses maande ondervinding	228,80
Sesde ses maande ondervinding	247,20
Daarna	265,40
(v) Nasiener, ondersoeker en/of keurder:	
Eerste ses maande ondervinding	157,40
Tweede ses maande ondervinding	175,60
Derde ses maande ondervinding	193,70
Vierde ses maande ondervinding	211,80
Daarna	230,00
(vi) (a) Faktuurklerk:	
Eerste ses maande ondervinding	238,00
Daarna	330,70
(b) Versendingsklerk en/of fabrieksklerk:	
Eerste ses maande ondervinding	174,00
Tweede ses maande ondervinding	208,00
Daarna	242,00
(vii) Naaimasjienwerker wat moue insit en/of mans- en damesnyersbaadjies en -oorjasse omstik:	
Eerste ses maande ondervinding	155,70
Tweede ses maande ondervinding	173,30
Derde ses maande ondervinding	190,90
Vierde ses maande ondervinding	208,50
Vyfde ses maande ondervinding	226,10
Sesde ses maande ondervinding	243,70
Daarna	261,20
(viii) Drywer van 'n motorvoertuig waarvan die onbelaste massa tesame met die onbelaste massa van 'n sleepwa of sleepwaens wat deur sodanige voertuig getrek word—	
(a) hoogstens 2 722 kg is	285,30
(b) meer as 2 722 kg is	330,70
(ix) Deeltydse motorvoertuigdrywer	259,10

Loon per week
van die inwerking-
treding van hier-
die Ooreenkoms

R

(x) Breimasjienbediener:

Eerste ses maande ondervinding	155,70
Tweede ses maande ondervinding	186,40
Derde ses maande ondervinding	217,10
Vierde ses maande ondervinding	247,80
Vyfde ses maande ondervinding	278,60
Sesde ses maande ondervinding	309,30
Daarna	340,10

(xi) Onderhoudswerker:

Eerste ses maande ondervinding	158,00
Tweede ses maande ondervinding	165,20
Derde ses maande ondervinding	172,30
Vierde ses maande ondervinding	179,60
Vyfde ses maande ondervinding	186,90
Daarna	194,20

(B) In die landdrosdistrikte Kimberley, Bloemfontein en Kroonstad

(i) Naaimasjienwerker, fynstopper, afwerker, parser, voeringsnyer, afmerker en/of snyer van voerings en tooisels, vormblokmerker en skermdrukter:

Eerste ses maande ondervinding	157,40
Tweede ses maande ondervinding	169,50
Derde ses maande ondervinding	181,70
Vierde ses maande ondervinding	193,70
Vyfde ses maande ondervinding	205,80
Sesde ses maande ondervinding	217,90
Daarna	229,90
Groep- en/of spanleier	244,80

(ii) Algemene werker/Plooiemaker:

Eerste ses maande ondervinding	158,00
Tweede ses maande ondervinding	165,50
Daarna	173,10

(iii) Versendingsverpakker:

Eerste ses maande ondervinding	158,00
Tweede ses maande ondervinding	168,70
Daarna	179,60

(iv) Laagoplêër:

Eerste ses maande ondervinding	158,00
Tweede ses maande ondervinding	168,20
Daarna	178,40

(v) Gewone naaldwerker:

Eerste ses maande ondervinding	158,00
Daarna	187,40

(vi) Monstermasjienwerker

261,80

(C) In die landdrosdistrikte Frankfort, Parys en Vredefort

(i) Naaimasjienwerker, fynstopper, afwerker, parser, voeringsnyer, afmerker en/of snyer van voerings en tooisels, vormblokmerker en skermdrukter:

Eerste ses maande ondervinding	143,10
Tweede ses maande ondervinding	153,50
Derde ses maande ondervinding	164,00
Vierde ses maande ondervinding	174,40
Vyfde ses maande ondervinding	184,80
Sesde ses maande ondervinding	195,10
Daarna	205,70
Groep- en/of spanleier	218,60

Loon per week
van die inwerking-
treding van hier-
die Ooreenkoms

R

(ii) Versendingsverpakker:

Eerste ses maande ondervinding	149,10
Tweede ses maande ondervinding	159,90
Daarna	170,50

(iii) Algemene werker/Plooiemaker:

Eerste ses maande ondervinding	140,80
Tweede ses maande ondervinding	150,30
Daarna	160,00

(iv) Laagoplêer:

Eerste ses maande ondervinding	143,60
Tweede ses maande ondervinding	155,50
Daarna	167,40

(v) Gewone naaldwerker:

Eerste ses maande ondervinding	140,80
Daarna	173,00

(vi) Monstemasjienwerker	234,20."
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4. KLOUSULE 7: BETALING VAN LONE WAT AAN WERKNEMERS VERSKULDIG IS

Voeg die volgende nuwe subklousule (5) na subklousule (4) in:

"(5) 'n Jaarlikse bonus, wat gelyk is aan 0,5 persent van 'n werknemer se totale werklike normaletydverdiensde bereken van 1 Januarie tot 31 Desember, moet oploop en betaal word op die dag van die jaarlikse sluiting elke jaar: Met dien verstande dat die betaling van hierdie bonus nie die uitwerking het nie dat enige jaarlikse bonus wat betaalbaar is, verminder word, dat bevestig word dat enige bonus wat voorheen betaal is kontraktueel betaalbaar is, of dat ontken word dat enige bonus wat voorheen betaal is kontraktueel betaalbaar is."

5. KLOUSULE 13: VAKANSIEDAE MET BESOLDIGING EN JAARLIKSE VERLOF

1. Vervang subklousule (4) (a) deur die volgende:

"(4) (a) Elke werkgewer moet aan elkeen van sy werknemers Nuwejaarsdag, Menseregtedag, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag, Welwillendheidsdag as vakansiedae met besoldiging toestaan, en geen werkgewer mag 'n werknemer op enigiens van hierdie dae laat werk nie en geen werknemer mag op enigiens van hierdie dae werk nie."

2. Voeg die volgende nuwe subklousule (8) na subklousule (7) in:

"(8) Manlike werknemers is ongeag hul huwelikstatus geregtig, behoudens reëlins vooraf op 'n maksimum van drie dae onbetaalde vaderskapverlof per jaar. Die werkgewer is daarop geregtig om bewys van ouerskap te vereis."

6. KLOUSULE 20: FONDSE VAN DIE RAAD

Voeg die volgende nuwe subklousule (2) (c) na subklousule (2) (b) in:

"(2) (c) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, betaal die werkgewer weeklikse rente op sodanige bedrag of op sodanige kleiner bedrae wat nog onbetaald is bereken teen die heersende prima bankoortrekkingskoers plus 2 persent per jaar: Met dien verstande dat die Raad daarop geregtig sal wees om geheel na eie goeiddunke betaling van sodanige rente of gedeelte daarvan prys te gee. Na goeiddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad."

7. KLOUSULE 21: MEDIËSE HULPVERENIGING

Voeg die volgende nuwe subklousule (2) (f) na subklousule (2) (e) in:

"(2) (f) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, betaal die werkgewer weeklikse rente op sodanige bedrag of op sodanige kleiner bedrae wat nog onbetaald is, bereken teen die heersende prima bankoortrekkingskoers plus 2 persent per jaar. Met dien verstande dat die Raad daarop geregtig is om geheel na eie goeiddunke betaling van sodanige rente of gedeelte daarvan prys te gee. Na goeiddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad."

8. KLOUSULE 23: SLAPTEBESOLDIGINGSFONDS

Voeg die volgende nuwe subklousule (2) (c) na subklousule (2) (b) in:

“(2) (c) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, betaal die werkgewer weeklikse rente op so 'n bedrag of op sodanige kleiner bedrae wat nog onbetaald is, bereken teen die heersende prima bankoortrekkingskoers plus 2 persent per jaar: Met dien verstande dat die Raad daarop geregtig is om geheel na eie goeddunke betaling van sodanige rente of gedeelte daarvan prys te gee. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad.”.

9. KLOUSULE 32: VOORSORGFONDS

Voeg die volgende nuwe subklousule (5) (b) na subklousule (5) (a) in:

“(5) (b) Indien enige bedrag betaalbaar ooreenkomstig hierdie klousule nie deur die Raad ontvang word teen die tiende dag na die betaaldatum waarop dit betaalbaar is nie, betaal die werkgewer weeklikse rente op sodanige bedrag of op sodanige kleiner bedrae wat nog onbetaald is, bereken teen die heersende prima bankoortrekkingskoers plus 2 persent per jaar: Met dien verstande dat die Raad daarop geregtig is om geheel na eie goeddunke betaling van sodanige rente of gedeelte daarvan prys te gee. Na goeddunke van die Raad kan die rente toegewys word aan die algemene Fondse van die Raad.”.

Namens die partye op hede die 24ste dag van November 1995 te Johannesburg onderteken.

A. LAIRD-SMITH

Voorsitter van die Raad

T. TSHABALALA

Lid van die Raad

A. M. MARGOLIS

Sekretaris van die Raad

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 77

26 January 1996

WINE AND SPIRIT CONTROL ACT, 1970 (ACT No. 47 OF 1970)

PRICE AND PAYMENT ARRANGEMENTS WITH REGARD TO DISTILLING WINE: 1996; AND GOOD WINE: 1996/1997

It is hereby made known that the Co-operative Winegrowers Association of South Africa, Limited—

(1) acting in terms of section 5 (1) of the Wine & Spirit Control Act, 1970 (Act No. 47 of 1970), has determined in respect of the year which commenced on 1 January 1996 the price and payment arrangements set out in Schedule 1 with regard to wine as defined in section 1 of the said Act;

(2) acting in terms of section 18 of the said Act has determined in respect of the year 1 February 1996 to 31 January 1997 the price and payment arrangements set out in Schedule 2 with regard to wine as defined in section 14 of the said Act.

VAT is not included in the said prices and other amounts.

All interested persons are called upon to lodge any objections which they may have against the said price and payment arrangements, in writing with the Director-General, Department of Agriculture, Private Bag X250, Pretoria, 0001, within 14 days of the date of publication of this notice.

S. W. JOUBERT

Secretary: Co-operative Winegrowers Association of South Africa, Limited

SCHEDULE 1

Definitions

1. Any word or expression in this Schedule to which a meaning has been assigned in the act shall have that meaning and, unless the context otherwise indicates—

“the Act” means the Wine and Spirit Control Act, 1970 (Act No. 47 of 1970).

Minimum price for wine intended for distilling spirit and pot-still brandy

2. The minimum price which the vereniging has determined for wine intended for distilling spirit and pot-still brandy shall be R73,00 per hectolitre at 10 per cent alcohol by volume.

Period within which minimum price has to be paid

3. The minimum price referred to in clause 2 shall be paid before or on the last day of the month following the month in which delivery was made.

Addition of interest

4. The interest which shall be paid on arrear payments (including interest) shall be 19,5 per cent per annum, calculated from the day following the date on which a payment becomes due in terms of clause 3 until the date of payment.

SCHEDULE 2**Definition**

1. Any word or expression in this Schedule to which a meaning has been assigned in the Act shall have that meaning and, unless the context otherwise indicates—

“the Act” means the Wine and Spirit Control Act, 1970 (Act No. 47 of 1970); and

“the Regulations” mean the Regulations made under sections 11 and 25 of the Act.

Minimum price for wine

2. The minimum price for wine has been determined as set out in the table hereinafter:

TABLE

2.1 Unfortified wine, sparkling wine, must, grape juice and fortified wine excluding added spirit contained therein	R73,00 per hectolitre at 10% alcohol by volume or R89,00 per hectolitre irrespective of the strength thereof.
2.2 Moskonfyt.....	R73,00 per hectolitre of a strength of 10% alcohol by volume calculated according to the conversion tables prescribed under section 54 of the said Act.
2.3 Grapes intended for winemaking purposes.....	R567,00 per ton irrespective of degrees Balling thereof.

Additions in respect of containers and packing material

3. The amount which shall be added to the minimum price referred to in clause 2 whenever such wine is sold in containers with a capacity of five litres and less, shall be the seller's actual cost of the packing material therefor and the bottling cost thereof.

Period within which minimum prices and other amounts have to be paid

4. The minimum prices referred to in clause 2 and the amounts referred to in clause 3 shall be payable before or on the last day of the month following the month in which delivery was made.

Addition of interest

5. The interest which shall be paid on arrear payments (including interest) shall be 19,5 per cent per annum calculated from the day following the date on which payment becomes due in terms of clause 4 until the date of payment.

No. R. 77

26 Januarie 1996

WET OP BEHEER OOR WYN EN SPIRITUS, 1970 (WET No. 47 VAN 1970)

PRYS- EN BETALINGSREËLINGS MET BETREKKING TOT DISTILLEERWYN: 1996 EN GOEIEWYN: 1996/1997

Hiermee word bekendgemaak dat die Koöperatiewe Wynbouersvereniging van Suid-Afrika, Beperk—

(1) handelende kragtens artikel 5 (1) van die Wet op Beheer oor Wyn en Spiritus, 1970 (Wet 47 van 1970), die prys- en betalingsreëlings in Bylae 1 uiteengesit, met betrekking tot wyn, soos omskryf in artikel 1 van genoemde Wet, ten opsigte van die jaar wat op 1 Januarie 1996 begin bepaal het;

(2) handelende kragtens artikel 18 van genoemde Wet die prys- en betalingsreëlings in Bylae 2 uiteengesit, met betrekking tot wyn, soos omskryf in artikel 14 van genoemde Wet, ten opsigte van die jaar 1 Februarie 1996 tot 31 Januarie 1997 vasgestel het.

BTW is nie ingesluit by die vermelde pryse en ander gelde nie.

Alle belanghebbendes word hierby aangesê om enige besware wat hulle teen genoemde prys- en betalingsreëlings het, binne 14 dae na datum van publikasie van hierdie kennisgewing skriftelik by die Direkteur-generaal, Departement van Landbou, Privaatsak X250, Pretoria, 0001, in te lewer.

S. W. JOUBERT

Sekretaris: Koöperatiewe Wynbouersvereniging van Suid-Afrika, Beperk

BYLAE 1

Woordomskrywings

1. In hierdie Bylae 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 Beheer oor Wyn en Spiritus, 1970 (Wet No. 47 van 1970).

Minimum prys vir wyn bestem vir distillering na spiritus en potketelbrandewyn

2. Die minimum prys wat die vereniging bepaal het vir wyn bestem vir distillering na spiritus en potketelbrandewyn is R73,00 per hektoliter teen 10 persent alkohol volgens volume.

Tydperk waarin minimum prys betaal moet word

3. Die minimum prys in klousule 2 bedoel, moet betaal word voor of op die laaste dag van die maand wat volg op die maand waarin aflewering plaasgevind het.

Byvoeging van rente

4. Die rente wat op agterstallige betalings (insluitende rente) betaal moet word, is 19,5 persent per jaar, bereken vanaf die dag wat volg op die datum waarop 'n betaling ingevolge klousule 3 opeisbaar word tot op die datum waarop betaling geskied.

BYLAE 2

Woordomskrywing

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

“die Regulasies” die Regulasies vir die Beheer oor Wyn en Spiritus uitgevaardig kragtens artikels 11 en 25 van die Wet; en

“die Wet” die Wet op Beheer oor Wyn en Spiritus, 1970 (Wet No. 47 van 1970).

Minimum prys vir wyn

2. Die minimum prys vir wyn is vasgestel soos in die tabel hierna vermeld:

TABEL

2.1 Onversterkte wyn, vonkelwyn, mos, druïwesap en versterkte wyn, uitgesluit toegevoegde spiritus daarin aanwesig	R73,00 per hektoliter teen 10% alkohol volgens volume of R89,00 per hektoliter ongeag die sterkte daarvan.
2.2 Moskonfyt.....	R73,00 per hektoliter van 'n sterkte van 10% alkohol volgens volume, bereken ooreenkomstig die omrekenings-tabelle voorgeskryf ingevolge artikel 54 van die genoemde Wet.
2.3 Druïwe bestem vir wynmaakdoeleindes.....	R567,00 per ton ongeag die grade Balling daarvan.

Byvoeging ten opsigte van houers en verpakkingsmateriaal

3. Die bedrag wat by die minimum prys in klousule 2 bedoel, gevoeg moet word wanneer sodanige wyn in houers met 'n inhoudsvermoë van vyf liter en kleiner verkoop word, is die verkoper daarvan se werklike koste van die verpakkingsmateriaal daarvoor en die bottelingskoste daarvan.

Tydperk waarin minimumpryse en ander bedrae betaal moet word

4. Die minimumpryse in klousule 2 bedoel en die bedrae in klousule 3 bedoel, is betaalbaar voor of op die laaste dag van die maand wat volg op die maand waarin aflewering plaasgevind het.

Byvoeging van rente

5. Die rente wat op agterstallige betalings (insluitende rente) betaal moet word, is 19,5 persent per jaar, bereken vanaf die dag wat volg op die datum waarop 'n betaling ingevolge klousule 4 opeisbaar word tot op die datum waarop betaling geskied.

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