

REPUBLIC  
OF  
SOUTH AFRICA



REPUBLIEK  
VAN  
SUID-AFRIKA

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## GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

### SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 1648

18 October 1996

CUSTOMS AND EXCISE ACT, 1964

#### AMENDMENT OF SCHEDULE No. 2 (No. 2/31)

Under section 56 of the Customs and Excise Act, 1964, Part I of Schedule No. 2 to the said Act is hereby amended, with retrospective effect to 26 April 1996, to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

#### SCHEDULE

| I<br>Item | II                |       |          |                                                                                                                                                                                                                                                        | III<br>Rebate<br>Items | IV<br>Imported from or<br>Originating in    | V<br>Rate of<br>Anti-dump-<br>ing Duty | VI<br>Annota-<br>tions |
|-----------|-------------------|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------------------------|----------------------------------------|------------------------|
|           | Tariff<br>Heading | Code  | C.<br>D. | Description                                                                                                                                                                                                                                            |                        |                                             |                                        |                        |
| 207.01    | "3920.99          | 01.06 | 69       | By the insertion after tariff heading No. 3920.42 of the following:<br><br>Strip of polytetrafluoroethylene, non-cellular and not reinforced, laminated, supported or similarly combined with other materials, suitable for use as thread-sealing tape |                        | People's Republic of China<br><br>Hong Kong | 39,1%<br><br>39,1%                     |                        |

No. R. 1648

18 Oktober 1996

DOEANE- EN AKSYNSWET, 1964

## WYSIGING VAN BYLAE No. 2 (No. 2/31)

Kragtens artikel 56 van die Doeane- en Aksynswet, 1964, word Deel I van Bylae No. 2 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 26 April 1996, in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies

## BYLAE

| I<br>Item | II             |       |          | III<br>Korting-<br>items | IV<br>Ingevoer vanaf of<br>Afkomsig van | V<br>Skaal van<br>Anti-dum-<br>ping Reg | VI<br>Annota-<br>sies |
|-----------|----------------|-------|----------|--------------------------|-----------------------------------------|-----------------------------------------|-----------------------|
|           | Tarief-<br>pos | Kode  | T.<br>S. |                          |                                         |                                         |                       |
| 207.01    | "3920.99       | 01.06 | 69       |                          | Volksrepubliek<br>Sjina<br>Hongkong     | 39,1%<br><br>39,1%"                     |                       |
|           |                |       |          |                          |                                         |                                         |                       |

No. R. 1649

18 October 1996

CUSTOMS AND EXCISE ACT, 1964

## AMENDMENT OF SCHEDULE No. 3 (No. 3/330)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended, with retrospective effect to 1 October 1995, to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

## SCHEDULE

| I<br>Rebate<br>Item | II                |                |          | III<br>Extent of<br>Rebate | Annotations |
|---------------------|-------------------|----------------|----------|----------------------------|-------------|
|                     | Tariff<br>Heading | Rebate<br>Code | C.<br>D. |                            |             |
| 306.10              | "2921.44          | 01.06          | 69       | Full duty"                 |             |
|                     |                   |                |          |                            |             |

No. R. 1649

18 Oktober 1996

DOEANE- EN AKSYNSWET, 1964

## WYSIGING VAN BYLAE No. 3 (No. 3/330)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 1 Oktober 1995, in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies



## BYLAE

| I<br>Korting-<br>item | II            |                  |          |                                                                                                                                                                                                                                                 | III<br>Mate van<br>Korting | Annota-<br>sies |
|-----------------------|---------------|------------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------|
|                       | Tarief<br>pos | Korting-<br>kode | T.<br>S. | Beskrywing                                                                                                                                                                                                                                      |                            |                 |
| 306.10                | "2921.44      | 01.06            | 69       | Deur na tariefpos No. 2918.90 die volgende in te voeg:<br>p-Aminodifenielamien, vir die vervaardiging van bereide<br>rubber versnellers van subpos No. 3812.10 en anti-<br>oksiedeerpreparate vir rubber of plastieke van subpos No.<br>3812.30 | Volle reg                  |                 |

No. R. 1650

18 October 1996

CUSTOMS AND EXCISE ACT, 1964

## AMENDMENT OF SCHEDULE No. 3 (No. 3/331)

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.

T. A. MANUEL

Minister of Finance

## SCHEDULE

| I<br>Rebate<br>Item | II                |                |          |                                                                                                                                                                                                                                                        | III<br>Extent of<br>Rebate | Annota-<br>tions |
|---------------------|-------------------|----------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------|
|                     | Tariff<br>Heading | Rebate<br>Code | C.<br>D. | Description                                                                                                                                                                                                                                            |                            |                  |
| 311.18              | "5208.12          | 01.06          | 63       | By the insertion after tariff heading No. 52.08 of the following:<br>Woven fabrics solely of cotton, unbleached, plain weave, of a mass exceeding 100 g/m <sup>2</sup> but not exceeding 200 g/m <sup>2</sup> , for the manufacture of polishing buffs | Full duty less 22%"        |                  |
|                     | "5209.11          | 01.06          | 61       | By the insertion after tariff heading No. 52.09 of the following:<br>Woven fabrics solely of cotton, unbleached, plain weave, of a mass exceeding 200 g/m <sup>2</sup> but not exceeding 250 g/m <sup>2</sup> , for the manufacture of polishing buffs | Full duty less 22%"        |                  |

No. R. 1650

18 Oktober 1996

DOEANE- EN AKSYNSWET, 1964

## WYSIGING VAN BYLAE No. 3 (No. 3/331)

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.

T. A. MANUEL

Minister van Finansies

## BYLAE

| I<br>Korting-<br>item | II            |                  |          |                                                                                                                                                                                                                                               | III<br>Mate van<br>Korting | Annota-<br>sies |
|-----------------------|---------------|------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------|
|                       | Tarief<br>pos | Korting-<br>kode | T.<br>S. | Beskrywing                                                                                                                                                                                                                                    |                            |                 |
| 311.18                | "5208.12      | 01.06            | 63       | Deur na tariefpos No. 52.08 die volgende in te voeg:<br>Weefstowwe slegs van katoen, ongebleik, met 'n effebinding, met 'n massa van meer as 100 g/m <sup>2</sup> maar hoogstens 200 g/m <sup>2</sup> , vir die vervaardiging van poleerskywe | Volle reg min 22%"         |                 |
|                       | "5209.11      | 01.06            | 61       | Deur na tariefpos No. 52.09 die volgende in te voeg:<br>Weefstowwe slegs van katoen, ongebleik, met 'n effebinding, met 'n massa van meer as 200 g/m <sup>2</sup> maar hoogstens 250 g/m <sup>2</sup> , vir die vervaardiging van poleerskywe | Volle reg min 22%"         |                 |

No. R. 1651

18 October 1996

CUSTOMS AND EXCISE ACT, 1964  
**AMENDMENT OF SCHEDULE No. 3 (No. 3/332)**

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended with retro-spective effect to 1 September 1995 and effective until 31 December 1996, to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

**SCHEDULE**

| I<br>Rebate<br>Item | II                |                |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | III<br>Extent of<br>Rebate | Annota-<br>tions |
|---------------------|-------------------|----------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------|
|                     | Tariff<br>Heading | Rebate<br>Code | C.<br>D. | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                            |                  |
| 317.04              |                   |                |          | By the insertion after rebate code 05.06 to tariff heading No. 98.01 of the following:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                            |                  |
|                     |                   | 06.04          | 48       | Compression ignition engines, not provided for in the above rebate codes, of a cubic displacement of 3 700 cm <sup>3</sup> or more but not exceeding 22 000 cm <sup>3</sup> , including cylinder blocks, cylinder heads, crankshafts and camshafts, whether or not fitted with components, for such engines in such quantities, at such times and subject to such conditions, as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit                                                           | Full duty less 30%         |                  |
|                     |                   | 07.04          | 42       | Transmissions, not provided for in the above rebate codes, designed to operate without torque converters or fluid flywheels for vehicles of a GVM of 7 500 kg or more, including main housings, shafts and gears, whether or not fitted with any components, for such transmissions in such quantities, at such times and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit                                                                                    | Full duty less 30%         |                  |
|                     |                   | 08.04          | 47       | Driving axles, not provided for in the above rebate codes, with differentials, whether or not including foundation brakes, wheel hubs and brakedrums for vehicles of a GVM of 16 000 kg or more (other than vehicles for the transport of persons), including main axle housings, shafts and gears, whether or not fitted with any components, for such driving axles, in such quantities, at such times and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit | Full duty less 30%         |                  |
|                     |                   | 09.04          | 41       | Cabs or bodies, not provided for in the above rebate codes, fitted with bonnets, doors and tailgates, whether or not painted, trimmed or fitted with any components, in such quantities, at such times and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit                                                                                                                                                                                                   | Full duty less 20%         |                  |
|                     |                   | 10.04          | 44       | Pneumatic tyres, not provided for in the above rebate codes, whether or not fitted to wheel rims, in such quantities, at such times and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit                                                                                                                                                                                                                                                                      | Full duty less 30%         |                  |
|                     |                   | 90.04          | 43       | Original equipment components not provided for in the above rebate codes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Full duty"                 |                  |

No. R. 1651

18 Oktober 1996

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/332)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 1 September 1995 en in werking tot 31 Desember 1996, in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies

## BYLAE

| I<br>Korting-<br>item | II             |                  |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | III<br>Mate van<br>Korting | Annota-<br>sies |
|-----------------------|----------------|------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------|
|                       | Tarief-<br>pos | Korting-<br>kode | T.<br>S. | Beskrywing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                            |                 |
| 317.04                |                | 06.04            | 48       | Deur na kortingkode 05.06 by tariefpos No. 98.01 die volgende in te voeg:<br>Kompressie-ontstekingsbinnebrandsuierenjins, nie voorsien in die bogenoemde kortingkodes nie, (diesel- of halfdieselenjins), met 'n kubieke inhoud van minstens 3 700 cm <sup>3</sup> maar hoogstens 22 000 cm <sup>3</sup> , insluitende silinderblokke, silinderkoppe, krukasse en nokasse hetsy met komponente toegerus al dan nie, vir sodanige enjins onderhewig aan 'n permit in die hoeveelhede, op die tye en onderhewig aan sodanige voorwaardes wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad op Tariewe en Handel mag toelaat | Volle reg<br>min 30%       |                 |
|                       |                | 07.04            | 42       | Ratkaste, nie voorsien in die bogenoemde kortingkodes nie, ontwerp om sonder koppelomsitters of hidrouliese koppelings te funksioneer, vir voertuie met 'n B.V.M. van 7 500 kg of meer, insluitende hoofhulsels, asse en ratte, hetsy met komponente toegerus al dan nie, vir sodanige ratkaste, onderhewig aan 'n permit in die hoeveelhede, op die tye en onderhewig aan sodanige voorwaardes wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad op Tariewe en Handel mag toelaat                                                                                                                                        | Volle reg<br>min 30%       |                 |
|                       |                | 08.04            | 47       | Dryfasse, nie voorsien in die bogenoemde kortingkodes nie, met ewenaars, al dan nie, toegerus met fondamentremme, wielnawe en remtrommels vir voertuie met 'n B.V.M. van 1 600 kg of meer, onderhewig aan 'n permit in die hoeveelhede, op die tye en onderhewig aan sodanige voorwaardes wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad op Tariewe en Handel mag toelaat                                                                                                                                                                                                                                              | Volle reg<br>min 30%       |                 |
|                       |                | 09.04            | 41       | Kajuite en bakke, nie voorsien in die bogenoemde kortingkodes nie, toegerus met enjinkoppe, deure, agterklappe, hetsy geveer, met bekleedsel of met komponente toegerus al dan nie, onderhewig aan 'n permit in die hoeveelhede op die tye en onderhewig aan sodanige voorwaardes wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad op Tariewe en Handel mag toelaat                                                                                                                                                                                                                                                      | Volle reg<br>min 20%       |                 |
|                       |                | 10.04            | 44       | Lugbande, nie voorsien in die bogenoemde kortingkodes nie, hetsy op wielvellingen gemonteer al dan nie, onderhewig aan 'n permit in die hoeveelhede, op die tye en onderhewig aan sodanige voorwaardes wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad op Tariewe en Handel mag toelaat                                                                                                                                                                                                                                                                                                                                 | Volle reg<br>min 30%       |                 |
|                       |                | 90.04            | 43       | Oorspronklike toerustingkomponente waarvoor daar nie voorsiening gemaak is in die bogenoemde kortingkodes nie                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Volle reg"                 |                 |

**DEPARTMENT OF FINANCE  
DEPARTEMENT VAN FINANSIES**

No. R. 1677

18 October 1996

**AMENDMENT OF THE REGULATIONS UNDER THE PENSION FUNDS ACT, 1956  
(ACT NO. 24 OF 1956)**

The Minister of Finance has under section 36 of the Pension Funds Act, 1956 (Act No. 24 of 1956), made the regulations in the Schedule.

**SCHEDULE**

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 98 of 26 January 1962, as amended by Government Notices Nos. R. 99 of 26 January 1962, R. 2144 of 28 September 1984, R. 1790 of 16 August 1985, R. 1037 of 28 May 1986, R. 232 of 6 February 1987, R. 1452 of 7 July 1989, R. 1920 of 1 September 1989, R. 2361 of 27 September 1991, R. 201 of 12 February 1993, R. 2324 of 10 December 1993, R. 141 of 28 January 1994 and R. 1838 of 24 November 1995.

**Amendment of regulation 28 of the Regulations**

2. Regulation 28 of the Regulations is hereby amended—

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

"(1) Subject to the provisions of subregulations (2), (3) and (4) and the Annexure to this regulation, a registered fund may invest only in an asset referred to in column 1 of the Annexure to the extent to which the fair value of the investment, expressed as a percentage of the total fair value of the total assets of the fund, does not exceed the percentage listed in column 2 of the Annexure in respect of such asset: Provided that—

(a) the total fair value of investment in assets referred to in item 6 and 7 in column 1 of the said Annexure, expressed as a percentage, shall not exceed 90%; and

(b) the total fair value of investments in assets excluding those referred to in items 1, 2, 3, 4, 5 and 9 (d) and (e) in column 1 of the Annexure, expressed as a percentage, shall not exceed 95%,  
of the total fair value of the total assets of the fund.";

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

"(2) (a) In the application of this regulation with regard to the total assets of a fund—

(i) not exempted in terms of section 2 (3) (a) of the Act, units in a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981), in respect of which the fund obtained a certificate or certificates that the scheme has met, throughout the period covered by its income and expenditure account, the distribution requirements of assets referred to in the Annexure, shall be deemed not to be an asset of the fund except for the purposes of calculating the percentages listed in column 2 of the Annexure in respect of item 1;

(ii) inclusive of a fund exempted in terms of section 2 (3) (a) of the Act, a policy issued to the fund by an insurer carrying on long-term insurance business as contemplated in the Insurance Act, 1943 (Act No. 17 of 1943), which—

(aa) is not a linked policy; or

(bb) is a linked policy, and the fund has obtained from the insurer a certificate indicating that the assets held by the insurer in respect of his net liabilities under the said policy meet the distribution requirements of assets referred to in the Annexure,

shall be deemed not to be an asset of the fund except for the purposes of calculating the percentages listed in column 2 of the Annexure in respect of item 1.";

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

"(c) The certificate or certificates referred to in subregulation (2) (a) (i) shall be furnished to the fund by the auditor appointed in terms of section 11 of the Unit Trusts Control Act, 1981, at the end of each financial year of the fund and the certificate and statement referred to in subregulation 2 (a) (ii) and (b) shall also be furnished to the fund at the end of each financial year of the fund or, in the case of a fund which is exempted in terms of section 2 (3) (a) of the Act, at the end of the insurer's financial year by the valuator of the insurer concerned or by the valuator's delegate."; and

(d) by the substitution for paragraph (c) of subregulation (4) of the following paragraph:

"(c) "fair value", in relation to—

(i) the value of every listed asset, means the price at which it was quoted on the Johannesburg Stock Exchange or the Bond Exchange of South Africa within a period of three months immediately preceding the date to which the statement relates, which value shall be shown in the statement at an amount not exceeding the value determined according to the price so last quoted: Provided that if such quotation relates to a date other than the date to which the statement of assets relates the said amount shall be properly adjusted in the case of—

(aa) any interest-bearing asset, by the difference between the amount of interest which had accrued in the period from the last date on which interest was payable up to the date of the quotation, and the amount of interest accrued for the period to the date to which the statement relates; and



(bb) any share on which dividends have been declared, by the difference between the amount of any dividend which had been declared but not paid on the date of the quotation and the amount of any dividend which had been declared but not paid on the date to which the statement relates;

(ii) assets to which the provisions of subregulation 4 (c) (i) do not apply, means the value determined in accordance with section 19 (5A) of the Act;

The definition of "fair value" applies *mutatis mutandis* to investments outside the Republic and in such application the reference to "the Johannesburg Stock Exchange or the Bond Exchange of South Africa" in subparagraph (i) must be construed as a reference to "any exchange recognised by the registrar" and the reference to "the Republic" in section 19 (5A) of the Act as a reference to "any territory recognised by the registrar."

#### **Amendment of regulation 30 of the Regulations**

3. Regulation 30 is hereby amended by the substitution for paragraph (b) of subregulation (2) of the following paragraph:

"(b) the date of commencement of the pension fund and the dates of the first and subsequent financial year ends."

#### **Substitution of Annexure to regulation 28 of the Regulations**

4. The following Annexure is hereby substituted for the Annexure to regulation 28 of the Regulations:

#### **ANNEXURE TO REGULATION 28**

| Item   | Column 1<br>Categories or kinds of assets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Column 2<br>Maximum percentage<br>of aggregate market<br>value of total<br>assets of fund |
|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| 1. (a) | <p>Inside the Republic—</p> <p>Deposits and balances in current and savings accounts with an office of a deposit-taking institution or a mutual building society, including negotiable deposits, and money market instruments in terms of which such a deposit-taking institution or mutual building society is liable. Paid-up shares of a mutual building society, or deposits and savings accounts with an office of the Post Office savings bank, as well as margin deposits with Safex:</p> <p>(i) Per bank ..... 100%</p> <p>(ii) Per mutual building society ..... 20%</p> <p>(iii) Post Office Savings Bank ..... 20%</p> <p>(iv) SAFEX ..... 20%</p> <p>(v) SAFEX ..... 5%</p> |                                                                                           |
| (b)    | <p>Outside the Republic—</p> <p>Deposits and balances in current and savings accounts with a bank including negotiable deposits and money market instruments in terms of which such a bank is liable ..</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 10%                                                                                       |
| 2.     | Krugerrands .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 10%                                                                                       |
| 3.     | Bills, bonds and securities issued or guaranteed by and loans to or guaranteed by—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 100%                                                                                      |
| (a)    | <p>Inside the Republic—</p> <p>(i) a local authority authorised by law to levy rates upon immovable property ..... 100%</p> <p>— Per local authority ..... 20%</p> <p>(ii) Development Boards established under the Black Communities Development Act, 1984 (Act No. 4 of 1984) ..... 20%</p> <p>(iii) Rand Water Board ..... 20%</p> <p>(iv) Eskom ..... 20%</p> <p>(v) Land and Agricultural Bank of South Africa ..... 20%</p> <p>(vi) Local Authorities Loans Fund Board ..... 20%</p>                                                                                                                                                                                              |                                                                                           |
| (b)    | <p>outside the Republic—</p> <p>— the foreign Government concerned .....</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 10%                                                                                       |
| 4.     | <p>Bills, bonds and securities issued by and loans to an institution in the Republic, which bills, bonds, securities and loans the Registrar approved in terms of section 19 (1) (h) of the Act before the deletion of that section by section 8 (a) of Act No. 53 of 1989, and also bills, bonds and securities issued by and loans to an institution in the Republic, which institution the Registrar likewise approved before such deletion:</p> <p>— Per institution .....</p>                                                                                                                                                                                                      | 100%<br>20%                                                                               |

| Column 1 |                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Column 2                                                             |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| Item     | Categories or kinds of assets                                                                                                                                                                                                                                                                                                                                                                                                                             | Maximum percentage of aggregate market value of total assets of fund |
| 5.       | Bills, bonds and securities issued by the government of or by a local authority in a territory other than the Republic, which territory the Registrar approved in terms of section 19 (1) (i) of the Act before the deletion of that section by section 8 (a) of Act No. 53 of 1989, and also bills, bonds and securities issued by an institution in such an approved territory, which institution the Registrar likewise approved before such deletion: | 100%                                                                 |
|          | — Per authority .....                                                                                                                                                                                                                                                                                                                                                                                                                                     | 20%                                                                  |
| 6.       | Immovable property and claims secured by mortgage bonds thereon. Units in unit trust schemes in property shares and shares in, loans to and debentures, both convertible and non-convertible, of property companies:                                                                                                                                                                                                                                      | 25%                                                                  |
| (a)      | inside the Republic—                                                                                                                                                                                                                                                                                                                                                                                                                                      | 25%                                                                  |
|          | Investment in a single property or property development project.....                                                                                                                                                                                                                                                                                                                                                                                      | 5%                                                                   |
| (b)      | outside the Republic—                                                                                                                                                                                                                                                                                                                                                                                                                                     | 10%                                                                  |
|          | Investment in a single property or property development project.....                                                                                                                                                                                                                                                                                                                                                                                      | 5%                                                                   |
| 7.       | Preference and ordinary shares in companies excluding shares in property companies. Convertible debentures, whether voluntarily or compulsorily convertible and units in equity unit trust schemes which objective is to invest their assets mainly in shares. These investments are subject to the following limitations:                                                                                                                                | 75%                                                                  |
| (a)      | inside the Republic—                                                                                                                                                                                                                                                                                                                                                                                                                                      | 75%                                                                  |
|          | (i) Unlisted shares, unlisted convertible debentures and shares and convertible debentures listed in the Development Capital Sector of the Johannesburg Stock Exchange.....                                                                                                                                                                                                                                                                               | 5%                                                                   |
|          | (ii) Shares and convertible debentures in a single company listed on the Johannesburg Stock Exchange other than the Development Capital Sector:                                                                                                                                                                                                                                                                                                           | 75%                                                                  |
|          | (aa) With a market capitalization of R2 000 million or less .....                                                                                                                                                                                                                                                                                                                                                                                         | 10%                                                                  |
|          | (bb) With a market capitalization of more than R2 000 million.....                                                                                                                                                                                                                                                                                                                                                                                        | 15%                                                                  |
| (b)      | outside the Republic—                                                                                                                                                                                                                                                                                                                                                                                                                                     | 10%                                                                  |
|          | — Unlisted shares and unlisted convertible debentures.....                                                                                                                                                                                                                                                                                                                                                                                                | 2,5%                                                                 |
| 8.       | Listed and unlisted debentures, units in a unit trust scheme with the objective to invest in income generating securities and any secured claim against individuals and companies:                                                                                                                                                                                                                                                                        | 25%                                                                  |
| (a)      | inside the Republic—                                                                                                                                                                                                                                                                                                                                                                                                                                      | 25%                                                                  |
|          | (i) Claim against any one individual .....                                                                                                                                                                                                                                                                                                                                                                                                                | 0,25%                                                                |
|          | (ii) Claims against any single company .....                                                                                                                                                                                                                                                                                                                                                                                                              | 5%                                                                   |
| (b)      | outside the Republic—                                                                                                                                                                                                                                                                                                                                                                                                                                     | 10%                                                                  |
|          | (i) Claims against any one individual .....                                                                                                                                                                                                                                                                                                                                                                                                               | 0,25%                                                                |
|          | (ii) Claims against any single company .....                                                                                                                                                                                                                                                                                                                                                                                                              | 5%                                                                   |
| 9.       | Any other assets not referred to in this Annexure, excluding—                                                                                                                                                                                                                                                                                                                                                                                             | 2,5%                                                                 |
| (a)      | money in hand in the Republic;                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                      |
| (b)      | loans granted inside the Republic to members of the fund concerned in accordance with—                                                                                                                                                                                                                                                                                                                                                                    |                                                                      |
|          | (i) the provisions of section 19 (5) of the Act; and                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                      |
|          | (ii) such exemptions as may have been granted to the fund in terms of section 19 (6) (a) of the Act;                                                                                                                                                                                                                                                                                                                                                      |                                                                      |
| (c)      | investments in the business of a participating employer inside the Republic to the extent that it has been allowed by an exemption in terms of—                                                                                                                                                                                                                                                                                                           |                                                                      |
|          | (i) the proviso to section 19 (4) of the Act; or                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                      |
|          | (ii) section 19 (6) (a) of the Act;                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                      |

| Column 1 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Column 2                                                             |
|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| Item     | Categories or kinds of assets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Maximum percentage of aggregate market value of total assets of fund |
| (d)      | bills, bonds or securities issued or guaranteed by, or loans to or guaranteed by the Government of the Republic or a provincial administration;                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                      |
| (e)      | units in a unit trust scheme as defined in the Unit Trusts Control Act, 1981, the underlying assets which consist only of— <ul style="list-style-type: none"><li>(i) assets referred to in paragraphs (i), (ii) and (iii) of item 1 (a) of this Annexure;<ul style="list-style-type: none"><li>— per institution; and</li></ul></li><li>(ii) assets referred to in paragraph (d) of this item; or</li><li>(iii) assets referred to in items 3, 4 and 5 of this Annexure.<ul style="list-style-type: none"><li>— per institution/authority</li></ul></li></ul> |                                                                      |

**Substitution of Annexure B to Schedule I of the Regulations**

5. The following Annexure is hereby substituted for Annexure B to Schedule I of the Regulations:

FUND

REF NO: 12/8/.....

**ANNEXURE B TO SCHEDULE I****ASSETS HELD IN COMPLIANCE WITH REGULATION 28**

R'000

|    |                                                                                             |       |
|----|---------------------------------------------------------------------------------------------|-------|
| A. | Total assets of the fund as per Statement of Funds and Net Assets .....                     | ..... |
| B. | Less: Items of Statement of Funds and Net Assets:                                           |       |
|    | 2.1 Fixed assets .....                                                                      | ..... |
|    | 2.3 Current assets (excluding cash at bank) .....                                           | ..... |
| C. | Value of units in unit trust schemes and insurance policies excluded from fair value: ..... |       |
|    | - Units in unit trust schemes .....                                                         | ..... |
|    | - Insurance policies .....                                                                  | ..... |
|    | Value of corresponding assets as per Statement of Funds and Net Assets .....                | ..... |

## D. Fair value of assets in item C .....

Item 1 of Annexure B before taking policies of insurance and approved units in unit trust schemes into account:

| CATEGORIES OR KINDS OF ASSETS                                                                                                                                                                                                                                                                                                                                                                       | %    | FAIR VALUE<br>R'000 | % OF FV |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|---------------------|---------|
| 1(a) Deposits and balances in current and savings accounts in the Republic with a bank or a mutual building society, including negotiable deposits and money market instruments in terms of which such a bank or mutual building society is liable, paid-up shares of a mutual building society, or deposits and savings accounts with the Post Office Savings Bank and margin deposits with Safex: | 100% | .....               | .....   |
| (i) Per bank                                                                                                                                                                                                                                                                                                                                                                                        | 20%  | .....               | .....   |
| (ii) Per mutual building society                                                                                                                                                                                                                                                                                                                                                                    | 20%  | .....               | .....   |
| (iii) Post Office Savings Bank                                                                                                                                                                                                                                                                                                                                                                      | 20%  | .....               | .....   |
| (iv) SAFEX                                                                                                                                                                                                                                                                                                                                                                                          | 5%   | .....               | .....   |
| (b) Deposits and balances in current and savings accounts with a bank outside the Republic including negotiable deposits and money instruments in terms of which such a bank is liable                                                                                                                                                                                                              | 10%  | .....               | .....   |

Less: Excluded units in unit trust schemes and insurance policies .....

- (i) Fair value of units in a unit trust scheme included in total assets to be excluded in terms of subregulation (2)(a)(i) of Regulation 28 .....
- (ii) Fair value of insurance policies included in total assets to be excluded in terms of subregulations (2)(a)(ii) and (3) of regulation 28 .....

Fair value of assets for purpose of Column 2 of Annexure to Schedule I .....



## Annexure B to Schedule I

..... FUND

REF NO: 12/8/.....

Annexure B of Schedule I after deducting investments in insurance policies and approved unit trust schemes

| CATEGORIES OR KINDS OF ASSETS                                                                                                                                                                                                                                                                                                                                                                                                                                              | %    | FAIR VALUE<br>R'000 | % OF FAIR VALUE |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|---------------------|-----------------|
| 1. Deposits in banks or mutual building societies,<br>Post Office Savings Bank and SAFEX (aforementioned items<br>1(a) and (b)):                                                                                                                                                                                                                                                                                                                                           | 100% | .....               | .....           |
| 2. Krugerrands                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 10%  | .....               | .....           |
| 3. Bills, bonds and securities issued or guaranteed by and loans to<br>or guaranteed by -                                                                                                                                                                                                                                                                                                                                                                                  | 100% | .....               | .....           |
| (a) inside the Republic -                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                     |                 |
| (i) local authorities authorised by law to levy rates<br>upon immovable property                                                                                                                                                                                                                                                                                                                                                                                           | 100% | .....               | .....           |
| - Per local authority                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 20%  | .....               | .....           |
| (ii) development boards established by section 4 of<br>the Black Communities Development Act,<br>1984 (Act No. 4 of 1984)                                                                                                                                                                                                                                                                                                                                                  | 20%  | .....               | .....           |
| (iii) Rand Water Board                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 20%  | .....               | .....           |
| (iv) Eskom                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 20%  | .....               | .....           |
| (v) Land and Agricultural Bank of South Africa                                                                                                                                                                                                                                                                                                                                                                                                                             | 20%  | .....               | .....           |
| (vi) Local Authorities Loans Fund Board                                                                                                                                                                                                                                                                                                                                                                                                                                    | 20%  | .....               | .....           |
| (b) outside the Republic -                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |                     |                 |
| Bills, bonds and securities issued or guaranteed by the<br>foreign Government concerned                                                                                                                                                                                                                                                                                                                                                                                    | 10%  | .....               | .....           |
| 4. Bills, bonds and securities issued by and loans to an institution<br>in the Republic, which bills, bonds, securities and loans the<br>Registrar approved in terms of section 19(1)(h) of the Act before<br>the deletion of that section by section 8(a) of Act No. 53 of 1989,<br>and also bills, bonds and securities issued by and loans to an<br>institution in the Republic, which institution the Registrar<br>likewise approved before such deletion              | 100% | .....               | .....           |
| - Per institution                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 20%  | .....               | .....           |
| 5. Bills, bonds and securities issued by the government of or by a<br>local authority in a territory other than the Republic, which<br>territory the Registrar approved in terms of section 19(1)(i) of<br>the Act before the deletion of that section by section 8(a) of Act<br>No. 53 of 1989, and also bills, bonds and securities issued by an<br>institution in such an approved territory, which institution the<br>Registrar likewise approved before such deletion | 100% | .....               | .....           |
| - Per authority                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 20%  | .....               | .....           |
| SUBTOTAL CARRIED FORWARD                                                                                                                                                                                                                                                                                                                                                                                                                                                   |      | .....               | .....           |

Annexure B to Schedule I

FUND

REFERENCE NUMBER: 12/8/...../2

6.   Immovable property and claims secured by mortgage bonds thereon.  
     Units in unit trust schemes in property shares and shares in,  
     loans to and debentures, both convertible and non-convertible,  
     of property companies :
- (a)   inside the Republic -  
      Per any single property or property development project
- (b)   outside the Republic -  
      Per any single property or property development project
- 7   Preference and ordinary shares in companies excluding shares in  
     property companies. Convertible debentures, whether voluntarily  
     or compulsorily convertible and units in equity unit trust schemes  
     which objective is to invest their assets mainly in shares.  
     Subject to the following limitations:
- (a)   inside the Republic -  
      Preference and ordinary shares in companies, convertible  
      debentures whether voluntarily or compulsorily convertible
- (i)   Unlisted shares, unlisted convertible debentures, shares  
             and convertible debentures listed in the Development  
             Capital Sector of the JSE
- (ii)   Shares and convertible debentures in a single company  
             listed on the JSE, other than the Development Capital  
             Sector
- (aa)   Per one company with a market capitalisation  
             of R2 000 million or less
- (bb)   Per one company with a market capitalisation of  
             more than R2 000 million
- (b)   outside the Republic -  
      Preference and ordinary shares in companies, convertible  
      debentures, whether voluntary or compulsorily convertible
- (i)   Unlisted shares and convertible debentures
- (ii)   Shares and convertible debentures listed on any  
             recognised foreign exchange
- (c)   inside the Republic -  
      Units in equity unit trust schemes which objective  
      is to invest their assets mainly in shares
- (d)   outside the Republic -  
      Units in equity unit trust schemes which objective is to invest  
      their assets mainly in shares

Limitations in respect of investments in items 6 and 7

SUBTOTAL CARRIED FORWARD

|      |       |       |
|------|-------|-------|
| 25%  | ..... | ..... |
| 25%  | ..... | ..... |
| 5%   | ..... | ..... |
| 10%  | ..... | ..... |
| 5%   | ..... | ..... |
| 75%  | ..... | ..... |
| 75%  | ..... | ..... |
| 5%   | ..... | ..... |
| 75%  | ..... | ..... |
| 10%  | ..... | ..... |
| 15%  | ..... | ..... |
| 10%  | ..... | ..... |
| 2.5% | ..... | ..... |
| 10%  | ..... | ..... |
| 75%  | ..... | ..... |
| 10%  | ..... | ..... |
| 90%  | ..... | ..... |

## ANNEXURE B TO SCHEDULE I

FUND

REFERENCE NUMBER: 12/8/...../2

|                                                                        |                                                                                                                                                                                    |       |       |       |
|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|
| 8.                                                                     | Listed and unlisted debentures, units in a unit trust scheme with the objective to invest in income generating securities and any secured claim against individuals and companies. | 25%   | ..... | ..... |
| (a)                                                                    | inside the Republic -                                                                                                                                                              | 25%   | ..... | ..... |
| (i)                                                                    | Per any one individual resident in the Republic                                                                                                                                    | 0.25% | ..... | ..... |
| (ii)                                                                   | Per any one company                                                                                                                                                                | 5%    | ..... | ..... |
| (b)                                                                    | outside the Republic -                                                                                                                                                             | 10%   | ..... | ..... |
| (i)                                                                    | Per any one individual resident outside the Republic                                                                                                                               | 0.25% | ..... | ..... |
| (ii)                                                                   | Per any one company                                                                                                                                                                | 5%    | ..... | ..... |
| 9.                                                                     | Any other assets not referred to in this Annexure, excluding -                                                                                                                     | 2.5%  | ..... | ..... |
| (a)                                                                    | money in hand in the Republic                                                                                                                                                      | 95%   | ..... | ..... |
| (b)                                                                    | loans granted to members in accordance with -                                                                                                                                      | 95%   | ..... | ..... |
| (i)                                                                    | the provisions of section 19(5) of the Act                                                                                                                                         |       | ..... | ..... |
| (ii)                                                                   | exemptions granted in terms of section 19(6)(a) of the Act                                                                                                                         |       | ..... | ..... |
| (c)                                                                    | investments in the business of a participating employer inside the Republic allowed by exemption in terms of -                                                                     |       | ..... | ..... |
| (i)                                                                    | the proviso to section 19(4) of the Act                                                                                                                                            |       | ..... | ..... |
| (ii)                                                                   | section 19(6)(a) of the Act                                                                                                                                                        |       | ..... | ..... |
| Limitations for investment in items 6 - 9, and items 9(a), (b) and (c) |                                                                                                                                                                                    | 95%   | ..... | ..... |
| (d)                                                                    | bills, bonds or securities issued or guaranteed by the Government of the Republic or by a provincial administration                                                                | 100%  | ..... | ..... |
| (e)                                                                    | units in a unit trust scheme as defined in the Unit Trusts Control Act, 1981, the underlying assets of which consist only of -                                                     | 100%  | ..... | ..... |
| (i)                                                                    | assets referred to in paragraphs (i),(ii) and (iii) of item 1(a) of this Annexure;                                                                                                 | 100%  | ..... | ..... |
| -                                                                      | per institution; and                                                                                                                                                               | 20%   | ..... | ..... |
| (ii)                                                                   | assets referred to in paragraph (d) of item 9 of this Annexure; or                                                                                                                 | 100%  | ..... | ..... |
| (iii)                                                                  | assets referred to in items 3, 4 and 5 of this Annexure.                                                                                                                           | 100%  | ..... | ..... |
| -                                                                      | per institution / authority                                                                                                                                                        | 20%   | ..... | ..... |
| TOTAL (equal to fair value of assets)                                  |                                                                                                                                                                                    | 100%  | ..... | ..... |

## Annexure B to Schedule I

FUND

REF NO: 12/8/.....

INVESTMENTS OUTSIDE THE REPUBLIC:FAIR VALUE OF ASSETS

%

R'000

|                                                                    |                                                                                                                                                                                                           |              |              |
|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|
| (a)                                                                | Deposits with banks outside the Republic                                                                                                                                                                  | .....        | .....        |
| (b)                                                                | Bills, bonds and securities issued by a Government outside the Republic                                                                                                                                   | .....        | .....        |
| (c)                                                                | Immovable property, units in unit trust schemes in property shares, shares in, loans to and debentures of property companies, claims secured by mortgage bonds on immovable property outside the Republic | .....        | .....        |
| (d)                                                                | Preference and ordinary shares in companies, convertible debentures outside the Republic                                                                                                                  | .....        | .....        |
| (e)                                                                | Units in equity unit trust schemes outside the Republic                                                                                                                                                   | .....        | .....        |
| (f)                                                                | Debentures and other secured claims against individuals and companies and units in income unit trust schemes outside the Republic                                                                         | .....        | .....        |
| <b>TOTAL (Limited to 10 % of fair value of assets in Annexure)</b> |                                                                                                                                                                                                           | <u>.....</u> | <u>.....</u> |

**NOTES:**

- Credit balance in current accounts must be included in item 1.
- If the investments exceed the limit per institution/company/individual and no exemption has been obtained, the details below must be completed for each institution/company/individual in each category of assets.

Investments in institution/company/individual:

|       |       |       |       |
|-------|-------|-------|-------|
| ..... | ..... | ..... | ..... |
| ..... | ..... | ..... | ..... |
| ..... | ..... | ..... | ..... |

- Blocked figures must be excluded in the computation of the totals.

**EXEMPTIONS GRANTED BY THE REGISTRAR**

| ITEM  | MAXIMUM % | DATE OF LETTER | EXPIRY DATE |
|-------|-----------|----------------|-------------|
| ..... | .....     | .....          | .....       |
| ..... | .....     | .....          | .....       |
| ..... | .....     | .....          | .....       |
| ..... | .....     | .....          | .....       |

\*Delete whichever is not applicable.



**Annexure B to Schedule I**

.....Fund

Ref. No. 12/8.....

**SPECIAL REPORT BY THE AUDITOR OF THE PENSION FUND TO THE REGISTRAR OF PENSION FUNDS**

We have audited Annexure B to Schedule I, which was completed by the .....Fund, in terms of regulation 28, relating to the year ending .....(date). We initialled the annexure for identification purposes. The annexure is the responsibility of the trustees. Our responsibility is to report on the annexure. This report is furnished solely for the information of the Registrar of Pension Funds and should be used only for this purpose.

We conducted our audit in accordance with generally auditing standards. These standards require that we plan and perform the audit to obtain reasonable assurance that, in all material respects, fair representation is achieved on the attached annexure. Our audit included an evaluation of the appropriateness of the accounting policies; an examination, on a test basis, of evidence supporting the amounts used in the calculations; an assessment of the reasonableness of significant estimates made by the trustees; a test of the mathematical accuracy of the calculations made; and a review of the adherence by the pension fund to the provisions of section 19 (4), 19 (5) and 19 (5B) (b) of the Pension Funds Act, 1956. We have also satisfied ourselves that the fund has obtained the certificates referred to in regulation 28 (2) (c) of the Regulations. We consider that our auditing procedures were appropriate in the circumstances to support our opinion presented below.

In our opinion the return fairly represents the actual percentage of the assets to the total assets of the Fund in accordance with regulation 28 of the Regulations made under the Pension Funds Act, 1956.

Auditor CA(SA)

Address:

Date:

**No. R. 1677****18 Oktober 1996**

**WYSIGING VAN DIE REGULASIES KRAGTENS DIE WET OP PENSIOENFONDSE, 1956**  
(WET No. 24 VAN 1956)

Die Minister van Finansies het kragtens artikel 36 van die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956), die regulasies uiteengesit in die Bylae uitgevaardig.

**BYLAE**

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermmentskennisgewing No. R. 98 van 26 Januarie 1962, soos gewysig by Goewermmentskennisgewings Nos. R. 99 van 26 Januarie 1962, R. 2144 van 28 September 1984, R. 1790 van 16 Augustus 1985, R. 1037 van 28 Mei 1986, R. 232 van 6 Februarie 1987, R. 1452 van 7 Julie 1989, R. 1920 van 1 September 1989, R. 2361 van 27 September 1991, R. 201 van 12 Februarie 1993, R. 2324 van 10 Desember 1993, R. 141 van 28 Januarie 1994 en R. 1838 van 24 November 1995.

**Wysiging van Regulasie 28 van die Regulasies****2. Regulasie 28 van die Regulasies word hierby gewysig—**

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

"(1) Behoudens die bepalings van subregulasies (2), (3) en (4) en die Aanhangsel by hierdie regulasie, belê 'n geregistreerde fonds slegs in 'n bate vermeld in kolom 1 van die Aanhangsel in die mate waarin die redelike waarde van die bate, uitgedruk as 'n persentasie van die totale redelike waarde van die totale bates van die fonds, nie die persentasie aangedui in kolom 2 van die Aanhangsel ten opsigte van sodanige bate oorskry nie: Met dien verstande dat—

(a) die totale redelike waarde van beleggings in bates vermeld in items 6 en 7 in kolom 1 van die gemelde Aanhangsel, uitgedruk as 'n persentasie, nie 90%; en

(b) die totale redelike waarde van belegging in bates, uitgesonderd dié in items 1, 2, 3, 4, 5 en 9 (d) en (e) in kolom 1 van die Aanhangsel vermeld, uitgedruk as 'n persentasie, nie 95%, van die totale redelike waarde van die totale bates van die fonds oorskry nie.";

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

"(2) (a) By die toepassing van hierdie regulasie met betrekking tot die totale bates van 'n fonds—

(i) wat nie kragtens artikel 2 (3) (a) van die Wet vrygestel is nie, word onderaandeel in 'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981 (Wet No. 54 van 1981), ten opsigte waarvan die fonds 'n sertifikaat of sertifikate verkry het dat die skema dwarsdeur die tydperk wat deur sy inkomste- en uitgawerekening gedek word, aan die verspreidingsvereistes van bates bedoel in die Aanhangsel voldoen het, nie geag bates van die fonds te wees nie behalwe vir doeleindes van die berekening van die persentasies gemeld in kolom 2 van die Aanhangsel ten opsigte van item 1;

(ii) insluitende 'n fonds wat kragtens artikel 2 (3) (a) van die Wet vrygestel is, word 'n polis uitgereik aan die fonds deur 'n versekeraar wat langtermynversekeringsbesigheid bedryf soos bedoel in die Versekeringswet, 1943 (Wet No. 17 van 1943), wat—

(aa) nie 'n koppelpolis is nie; of

(bb) 'n koppelpolis is en die fonds 'n sertifikaat van die versekeraar verkry het wat aandui dat die bates deur die versekeraar gehou ten opsigte van sy netto aanspreeklikheid ingevolge genoemde polis aan die verspreidingsvereistes van bates bedoel in die Aanhangsel voldoen,

nie geag 'n bate van die fonds te wees nie behalwe vir die doeleindes vir die berekening van die persentasies aangetoon in kolom 2 van die Aanhangsel ten opsigte van item 1.”;

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

“(c) Die sertifikaat of sertifikate bedoel in subregulasie (2) (a) (i) moet deur die ouditeur aangestel kragtens artikel 11 van die Wet op Beheer van Effekte-trustskemas, 1981, aan die einde van elke finansiële jaar van die fonds aan die fonds voorsien word en die sertifikaat en staat bedoel in subregulasie 2 (a) (ii) en (b) moet ook aan die einde van elke finansiële jaar van die fonds aan die fonds voorsien word of, in die geval van 'n fonds wat kragtens artikel 2 (3) (a) van die Wet vrygestel is deur die versekeraar se waardeerder of sy gedelegeerde aan die einde van die versekeraar se finansiële jaar verstrek.”; en

(d) deur die vervanging vir paragraaf (c) van sub-regulasie (4) met die volgende paragraaf:

“(c) “redelike waarde” met betrekking tot—

(i) die waarde van elke genoteerde bate, die prys waarteen dit op die Johannesburgse Aandelebeurs of die Effektebeurs van Suid-Afrika genoteer is binne 'n tydperk van drie maande onmiddellik voor die datum waarop die opgawe betrekking het, welke waarde in die opgawe aangegee word teen 'n bedrag hoogstens gelyk aan die waarde soos teen die laaste aldus genoteerde prys bepaal: Met dien verstande dat indien sodanige notering betrekking het op 'n ander datum as die datum waarop die opgawe van bates betrekking het, die bedoelde bedrag behoorlik aangepas moet word in die geval van—

(aa) 'n rentedraende bate, met die verskil tussen die bedrag van rente vir die tydperk vanaf die laaste datum waarop rente betaalbaar was tot op die datum van die betrokke notering aan rente opgeloopt het, en die bedrag aan opgelope rente vir die tydperk tot op die datum waarop die opgawe betrekking het; en

(bb) 'n aandeel waarop dividende verklaar is, met die verskil tussen die bedrag aan dividende wat op die datum van die notering verklaar maar nog nie uitbetaal is nie, en die bedrag van die dividend verklaar maar nog nie uitbetaal op die datum waarop die opgawe betrekking het.

(ii) bates waarop die bepaling van sub-regulasie 4 (c) (i) nie van toepassing is nie, die waarde ooreenkomstig artikel 19 (5A) van die Wet vasgestel;

Die woordskrywing van “redelike waarde” is *mutatis mutandis* van toepassing op beleggings buite die Republiek en in sodanige toepassing moet die verwysing na “die Johannesburgse Aandelebeurs of die Effektebeurs van Suid-Afrika” in sub-paragraaf (i) geag word 'n verwysing na “enige beurs deur die registrateur erken” en die verwysing na “die Republiek” in artikel 19 (5A) van die Wet as 'n verwysing na “enige gebied deur die registrateur erken te wees.”.

### **Wysiging van regulasie 30 van die Regulasies**

3. Regulasie 30 word hierby gewysig deur paragraaf (b) van subregulasie (2) deur die volgende paragraaf te vervang:

“(b) die aanvangsdatum van die pensioenfonds en die datums van die eerste en daaropvolgende finansiële jaareindes.”.

### **Vervanging van Aanhangsel by regulasie 28 van die Regulasies**

4. Die Aanhangsel by regulasie 28 van die Regulasies word hierby deur die volgende Aanhangsel vervang:

#### **AANHANGSEL BY REGULASIE 28**

| Item                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Kolom 1<br>Kategorieë of soorte bates | Kolom 2<br>Maksimum persentasie van totale redelike waarde van totale bates van fonds |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------|
| 1. (a) Binne die Republiek—<br>Deposito's en saldo's in lopende en spaarrekenings by 'n bank of 'n onderlinge bouvereniging, met inbegrip van verhandelbare deposito's en geldmarkinstrumente ingevolge waarvan sodanige bank of onderlinge bouvereniging aanspreeklik is, insluitende die opbetaalde aandele van 'n onderlinge bouvereniging, of deposito's en spaarrekening by die Posspaarbank en marge deposito's by SAFEX:<br>(i) Per bank ..... |                                       | 100%<br><br><br><br><br><br><br><br><br><br>20%                                       |

| Item | Kolom 1<br>Kategorieë of soorte bates                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Kolom 2<br>Maksimum persentasie<br>van totale redelike<br>waarde van totale<br>bates van fonds |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|      | (ii) Per onderlinge bouvereniging.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 20%                                                                                            |
|      | (iii) Posspaarbank.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 20%                                                                                            |
|      | (iv) SAFEX.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 5%                                                                                             |
|      | (b) Buite die Republiek—<br>Deposito's en saldo's in lopende en spaarrekeninge by 'n bank, met inbegrip van<br>verhandelbare deposito's en geldmarkinstrumente ingevolge waarvan sodanige bank<br>aanspreeklik is .....                                                                                                                                                                                                                                                                                                              | 10%                                                                                            |
| 2.   | Krugerrande.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 10%                                                                                            |
| 3.   | Wissels, skuldbriewe en effekte uitgereik of gewaarborg deur en lenings aan of gewaarborg<br>deur—<br>(a) binne die Republiek—<br>(i) 'n plaaslike bestuur in die Republiek gemagtig deur wetgewing om belasting op<br>onroerende eiendom te hef .....                                                                                                                                                                                                                                                                               | 100%                                                                                           |
|      | — Per plaaslike bestuur .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 20%                                                                                            |
|      | (ii) Ontwikkelingsrade ingestel by die Wet op die Ontwikkeling van Swart<br>Gemeenskappe, 1984 (Wet No. 4 van 1984).....                                                                                                                                                                                                                                                                                                                                                                                                             | 20%                                                                                            |
|      | (iii) Randwaterraad .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 20%                                                                                            |
|      | (iv) Eskom.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 20%                                                                                            |
|      | (v) Land- en Landboubank van Suid-Afrika .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 20%                                                                                            |
|      | (vi) Raad van die Leningsfonds vir Plaaslike Besture .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 20%                                                                                            |
|      | (b) buite die Republiek—<br>— die betrokke buitelandse Regering.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 10%                                                                                            |
| 4.   | Wissels, skuldbriewe en effekte uitgereik deur en lenings aan 'n instelling in die Republiek,<br>welke wissels, skuldbriewe, effekte en lenings die Registrateur ingevolge artikel 19 (1) (h)<br>van die Wet voor die skraping daarvan by artikel 8 (a) van Wet No. 53 van 1989 goedgekeur<br>het, asook wissels, skuldbriewe en effekte uitgereik deur en lenings aan 'n instelling in die<br>Republiek, welke instelling die Registrateur insgelyks goedgekeur het voor sodanige skrap-<br>ping:<br>— Per instelling .....         | 100%                                                                                           |
|      | — Per plaaslike bestuur .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 20%                                                                                            |
| 5.   | Wissels, skuldbriewe en effekte uitgereik deur die regering van of deur 'n plaaslike bestuur<br>in 'n ander gebied as die Republiek, welke gebied die Registrateur ingevolge artikel 19 (1)<br>(i) van die Wet voor die skraping daarvan by artikel 8 (a) van Wet No. 53 van 1989<br>goedgekeur het, asook wissels, skuldbriewe en effekte uitgereik deur 'n instelling in sodanige<br>goedgekeurde gebied, welke instelling die Registrateur insgelyks goedgekeur het voor soda-<br>nige skraping:<br>— Per plaaslike bestuur ..... | 100%                                                                                           |
|      | — Per plaaslike bestuur .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 20%                                                                                            |
| 6.   | Onroerende eiendom en vorderings gesekureer deur verbande daarop. Onderaande in<br>effekte-trustskemas in eiendomsaandeel, en aandeel in, lenings aan en skuldbriewe, omskep-<br>baar sowel as nie-omskepbaar, van eiendomsmaatskappye:<br>(a) binne die Republiek—<br>Belegging in 'n enkele eiendom of eiendomsontwikkelingsprojek.....                                                                                                                                                                                            | 25%                                                                                            |
|      | (b) buite die Republiek—<br>Belegging in 'n enkele eiendom of eiendomsontwikkelingsprojek.....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 25%                                                                                            |
|      | (b) buite die Republiek—<br>Belegging in 'n enkele eiendom of eiendomsontwikkelingsprojek.....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 10%                                                                                            |
|      | (b) buite die Republiek—<br>Belegging in 'n enkele eiendom of eiendomsontwikkelingsprojek.....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5%                                                                                             |
| 7.   | Voorkeur- en gewone aandeel in maatskappye, uitgesonderd aandeel in eiendoms-<br>maatskappye. Omskepbare skuldbriewe, hetsy vrywillig of verpligtend omskepbaar en<br>onderaandeel is aandeel effekte-trustskemas waarvan die hoofdoel is om hul bates hoof-<br>saaklik in aandeel te belê. Hierdie beleggings is onderhewig aan die volgende beperkings:<br>(a) binne die Republiek—                                                                                                                                                | 75%                                                                                            |
|      | (a) binne die Republiek—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 75%                                                                                            |

| Item | Kolom 1<br>Kategorieë of soorte bates                                                                                                                                                                  | Kolom 2<br>Maksimum persentasie<br>van totale redelike<br>waarde van totale<br>bates van fonds |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|      | (i) Ongenoteerde aandele, ongenoteerde omskepbare skuldbriewe en aandele en omskepbare skuldbriewe genoteer in die Ontwikkelingskapitaalsektor van die Johannesburgse Aandelebeurs .....               | 5%                                                                                             |
|      | (ii) Aandele en omskepbare skuldbriewe in 'n enkele maatskappy genoteer op die Johannesburgse Aandelebeurs maar nie in die Ontwikkelingskapitaal-sektor nie:                                           | 75%                                                                                            |
|      | (aa) Met 'n markkapitalisasie van R2 000 miljoen of minder.....                                                                                                                                        | 10%                                                                                            |
|      | (bb) Met 'n markkapitalisasie van meer as R2 000 miljoen.....                                                                                                                                          | 15%                                                                                            |
|      | (b) buite die Republiek—                                                                                                                                                                               | 10%                                                                                            |
|      | Ongenoteerde aandele en ongenoteerde omskepbare skuldbriewe .....                                                                                                                                      | 2,5%                                                                                           |
| 8.   | Genoteerde en ongenoteerde skuldbriewe, onderaandele in 'n effekte-trustskema wat hoofsaaklik in inkomstetegenererende sekuriteite belê en enige gesekureerde vorderings teen individue en maatskappe: | 25%                                                                                            |
|      | (a) binne die Republiek—                                                                                                                                                                               | 25%                                                                                            |
|      | (i) Vorderings teen enige enkele individu.....                                                                                                                                                         | 0,25%                                                                                          |
|      | (ii) Vorderings teen enige enkele maatskappy .....                                                                                                                                                     | 5%                                                                                             |
|      | (b) buite die Republiek—                                                                                                                                                                               | 10%                                                                                            |
|      | (i) Vorderings teen enige enkele individu.....                                                                                                                                                         | 0,25%                                                                                          |
|      | (ii) Vorderings teen enige enkele maatskappy .....                                                                                                                                                     | 5%                                                                                             |
| 9.   | Enige ander bates nie vermeld in hierdie Aanhangsel nie, uitgesonderd—                                                                                                                                 | 2,5%                                                                                           |
|      | (a) geld in kas in die Republiek                                                                                                                                                                       |                                                                                                |
|      | (b) lenings in die Republiek toegestaan aan lede van die betrokke fonds ooreenkomstig—                                                                                                                 |                                                                                                |
|      | (i) die bepalings van artikel 19 (5) van die Wet; en                                                                                                                                                   |                                                                                                |
|      | (ii) vrystellings ingevolge artikel 19 (6) (a) van die Wet aan die Fonds verleen                                                                                                                       |                                                                                                |
|      | (c) beleggings in die besigheid van 'n deelnemende werkgewer in die Republiek vir sover dit toegelaat is deur vrystellings ingevolge—                                                                  |                                                                                                |
|      | (i) die voorbehoudsbepaling by artikel 19 (4) van die Wet; of                                                                                                                                          |                                                                                                |
|      | (ii) artikel 19 (6) (a) van die Wet.                                                                                                                                                                   |                                                                                                |
|      | (d) Wissels, skuldbriewe of effekte uitgereik of lenings aan of gewaarborg deur die Regering van die Republiek of 'n provinsiale administrasie                                                         |                                                                                                |
|      | (e) onderaandele in 'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981, waarvan die onderliggende bates bestaan slegs uit—                                          |                                                                                                |
|      | (i) bates vermeld in paragrafe (i), (ii) en (iii) van item 1 (a) van hierdie Aanhangsel;                                                                                                               |                                                                                                |
|      | — per instelling; en                                                                                                                                                                                   |                                                                                                |
|      | (ii) bates vermeld in paragraaf (d) van hierdie item; of                                                                                                                                               |                                                                                                |
|      | (iii) bates vermeld in paragrafe 3, 4 en 5 van hierdie Aanhangsel                                                                                                                                      |                                                                                                |
|      | — Per instelling/plaaslike owerheid                                                                                                                                                                    |                                                                                                |



## Vervanging van Aanhangsel B tot Bylae I van die Regulasies

5. Aanhangsel B tot Bylae I van die Regulasies word hierby deur die volgende Aanhangsel vervang:

**AANHANGSEL B VAN BYLAE I****BATES GEHOU TER NAKOMING VAN REGULASIE 28****FONDS****VERW NO: 12/8/.....****R'000**

- A. Totale bates van die fonds soos per Staat van Fondse en Netto Bates.....
- B. Min: Items van Staat van Fondse en Netto Bates: .....
- 2.1 Vaste Bates .....
- 2.3 Bedryfsbates (uitgesluit kontant in die bank).....
- C. Waarde van onderaandeel in effeketrustskemas en versekeringspolisse  
uitgesluit van redelike waarde:
- Eenhede in effeketrustskemas .....
- Versekeringspolisse .....
- Waarde van ooreenstemmende bates volgens Staat van Fondse en Netto Bates.. ..

- D. Redelike waarde van bates in item C .....

Item 1 van Aanhangsel B alvorens versekeringspolisse en goedgekeurde onderaandeel in effekte-trustskemas in ag geneem is:

**KATEGORIEË OF SOORTE BATES****%****REDELIKE WAARDE  
R'000****% VAN RW**

- 1(a) Deposito's en saldo's in lopende en spaarrekenings in die Republiek by 'n bank of 'n onderlinge bouvereniging, met inbegrip van verhandelbare deposito's en geldmarkinstrumente ingevolge waarvan sodanige bank of onderlinge bouvereniging aanspreeklik is, insluitende die opbetaalde aandeel van 'n onderlinge bouvereniging, of deposito's en spaarrekeninge by die Posspaarbank en marge depositos by SAFEX:

100%

- (i) Per bank

20%

- (ii) Per onderlinge bouvereniging

20%

- (iii) Posspaarbank

20%

- (iv) SAFEX

5%

- (b) Deposito's en saldo's in lopende en spaarrekeninge by 'n bank buite die Republiek, met inbegrip van verhandelbare deposito's en geldmarkinstrumente ingevolge waarvan sodanige bank aanspreeklik is

10%

- Min: Waarde van onderaandeel in effeketrustskemas en versekeringspolisse wat uitgesluit word: .....

- Min: (i) Redelike waarde van onderaandeel in 'n effekte-trustskema ingesluit by totale bates, moet uitgesluit word kragtens subregulasie (2)(a)(i) van Regulasie 28 .....

- (ii) Redelike waarde van versekeringspolisse, ingesluit by totale bates, moet uitgesluit word kragtens subregulasies (2)(a)(ii) en (3) van regulasie 28 .....

Redelike waarde van bates vir doeleindes van Kolom 2 van Aanhangsel tot Bylae I .....



## Aanhangsel B van Bylae I

FONDS

VERW NO: 12/8/.....

Aanhangsel B na aftrekking van beleggings in versekeringspolisse en goedgekeurde effekte-trustskemas

| KATEGORIEË OF SOORTE BATES                                                                                                                                                                                                                                                                                                                                                                                                                                                       | %    | REDELIKE WAARDE<br>R'000 | % VAN RV |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------------|----------|
| 1. Deposito's in banke of onderlinge bouverenigings, Possaarpbank en SAFEX (voorafgemeld in item 1(a) en (b)):                                                                                                                                                                                                                                                                                                                                                                   | 100% | .....                    | .....    |
| 2. Krugerrande                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 10%  | .....                    | .....    |
| 3. Wissels, skuldbriewe en effekte uitgereik of gewaarborg deur en lenings aan of gewaarborg deur -                                                                                                                                                                                                                                                                                                                                                                              | 100% |                          |          |
| (a) binne die Republiek -                                                                                                                                                                                                                                                                                                                                                                                                                                                        |      |                          |          |
| (i) 'n plaaslike bestuur gemagtig deur wetgewing om belasting op onroerende eiendom te hef                                                                                                                                                                                                                                                                                                                                                                                       | 100% | .....                    | .....    |
| - Per plaaslike bestuur                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 20%  |                          |          |
| (ii) Ontwikkelingsrade ingestel by artikel 4 van die Wet op die Ontwikkeling van Swart Gemeenskappe, 1984 (Wet No. 4 van 1984)                                                                                                                                                                                                                                                                                                                                                   | 20%  | .....                    | .....    |
| (iii) Randwaterraad                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 20%  | .....                    | .....    |
| (iv) Eskom                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 20%  | .....                    | .....    |
| (v) Land- en Landboubank van Suid-Afrika                                                                                                                                                                                                                                                                                                                                                                                                                                         | 20%  | .....                    | .....    |
| (vi) Raad van die Leningsfonds vir Plaaslike Besture                                                                                                                                                                                                                                                                                                                                                                                                                             | 20%  | .....                    | .....    |
| (b) buite die Republiek                                                                                                                                                                                                                                                                                                                                                                                                                                                          |      |                          |          |
| Wissels, skuldbriewe en effekte uitgereik of gewaarborg deur die betrokke buitelandse Regering                                                                                                                                                                                                                                                                                                                                                                                   | 10%  | .....                    | .....    |
| 4. Wissels, skuldbriewe en effekte uitgereik deur en lenings aan 'n instelling in die Republiek, welke wissels, skuldbriewe, effekte en lenings die Registrateur ingevolge artikel 19(1)(h) van die Wet voor die skraping daarvan by artikel 8(a) van Wet No. 53 van 1989 goedgekeur het, asook wissels, skuldbriewe en effekte uitgereik deur en lenings aan 'n instelling in die Republiek, welke instelling die Registrateur insgelyks goedgekeur het voor sodanige skraping: | 100% | .....                    | .....    |
| - Per instelling                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 20%  |                          |          |
| 5. Wissels, skuldbriewe en effekte uitgereik deur die regering of deur 'n plaaslike bestuur in 'n ander gebied as die Republiek, welke gebied die Registrateur ingevolge artikel 19(1)(i) van die Wet voor die skraping daarvan by artikel 8(a) van Wet No. 53 van 1989 goedgekeur het, asook wissels, skuldbriewe en effekte uitgereik deur 'n instelling in sodanige goedgekeurde gebied, welke instelling die Registrateur insgelyks goedgekeur het voor sodanige skraping:   | 100% | .....                    | .....    |
| - Per plaaslike bestuur                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 20%  |                          |          |
| SUBTOTAAL OORGEDRA                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      | .....                    | .....    |

## Aanhangsel B van Bylae I

FONDS

VERWYSINGSNOMMER: 12/8/...../2

## SUBTOTAAL OORGEBRING

6. Onroerende eiendom en vorderings gesekureer deur verbande daarop, onderaande in effekte-trustskemas in eiendomsaandeel, en aandeel in, lenings aan en skuldbriewe, omskepbaar sowel as nie-omskepbaar, van eiendomsmaatskappye: 25%
- (a) binne die Republiek - 25%
- Per enkele eiendom of eiendomsontwikkelingsprojek 5%
- (b) buite die Republiek - 10%
- Per enkele eiendom of eiendomsontwikkelingsprojek 5%
7. Voorkeur- en gewone aandeel in maatskappye, uitgesonderd aandeel in eiendomsmaatskappye. Omskepbare skuldbriewe, hetsy vrywillig of verpligtend omskepbaar en onderaandeel in aandeel effekte-trustskemas waarvan die hoofdoel is om hul bates hoofsaaklik in aandeel te belê, onderhewig aan die volgende beperkings: 75%
- (a) binne die Republiek -
- Voorkeur- en gewone aandeel in maatskappye, omskepbare skuldbriewe hetsy vrywillig of verpligtend omskepbaar 75%
- (i) Ongenoteerde aandeel, ongenoteerde omskepbare skuldbriewe, aandeel en omskepbare skuldbriewe genoteer in die Ontwikkelingskapitaalsektor van die Johannesburgse Aandelebeurs 5%
- (ii) Aandeel en omskepbare skuldbriewe in 'n enkele maatskappy genoteer op die JAB, uitgesonderd die Ontwikkelingskapitaalsektor 75%
- (aa) Per een maatskappy met 'n markkapitalisasie van R2 000 miljoen of minder 10%
- (bb) Per een maatskappy met 'n markkapitalisasie van meer as R2 000 miljoen 15%
- (b) buite die Republiek -
- Voorkeur- en gewone aandeel in maatskappye en skuldbriewe hetsy vrywillig of verpligtend omskepbaar 10%
- (i) Ongenoteerde aandeel en omskepbare skuldbriewe 2.5%
- (ii) Aandeel en omskepbare skuldbriewe genoteer op enige erkende buitelandse beurs. 10%
- (c) binne die Republiek -
- Onderaandeel in aandeel effekte-trustskemas waarvan die hoofdoel is om hoofsaaklik in aandeel te belê 75%
- (d) buite die Republiek -
- Onderaandeel in aandeel effekte-trustskemas waarvan die hoofdoel is om hoofsaaklik in aandeel te belê 10%

Beperkings ten opsigte van beleggings in items 6 en 7

90%

## SUBTOTAAL OORGEDRA

## Aanhangsel B van Bylae I

|                                                                        |                                                                                                                                                                                                     | FONDS | 12/8/...../2 |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------|
| SUBTOTAAL OORGEBRING                                                   |                                                                                                                                                                                                     |       |              |
| 8.                                                                     | Genoteerde en ongenoteerde skuldbriewe, onderaande in 'n effekte-trustskema wat hoofsaaklik in inkomstegenererende sekuriteite belê en enige gesekureerde vorderings teen individue en maatskappye. | 25%   |              |
| (a)                                                                    | binne die Republiek -                                                                                                                                                                               | 25%   |              |
| (a)                                                                    | Per enige enkele individu woonagtig binne die Republiek                                                                                                                                             | 0.25% |              |
| (b)                                                                    | Per enige enkele maatskappy                                                                                                                                                                         | 5%    |              |
| (b)                                                                    | buite die Republiek -                                                                                                                                                                               | 10%   |              |
| (a)                                                                    | Per enige enkele individu woonagtig buite die Republiek                                                                                                                                             | 0.25% |              |
| (b)                                                                    | Per enige enkele maatskappy                                                                                                                                                                         | 5%    |              |
| 9.                                                                     | Enige ander bates nie vermeld in hierdie Aanhangsel nie, uitgesonderd -                                                                                                                             | 2,5%  |              |
| (a)                                                                    | geld in kas in die Republiek                                                                                                                                                                        | 95%   |              |
| (b)                                                                    | lenings toegestaan aan lede ooreenkomstig -                                                                                                                                                         | 95%   |              |
| (i)                                                                    | die bepalings van artikel 19(5) van die Wet;                                                                                                                                                        |       |              |
| (ii)                                                                   | vrystellings ingevolge artikel 19(6)(a) van die Wet verleen                                                                                                                                         |       |              |
| (c)                                                                    | beleggings in die besigheid van 'n deelnemende werkgever binne die Republiek toegelaat deur vrystellings ingevolge -                                                                                | 95%   |              |
| (i)                                                                    | die voorbehoudsbepaling van artikel 19(4) van die Wet                                                                                                                                               |       |              |
| (ii)                                                                   | artikel 19(6)(a) van die Wet                                                                                                                                                                        |       |              |
| Beperkings vir beleggings in items 6 - 9, asook items 9(a), (b) en (c) |                                                                                                                                                                                                     | 95%   |              |
| (d)                                                                    | wissels, skuldbriewe of effekte uitgereik of gewaarborg deur die Regering van die Republiek of 'n provinsiale administrasie                                                                         | 100%  |              |
| (e)                                                                    | onderaande in 'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981, waarvan onderliggende bates bestaan slegs uit -                                                | 100%  |              |
| (i)                                                                    | bates vermeld in paragrafe (i), (ii) en (iii) van item 1(a) van hierdie Aanhangsel;                                                                                                                 | 100%  |              |
| -                                                                      | per instelling; en                                                                                                                                                                                  | 20%   |              |
| (ii)                                                                   | bates vermeld in paragraaf (d) van item 9 van hierdie Aanhangsel; of                                                                                                                                | 100%  |              |
| (iii)                                                                  | bates vermeld in paragrafe 3, 4 en 5 van hierdie Aanhangsel                                                                                                                                         | 100%  |              |
| -                                                                      | Per instelling / plaaslike owerheid                                                                                                                                                                 | 20%   |              |
| TOTAAL (gelykstaande met die redelike waarde van bates)                |                                                                                                                                                                                                     | 100%  |              |

## BELEGGINGS BUITE DIE REPUBLIEK

## REDELIKE WAARDE VAN BATES

|                                                                                                                                                                                                                       | %            | R'000        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|
| (a) Depositos by banke buite die Republiek                                                                                                                                                                            | .....        | .....        |
| (b) Wissels, skuldbriewe en effekte uitgereik of gewaarborg deur 'n Regering buite die Republiek                                                                                                                      | .....        | .....        |
| (c) Onroerende eiendom, onderaande in effekte-trustskemas in eiendomsaandeel, aandeel in lenings aan en skuldbriewe van eiendomsmaatskappye, vorderings gesekureer deur verbande op vaste eiendom buite die Republiek | .....        | .....        |
| (d) Voorkeur en gewone aandeel in maatskappye en omskepbare skuldbriewe buite die Republiek                                                                                                                           | .....        | .....        |
| (e) Onderaandeel in aandeel effekte-trustskemas buite die Republiek                                                                                                                                                   | .....        | .....        |
| (f) Skuldbriewe en ander gesekureerde vorderings teen individue en maatskappye en onderaandeel in inkomste effekte-trustskemas buite die Republiek                                                                    | .....        | .....        |
| <b>TOTAAL (Beperk tot 10 % van die redelike waarde van bates in die Aanhangsel)</b>                                                                                                                                   | <u>.....</u> | <u>.....</u> |

OPMERKINGS

1. Batige saldo in lopende bankrekening word onder item 1 ingesluit.
2. Indien die beleggings die perk per instelling/maatskappy/ individu oorskry en geen vrystelling verkry is nie, moet die besonderhede hieronder vir elke instelling/maatskappy/individu in elke kategorie van bates voltooi word.

Beleggings in instelling/maatskappy/individu:

|       |       |              |              |
|-------|-------|--------------|--------------|
| ..... | ..... | .....        | .....        |
| ..... | ..... | .....        | .....        |
| ..... | ..... | <u>.....</u> | <u>.....</u> |
|       |       | <u>.....</u> | <u>.....</u> |

3. Geblokte syfers word buite rekening gelaat vir die berekening van totale.

## VRYSTELLINGS VERLEEN DEUR DIE REGISTRATEUR

| <u>ITEM</u> | <u>MAKSIMUM %</u> | <u>DATUM VAN BRIEF</u> | <u>VERVALDATUM</u> |
|-------------|-------------------|------------------------|--------------------|
| .....       |                   |                        |                    |
| .....       |                   |                        |                    |
| .....       |                   |                        |                    |
| .....       |                   |                        |                    |

\*Skrap wat nie van toepassing is nie.

**SPESIALE VERSLAG DEUR DIE PENSIOENFONDS SE OUDITEUR AAN DIE REGISTRATEUR VAN PENSIOENFONDSE**

Ons het Aanhangsel B van Bylae I, wat deur die.....Fonds ooreenkomstig regulasie 28 voltooi is, vir die jaar geëindig.....(datum) ondersoek. Ons het die aanhangsel vir doeleindes van identifikasie geparafeer. Die aanhangsel is die verantwoordelikheid van die trustees. Ons verantwoordelikheid is om oor die aanhangsel te rapporteer. Hierdie verslag word alleenlik ter inligting van die Registrateur van Pensioenfondse voorsien en moet alleenlik vir hierdie doel gebruik word.

Ons ondersoek is uitgevoer in ooreenstemming met algemeen aanvaarde ouditstandaarde. Hierdie standaard vereis dat ons die oudit beplan en uitvoer om redelike sekerheid te kry dat redelike aanbidding in alle wesentlike opsigte op die aangehegte aanhangsel plaasvind. Ons oudit behels 'n evaluering van die toepaslikheid van die rekenkundige beleid, 'n ondersoek, op 'n toetsgrondslag, van bewyse wat die bedrae gebruik in die berekenings steun, 'n beoordeling van die redelikheid van beduidende ramings gemaak deur die trustees, 'n toets van die wiskundige akkuraatheid van die berekenings gemaak en 'n oorsig van die voldoening deur die pensioenfonds aan die bepalings van artikel 19 (4), 19 (5) en 19 (5B) (b) van die Wet op Pensioenfondse, 1956. Ons het onself tevrede gestel dat die fonds die nodige sertifikate, bedoel in regulasie 28 (2) (c) van die Regulasies, verkry het. Ons is van oordeel dat ons ouditprosedures in die omstandighede toepaslik was om ons oordeel hieronder uitgespreek, te ondersteun.

Na ons oordeel verteenwoordig die opgawe redelikerwys die werklike persentasie van die bates tot die totale bates van die fonds in ooreenstemming met regulasie 28 van die Regulasies uitgevaardig kragtens die Wet op Pensioenfondse, 1956.

Ouditeur GR(SA)

Adres:

Datum:

**DEPARTMENT OF HOME AFFAIRS  
DEPARTEMENT VAN BINNELANDSE SAKE**

**No. R. 1524**

**18 October 1996**

ALIENS CONTROL ACT, 1991 (ACT No. 96 OF 1991)

**ALIENS CONTROL REGULATIONS (FEES)**

The Minister of Home Affairs has, in terms of section 56 of the Aliens Control Act, 1991 (Act No. 96 of 1991), made the regulations in the Schedule.

**SCHEDULE**

**Definition**

1. In this Schedule "the Regulations" means the Aliens Control Regulations (Fees) published by Government Notice No. R. 1000 of 28 June 1996.

**Amendment of regulation 2 of the Regulations**

2. Regulation 2 of the Regulations is hereby substituted by the following regulation:

"2. The fees to be charged in respect of the application for permits, certificates and visas issued in terms of the provisions of the Act, are set out in the following Annexure:"

**Amendment of the Annexure of the Regulations**

3. The Annexure of the Regulations is hereby amended by the substitution for item 6 of the following item:

"6. An immigration permit(s) in terms of section 25 (3) of the Act, per individual or per family: Provided that this fee is not payable by an applicant who is the spouse, a dependant child, or a destitute, aged or infirm member of the family of a person permanently and lawfully resident in the Republic..... R5 580 \$1 550".

**Short title**

4. These regulations shall be called the **First Amendment of the Aliens Control Regulations (Fees), 1996.**

**No. R. 1524**

**18 Oktober 1996**

WET OP VREEMDELINGE-BEHEER, 1991 (WET No. 96 VAN 1991)

**REGULASIES OP VREEMDELINGE-BEHEER (GELDE)**

Die Minister van Binnelandse Sake het, kragtens artikel 56 van die Wet op Vreemdelinge-beheer, 1991 (Wet No. 96 van 1991), die regulasies in die Bylae uitgevaardig.



**BYLAE****Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die Regulasies op vreemdelinge-beheer (Gelde) gepubliseer deur Goewermentskennisgewing No. R. 1000 van 28 Junie 1996:

**Wysiging van regulasie 2 van die Regulasies**

2. Regulasie 2 word hierby deur die volgende regulasie vervang:

"2. Die gelde wat ten opsigte van aansoeke om permitte, sertifikate en visums kragtens die bepalings van die Wet gevorder word, is soos uiteengesit in die volgende Aanhangsel:"

**Wysiging van die Aanhangsel tot die Regulasies**

3. Die Aanhangsel van die Regulasies word hierby gewysig deur item 6 met volgende item te vervang:

"6. 'n Immigrasiepermit(te) kragtens artikel 25 (3) van die Wet, per individu of per familie:  
Met dien verstande dat die fooi nie betaalbaar is deur 'n applikant wat die gade, 'n afhanklike kind, of 'n behoeftige, bejaarde of verswakte lid is van die familie van 'n persoon wat permanent en wettig in die Republiek woonagtig is nie ..... R5 580 \$1 550".

**Kort titel**

4. Hierdie regulasies heet die **Eerste Wysiging van die Regulasies op Vreemdelinge-beheer (Gelde), 1996.**

**DEPARTMENT OF LAND AFFAIRS  
DEPARTEMENT VAN GRONDSAKE**

**No. R. 1671****18 October 1996**

**COMMISSION OF INQUIRY INTO ALLEGED IRREGULARITIES OR MALPRACTICES REGARDING THE ALLOCATION,  
LEASING, ALIENATION AND TRANSFER OF CERTAIN STATE LAND**

It is hereby notified for general information that—

whereas the President appointed the Commission of Inquiry into Alleged Irregularities or Malpractices regarding the Allocation, Leasing, Alienation and Transfer of Certain State Land under Presidential Act No. 106, dated 1 August 1995 (Proclamation No. R. 72 of 1995);

and whereas the said Commission became aware of alleged irregularities or malpractices in regard to the allocation of houses by certain statutory bodies;

the President amended the terms of reference of the said Commission to extend its inquiry to land held by—

- (a) the Development and Housing Board established in terms of the Development and Housing Act, 1985 (Act No. 103 of 1985);
- (b) the Housing Board established in terms of the Housing Act (House of Representatives), 1987 (Act No. 2 of 1987);
- (c) the Development Board established in terms of the Development Act (House of Representatives), 1987 (Act No. 3 of 1987);
- (d) the Housing Development Board established in terms of the Housing Development Act (House of Delegates), 1987 (Act No. 4 of 1987); and
- (e) the National Housing Board established in terms of the Housing Arrangements Act, 1993 (Act No. 155 of 1993).

Anyone wanting to submit evidence to the Commission by way of memorandum or orally can write to the **Secretary, Commission of Inquiry into Alleged Irregularities or Malpractices regarding the Allocation, Leasing, Alienation and Transfer of Certain State Land, Private Bag X833, Pretoria, 0001.**

**No. R. 1671****18 Oktober 1996**

**KOMMISSIE VAN ONDERSOEK NA DIE BEWEERDE ONREËLMATIGHEDE OF WANPRAKTYKE RAKENDE DIE  
TOEKENNING, VERHURING, VERVREEMDING EN OORDRAG VAN SEKERE STAATSGROND**

Dit word hierby vir algemene inligting bekendgemaak dat—

aangesien die President die Kommissie van Onderzoek na die Beweerde Onreëlmatighede of Wanpraktike rakende die Toekenning, Verhuring, Vervreemding en Oordrag van Sekere Staatsgrond by Presidensiële Handeling No. 106, gedateer 1 Augustus 1995 (Proklamasie No. R. 72 van 1995) aangestel het;

en aangesien die gemelde Kommissie bewus geword het van beweerde onreëlmatighede of wanpraktyke rakende die toekennig van huise deur sekere statutêre liggame;

die President die opdrag van die gemelde Kommissie gewysig het om sy ondersoek uit te brei na grond gehou deur—

- (a) die Raad op Ontwikkeling en Behuising ingestel kragtens die Wet op Ontwikkeling en Behuising, 1985 (Wet No. 103 van 1985);
- (b) die Behuisingsraad ingestel kragtens die Behuisingswet (Raad van Verteenwoordigers), 1987 (Wet No. 2 van 1987);
- (c) die Ontwikkelingsraad ingestel kragtens die Ontwikkelingswet (Raad van Verteenwoordigers), 1987 (Wet No. 3 van 1987);
- (d) die Raad op Behuisingsontwikkeling ingestel kragtens die Wet op Behuisingsontwikkeling (Raad van Afgevaardigdes), 1987 (Wet No. 4 van 1987); en
- (e) die Nasionale Behuisingsraad ingestel kragtens die Wet op Behuisingsreëlings, 1993 (Wet No. 155 van 1993).

Enigeen wat getuienis by wyse van memorandum of mondelings aan die Kommissie wil voorlê kan skryf aan die **Sekretaris, Kommissie van Onderzoek na Beweerde Onreëlmatighede of Wanpraktyke rakende die Toekenning, Verhuring, Vervreemding en Oordrag van Sekere Staatsgrond, Privaatsak X833, Pretoria, 0001.**

## DEPARTMENT OF POSTS AND TELECOMMUNICATIONS DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

No. R. 1668

18 October 1996

### POST OFFICE SERVICE ACT, 1974

#### AMENDMENT OF THE POST OFFICE SERVICE REGULATIONS

The Minister for Posts, Telecommunications and Broadcasting, acting under section 47 (1) (f) of the Post Office Service Act, 1974 (Act No. 66 of 1974), and on the recommendation of the Staff Management Board, has made the regulations set out in the Schedule hereto.

#### SCHEDULE

**1.** In these regulations—

“the Regulations” means the Post Office Service Regulations promulgated by Government Notice No. R. 1373 of 13 August 1976, as amended by Government Notices Nos. R. 2002 of 29 October 1976, R. 839 of 20 May 1977, R. 1387 of 22 July 1977, R. 2248 of 4 November 1977, R. 2145 of 27 October 1978, R. 2259 of 17 November 1978, R. 250 of 9 February 1979, R. 801 of 20 April 1979, R. 333 of 22 February 1980, R. 1445 of 11 July 1980, R. 1620 of 8 August 1980, R. 2052 of 9 October 1980, R. 2095 of 17 October 1980, R. 439 of 6 March 1981, R. 1955 of 9 September 1983, R. 538 of 23 March 1984, R. 2732 of 13 December 1985, R. 2182 of 24 October 1986, R. 896 of 16 April 1987, R. 945 of 30 April 1987, R. 1470 of 10 July 1987, R. 1545 of 5 August 1988, R. 1919 of 23 September 1988, R. 2038 of 7 October 1988, R. 2129 of 21 October 1988, R. 2546 of 15 December 1988, R. 81 of 20 January 1989, R. 1272 of 16 June 1989, R. 2146 of 6 October 1989, R. 938 of 4 May 1990, R. 2034 of 31 August 1990, R. 39 of 11 January 1991, R. 1315 of 14 June 1991, R. 2125 of 30 August 1991, R. 2165 of 6 September 1991, R. 2496 of 18 October 1991, R. 3151 of 27 December 1991, R. 2241 of 26 November 1993 and R. 276 of 18 February 1994.

**2.** The Regulations are hereby amended by substituting the following definition for “accommodation” in regulation A1 in Chapter A for the existing definition:

“accommodation” means lodging, bedding, meals, liquid refreshment, laundering, dry cleaning, hotel-board levy and service charge, sales tax as may be levied on any of the aforementioned items or any combination of these items, but excluding alcoholic liquor.

J. NAIDOO

Minister for Posts, Telecommunications and Broadcasting

25 September 1996.

No. R. 1668

18 Oktober 1996

### POSTKANTOORDIENSWET, 1974

#### WYSIGING VAN DIE POSKANTOORDIENSREGULASIES

Die Minister vir Pos-, Telekommunikasie- en Uitsaaiwese, handelende kragtens artikel 47 (1) (f) van die Poskantoor-dienwet, 1974 (Wet No. 66 van 1974), en op aanbeveling van die Personeelbestuursraad, het die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

**BYLAE****1. In hierdie regulasies beteken—**

"die Regulasies" die Poskantoorregulasies afgekondig by Goewermenskennisgewing No. R. 1373 van 13 Augustus 1976, soos gewysig by Goewermenskennisgewings Nos. R. 2002 van 29 Oktober 1976, R. 839 van 20 Mei 1977, R. 1387 van 22 Julie 1977, R. 2248 van 4 November 1977, R. 2145 van 27 Oktober 1978, R. 2259 van 17 November 1978, R. 250 van 9 Februarie 1979, R. 801 van 20 April 1979, R. 333 van 22 Februarie 1980, R. 1445 van 11 Julie 1980, R. 1620 van 8 Augustus 1980, R. 2052 van 9 Oktober 1980, R. 2095 van 17 Oktober 1980, R. 439 van 6 Maart 1981, R. 1955 van 9 September 1983, R. 538 van 23 Maart 1984, R. 2732 van 13 Desember 1985, R. 2182 van 24 Oktober 1986, R. 896 van 16 April 1987, R. 945 van 30 April 1987, R. 1470 van 10 Julie 1987, R. 1545 van 5 Augustus 1988, R. 1919 van 23 September 1988, R. 2038 van 7 Oktober 1988, R. 2129 van 21 Oktober 1988, R. 2546 van 15 Desember 1988, R. 81 van 20 Januarie 1989, R. 1272 van 16 Junie 1989, R. 2146 van 6 Oktober 1989, R. 938 van 4 Mei 1990, R. 2034 van 31 Augustus 1990, R. 39 van 11 Januarie 1991, R. 1315 van 14 Junie 1991, R. 2125 van 30 Augustus 1991, R. 2165 van 6 September 1991, R. 2496 van 18 Oktober 1991, R. 3151 van 27 Desember 1991, R. 2241 van 26 November 1993 van R. 276 van 18 Februarie 1994.

**2. Die Regulasies word hierby gewysig deur die definisie van "herberg" in regulasie A1 in Hoofstuk A deur die volgende definisie te vervang:**

"herberg" slaapplek, beddegoed, etes, vloebare verversings, was en stryk van wasgoed, droogskoonmaak, hotel-raadtoeslag en dienstoelag, verkoopbelasting wat op enige van bovermelde items gehef mag word of enige samestelling van hierdie items, maar uitgesonderd alkoholiese drank.

**J. NAIDOO****Minister vir Pos-, Telekommunikasie- en Uitsaaiwese**

25 September 1996.

**No. R. 1676****18 October 1996****RADIO ACT, 1952****AMENDMENT OF RADIO REGULATIONS**

The Minister for Posts, Telecommunications and Broadcasting has, under section 18 of the Radio Act, 1952 (Act No. 3 of 1952), made the regulations in the Schedule.

**SCHEDULE****DEFINITION**

1. In these regulations, unless the context indicates otherwise, "the Regulations" means the Radio Regulations published by Government Notice No. R. 2862 of 28 December 1979, as amended by Government Notices Nos. R. 148 of 25 January 1980, R. 2661 of 4 December 1981, R. 366 of 26 February 1982, R. 855 of 30 April 1982, R. 1945 of 10 September 1982, R. 181 of 31 January 1986, R. 587 of 27 March 1986, R. 624 of 4 April 1986, R. 2633 of 12 December 1986, R. 1145 of 29 May 1987, R. 712 of 15 April 1988, R. 1349 of 30 June 1989, R. 1356 of 22 June 1990, R. 1814 and R. 1826 of 3 August 1990, R. 114 and R. 115 of 25 January 1991, R. 367 of 1 March 1991, R. 1666 of 19 July 1991, R. 2133 of 31 July 1992, R. 3302 of 4 December 1992, R. 1898 of 1 October 1993, R. 2412 of 17 December 1993, R. 2557 of 31 December 1993, R. 334 of 18 February 1994, R. 1546 of 9 September 1994, R. 19 of 6 January 1995, R. 62 of 20 January 1995 and R. 1421 of 22 September 1995.

**AMENDMENT OF CHAPTER 4A OF THE REGULATIONS**

2.0 Chapter 4A of the regulations is hereby amended—

(i) by the substitution of the following for paragraphs 3 (3), 3 (4) and 3 (5):

"3. (3) The licence fees for radio trunking services are prescribed by item 5.5 of Chapter 6."; and

(ii) by re-numbering paragraphs 3 (6), 3 (7), 3 (8) and 3 (9) to paragraphs 3 (4), 3 (5), 3 (6) and 3 (7).

**AMENDMENT OF CHAPTER 6 OF THE REGULATIONS**

The following substitutes Chapter 6 of the regulations:

**Chapter 6****LICENCE AND EXAMINATION FEES**

Subject to the provisions of the Act and of these regulations, the Postmaster General may issue against the payment of fees as indicated hereunder, licences and certificates for the use of radiocommunication and for conducting examinations.

**E1 Licence fees**

| Type of radiocommunication service                                                                                         | Prescribed fees<br>per year but<br>subject to<br>regulation E1.1 |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
|                                                                                                                            | R                                                                |
| <b>1. AMATEUR RADIO</b>                                                                                                    |                                                                  |
| (i) All classes of licences .....                                                                                          | 27,00                                                            |
| (ii) Beacon .....                                                                                                          | 48,00                                                            |
| (iii) Change of call sign on request.....                                                                                  | 27,00                                                            |
| (iv) Guest or special event licence .....                                                                                  | 27,00                                                            |
| (v) Listener.....                                                                                                          | 27,00                                                            |
| (vi) Repeater station including radio link .....                                                                           | 48,00                                                            |
| (vii) Digipeater/Bulletin Board.....                                                                                       | 48,00                                                            |
| (viii) Experimental station for weather satellite reception and retransmission.....                                        | 27,00                                                            |
| <b>2. AERONAUTICAL</b>                                                                                                     |                                                                  |
| (i) Aircraft station.....                                                                                                  | 48,00                                                            |
| (ii) Beacon .....                                                                                                          | 48,00                                                            |
| (iii) Ground station.....                                                                                                  | 48,00                                                            |
| (iv) Relay station.....                                                                                                    | 48,00                                                            |
| (v) Radio Link.....                                                                                                        | 48,00                                                            |
| <b>3. LAND MOBILE SERVICE</b>                                                                                              |                                                                  |
| <b>3.1 Alarm station</b> (see item 5.1 for alarm systems).....                                                             | 18,00                                                            |
| <b>3.2 Base station:</b>                                                                                                   |                                                                  |
| (i) Citizen band .....                                                                                                     | 33,00                                                            |
| (ii) Civil Defence/Marnet:                                                                                                 |                                                                  |
| (a) Station without private frequency .....                                                                                | 33,00                                                            |
| (b) Station with private frequency/cies .....                                                                              | 42,00                                                            |
| (iii) 27/29 MHz:                                                                                                           |                                                                  |
| (a) Station with one frequency channel .....                                                                               | 33,00                                                            |
| (b) Station with more than one frequency channel (including station for<br>use at sea and inland waters) .....             | 42,00                                                            |
| (iv) Other:                                                                                                                |                                                                  |
| (a) Station with one single frequency channel .....                                                                        | 42,00                                                            |
| (b) Station with more than one single frequency channel.....                                                               | 48,00                                                            |
| (c) Station with one or more double frequency channels .....                                                               | 48,00                                                            |
| (d) High frequency band:                                                                                                   |                                                                  |
| (i) First base station.....                                                                                                | 48,00                                                            |
| (ii) Each additional base station .....                                                                                    | 906,00                                                           |
| (iii) Civil Defence station .....                                                                                          | 48,00                                                            |
| <b>3.3 Experimental station</b> .....                                                                                      | 27,00                                                            |
| <b>3.4 Load management station</b> (see also item 5.2).....                                                                | 1,20                                                             |
| <b>3.5 Mobile two-way stations:</b>                                                                                        |                                                                  |
| (i) Citizen band .....                                                                                                     | 33,00                                                            |
| (ii) Civil Defence/Marnet:                                                                                                 |                                                                  |
| (a) Station without private frequency .....                                                                                | 33,00                                                            |
| (b) Station with private frequency/cies.....                                                                               | 42,00                                                            |
| (iii) (a) 26/27 MHz frequency band with apparatus not exceeding 100 mW .....                                               | 27,00                                                            |
| (b) Station in the ultra high frequency band for on-site communication and<br>apparatus that does not exceed 2 watts ..... | 27,00                                                            |



| Type of radiocommunication service                                                                                                               | Prescribed fees<br>per year but<br>subject to<br>regulation E1.1 |
|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
|                                                                                                                                                  | R                                                                |
| (iv) 27/29 MHz:                                                                                                                                  |                                                                  |
| (a) Station with one frequency channel .....                                                                                                     | 33,00                                                            |
| (b) Station with more than one frequency channel (including station for use<br>at sea and inland waters) .....                                   | 42,00                                                            |
| (v) Other:                                                                                                                                       |                                                                  |
| (a) Station with one single frequency channel .....                                                                                              | 42,00                                                            |
| (b) Station with more than one single frequency channel .....                                                                                    | 48,00                                                            |
| (c) Station with one or more double frequency channels .....                                                                                     | 48,00                                                            |
| (d) High frequency band:                                                                                                                         |                                                                  |
| (i) Per station .....                                                                                                                            | 906,00                                                           |
| (ii) Civil Defence station .....                                                                                                                 | 48,00                                                            |
| <b>3.6 Paging station which is used in a system other than that indicated under item 5.4:</b>                                                    |                                                                  |
| (i) One-way .....                                                                                                                                | 18,00                                                            |
| (ii) Two-way .....                                                                                                                               | 42,00                                                            |
| <b>3.7 Relay station:</b>                                                                                                                        |                                                                  |
| (i) Station with one single frequency channel .....                                                                                              | 42,00                                                            |
| (ii) Station with more than one single frequency channel .....                                                                                   | 48,00                                                            |
| (iii) Station with double frequency channel .....                                                                                                | 48,00                                                            |
| <b>3.8 Repeater station (see item 5.6) .....</b>                                                                                                 | 48,00                                                            |
| <b>3.9 Special radio service: Per licence .....</b>                                                                                              | 30,00                                                            |
| <b>3.10 Telemetry station .....</b>                                                                                                              | 18,00                                                            |
| <b>3.11 Licence fees payable by the South African National Defence Force, South African<br/>Police Services, Telkom SA Ltd and Transnet Ltd:</b> |                                                                  |
| Per MHz frequency spectrum .....                                                                                                                 | 1 540,00                                                         |
| <b>3.12 Radio link station:</b>                                                                                                                  |                                                                  |
| (i) Single frequency link below 1 000 MHz (per control and/or interconnect point)                                                                | 42,00                                                            |
| (ii) Double frequency link below 1 000 MHz (per control and/or interconnect point)                                                               | 48,00                                                            |
| (iii) Radio link above 1 000 MHz: per MHz calculated on the assigned band width<br>per frequency(per control and/or interconnect point) .....    | 770,00                                                           |
| <b>4. MARITIME</b>                                                                                                                               |                                                                  |
| <b>4.1 Beacon .....</b>                                                                                                                          | 48,00                                                            |
| <b>4.2 Coast station:</b>                                                                                                                        |                                                                  |
| (i) Non-commercial .....                                                                                                                         | 48,00                                                            |
| (ii) Commercial:                                                                                                                                 |                                                                  |
| (a) In the medium and high frequency bands; per base station with—                                                                               |                                                                  |
| 1 to 5 mobile stations .....                                                                                                                     | 2 028,00                                                         |
| 6 to 10 mobile stations .....                                                                                                                    | 4 008,00                                                         |
| 11 to 15 mobile stations .....                                                                                                                   | 5 988,00                                                         |
| 16 to 20 mobile stations .....                                                                                                                   | 7 968,00                                                         |
| 21 and more mobile stations .....                                                                                                                | 9 948,00                                                         |
| (b) In the very high frequency band; per base station with—                                                                                      |                                                                  |
| 1 to 5 mobile stations .....                                                                                                                     | 1 238,00                                                         |
| 6 to 10 mobile stations .....                                                                                                                    | 2 424,00                                                         |
| 11 to 15 mobile stations .....                                                                                                                   | 3 612,00                                                         |
| 16 to 20 mobile stations .....                                                                                                                   | 4 800,00                                                         |
| 21 and more mobile stations .....                                                                                                                | 5 988,00                                                         |



| Type of radiocommunication service                                                                                                                                                                                                                                        | Prescribed fees per year but subject to regulation E1.1 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
|                                                                                                                                                                                                                                                                           | R                                                       |
| 4.3 Ship station: Maritime frequency band.....                                                                                                                                                                                                                            | 48,00                                                   |
| 4.4 Ships operating on land mobile frequencies [See items 3.2 (iii) (b) and 3.5 (iv) (b)]                                                                                                                                                                                 |                                                         |
| <b>5. RADIOCOMMUNICATION SYSTEMS</b>                                                                                                                                                                                                                                      |                                                         |
| 5.1 Alarm:                                                                                                                                                                                                                                                                |                                                         |
| (i) Urban complexes (Durban and Pietermaritzburg, Cape Peninsula and surroundings, the greater Johannesburg, Pretoria and Vereeniging areas):<br>Per control room and per frequency channel: Minimum licence fee as for 240 alarm stations .....                          | 4 320,00                                                |
| (ii) All other areas:<br>Per control room and per frequency channel: Minimum licence fee as for 100 alarm stations .....                                                                                                                                                  | 1 800,00                                                |
| (iii) Extensions: Minimum licence fee as for 20 alarm stations.                                                                                                                                                                                                           |                                                         |
| 5.2 Load management: Minimum licence fee as for 200 load management stations .....                                                                                                                                                                                        | 240,00                                                  |
| 5.3 Message handling (two-way):                                                                                                                                                                                                                                           |                                                         |
| (i) Urban complexes (Durban and Pietermaritzburg, Cape Peninsula and surroundings, the greater Johannesburg, Pretoria and Vereeniging areas):                                                                                                                             |                                                         |
| (a) Per single frequency channel: Minimum licence fee as for 80 two-way mobile stations.....                                                                                                                                                                              | 3 360,00                                                |
| (b) Per double frequency channel: Minimum licence fee as for 80 two-way mobile stations.....                                                                                                                                                                              | 3 840,00                                                |
| (ii) All other areas:                                                                                                                                                                                                                                                     |                                                         |
| (a) Per single frequency channel: Minimum licence fee as for 40 two-way mobile stations.....                                                                                                                                                                              | 1 680,00                                                |
| (b) Per double frequency channel: Minimum licence fee as for 40 two-way mobile stations.....                                                                                                                                                                              | 1 920,00                                                |
| (iii) Extensions: Minimum licence fee as for 10 two-way mobile stations, single or double frequency, whichever licence fee is applicable.                                                                                                                                 |                                                         |
| 5.4 Paging (one-way):                                                                                                                                                                                                                                                     |                                                         |
| (i) Urban complexes (Durban and Pietermaritzburg, Cape Peninsula and surroundings, the greater Johannesburg, Pretoria and Vereeniging areas):                                                                                                                             |                                                         |
| Per control room and per frequency channel: Minimum licence fee as for 240 one-way paging stations .....                                                                                                                                                                  | 4 320,00                                                |
| (ii) All other areas:                                                                                                                                                                                                                                                     |                                                         |
| Per control room and per frequency channel: Minimum licence fee as for 100 one-way paging stations .....                                                                                                                                                                  | 1 800,00                                                |
| (iii) Extensions: Minimum licence fee as for 20 one-way paging stations.                                                                                                                                                                                                  |                                                         |
| 5.5 Radio trunking:                                                                                                                                                                                                                                                       |                                                         |
| All areas:                                                                                                                                                                                                                                                                |                                                         |
| (a) For a maximum of one control channel per base station .....                                                                                                                                                                                                           | 48,00                                                   |
| (b) For each additional double frequency channel or if only one channel is used at a base station .....                                                                                                                                                                   | 3 840,00                                                |
| 5.6 Repeater (communal and private):                                                                                                                                                                                                                                      |                                                         |
| (i) Urban complexes (Durban and Pietermaritzburg, Cape Peninsula and surroundings, the greater Johannesburg, Pretoria and Vereeniging areas):<br>Minimum licence fee as for 80 two-way stations .....                                                                     | 3 840,00                                                |
| (ii) All other areas: Minimum licence fee as for 40 two-way stations .....                                                                                                                                                                                                | 1 920,00                                                |
| (iii) Extensions: Minimum licence fee as for 10 two-way stations.                                                                                                                                                                                                         |                                                         |
| 5.7 For any stations used in the radiocommunication system indicated under item 5 and which differ from those on which the minimum licence fee is based, the applicable prescribed licence fee is payable in addition to the minimum licence fee for the relevant system. |                                                         |

| Type of radiocommunication service                                                                                                                                                                                                                                                                                                                                                                   | Prescribed fees per year but subject to regulation E1.1 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                      | R                                                       |
| <b>5.8 Cellular radiocommunication service:</b>                                                                                                                                                                                                                                                                                                                                                      |                                                         |
| (i) C450:                                                                                                                                                                                                                                                                                                                                                                                            |                                                         |
| Annual all inclusive licence fee payable annually in advance on 1 June .....                                                                                                                                                                                                                                                                                                                         | 1 300 000,00                                            |
| (ii) GSM:                                                                                                                                                                                                                                                                                                                                                                                            |                                                         |
| (a) Basic fee .....                                                                                                                                                                                                                                                                                                                                                                                  | 5 000 000,00                                            |
| (b) Additional fee per 200 kHz frequency pair .....                                                                                                                                                                                                                                                                                                                                                  | 20 000,00                                               |
| (c) A further annual licence fee of 5% of the nett operational income of the licensee.                                                                                                                                                                                                                                                                                                               |                                                         |
| (d) Plus additional fees payable as follows:                                                                                                                                                                                                                                                                                                                                                         |                                                         |
| (i) On date of issue of licence .....                                                                                                                                                                                                                                                                                                                                                                | 10 000 000,00                                           |
| (ii) On 1 June 1994 .....                                                                                                                                                                                                                                                                                                                                                                            | 10 000 000,00                                           |
| (iii) On 1 June 1995 .....                                                                                                                                                                                                                                                                                                                                                                           | 22 310 000,00                                           |
| (iv) On 1 June 1996 .....                                                                                                                                                                                                                                                                                                                                                                            | 24 900 000,00                                           |
| (v) On 1 June 1997 .....                                                                                                                                                                                                                                                                                                                                                                             | 27 780 000,00                                           |
| (vi) On 1 June 1998 .....                                                                                                                                                                                                                                                                                                                                                                            | 30 990 000,00                                           |
| (vii) Ensuing years .....                                                                                                                                                                                                                                                                                                                                                                            | None                                                    |
| <b>5.9</b> The Postmaster General may subject to an appropriation made by a Post Office Appropriation Act in respect of a specific financial year and to the extent provided for in the Post Office Appropriation Act, in respect of all moneys or any part thereof collected in terms of regulation 5.8 (ii) (c) and paid into the Post Office Fund transfer such moneys to the State Revenue Fund. |                                                         |
| <b>5.10 Wireless data telecommunication services:</b>                                                                                                                                                                                                                                                                                                                                                |                                                         |
| Wireless data extensions to the Public Switched Data Network (PSDN):                                                                                                                                                                                                                                                                                                                                 |                                                         |
| (a) Telecommunication fee payable on date of issue of the telecommunications licence .....                                                                                                                                                                                                                                                                                                           | 500 000,00                                              |
| (b) Annual licence fee of 1% of the nett operational income of the licensee                                                                                                                                                                                                                                                                                                                          |                                                         |
| (c) Per assigned national 12,5 kHz frequency pair .....                                                                                                                                                                                                                                                                                                                                              | 25 000,00                                               |
| <b>5.11 "Pub games" radio systems:</b> Per licence irrespective of the number of the systems in operation .....                                                                                                                                                                                                                                                                                      | 5 000,00                                                |
| <b>5.12 Broadcasting band subcarrier system:</b> Per frequency of subcarrier used .....                                                                                                                                                                                                                                                                                                              | 8 000,00                                                |
| <b>5.13 Video conference system</b> .....                                                                                                                                                                                                                                                                                                                                                            | 50 000,00                                               |
| <b>5.14 Microwave Multipoint Distribution Systems (MMDS)</b> .....                                                                                                                                                                                                                                                                                                                                   | 50 000,00                                               |
| <b>5.15 Wide Area Network</b> (entire system) .....                                                                                                                                                                                                                                                                                                                                                  | 5 000,00                                                |
| <b>5.16 Digital European Cordless Telecommunication (DECT) Cordless telephone system</b> .....                                                                                                                                                                                                                                                                                                       | 1 540,00                                                |
| <b>5.17 Wireless Local Loop (WLL)</b> (entire system) .....                                                                                                                                                                                                                                                                                                                                          | 10 000,00                                               |
| <b>6. SATELLITE</b>                                                                                                                                                                                                                                                                                                                                                                                  |                                                         |
| <b>6.1 Inmarsat:</b>                                                                                                                                                                                                                                                                                                                                                                                 |                                                         |
| (i) Land mobile service:                                                                                                                                                                                                                                                                                                                                                                             |                                                         |
| (a) A terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 396,00                                                  |
| (b) B terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 396,00                                                  |
| (c) C terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 168,00                                                  |
| (d) M terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 396,00                                                  |
| (ii) Maritime:                                                                                                                                                                                                                                                                                                                                                                                       |                                                         |
| (a) A terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 396,00                                                  |
| (b) B terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 396,00                                                  |
| (c) C terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 168,00                                                  |
| (d) M terminal .....                                                                                                                                                                                                                                                                                                                                                                                 | 396,00                                                  |

| Type of radiocommunication service                                                                                           | Prescribed fees per year but subject to regulation E1.1 |
|------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
|                                                                                                                              | R                                                       |
| <b>6.2 Up link broadcasting signal distribution fixed satellite earth station</b> .....                                      | 50 000,00                                               |
| <b>6.3 Mobile or fixed satellite news gathering station</b> .....                                                            | 50 000,00                                               |
| <b>7. MISCELLANEOUS</b>                                                                                                      |                                                         |
| (i) Computer print-out per licence/certificate.....                                                                          | 18,00                                                   |
| (ii) Duplicate per licence/certificate .....                                                                                 | 18,00                                                   |
| (iii) New licence where the name and/or title of the licensee change .....                                                   | 24,00                                                   |
| (iv) Radio dealer's registration certificate .....                                                                           | 33,00                                                   |
| (v) Take over of a radiocommunication system: Applicable prescribed licence fee for the relevant radiocommunication service. |                                                         |
| (vi) Temporary licence: Applicable prescribed licence fee as for a minimum period of one year.                               |                                                         |

**E1.1** The licence fees shown against item 1 (iii) and 1 (iv) and item 7 [except 7 (iv) and (v)] are payable per occasion. Fees payable in respect of licences and certificates issued during the licence year shall be calculated as follows:

- (1) If a licence or certificate referred to in regulation E1 is issued during the licence year the fees payable shall, subject to subregulation (2) be—
  - (a) in respect of a licence or certificate issued in the first month of a licence year—the full prescribed fee;
  - (b) in respect of a licence or certificate issued in the second month of a licence year—eleven twelfths of the prescribed fee;
  - (c) in respect of a licence or certificate issued in the third month of a licence year—ten twelfths of the prescribed fee;
  - (d) in respect of a licence or certificate issued in the fourth month of a licence year—nine twelfths of the prescribed fee;
  - (e) in respect of a licence or certificate issued in the fifth month of a licence year—eight twelfths of the prescribed fee;
  - (f) in respect of a licence or certificate issued in the sixth month of a licence year—seven twelfths of the prescribed fee;
  - (g) in respect of a licence or certificate issued in the seventh month of a licence year—six twelfths of the prescribed fee;
  - (h) in respect of a licence or certificate issued in the eighth month of a licence year—five twelfths of the prescribed fee;
  - (i) in respect of a licence or certificate issued in the ninth month of a licence year—four twelfths of the prescribed fee; and
  - (j) in respect of a licence or certificate issued in the tenth, eleventh or twelfth month of a licence year—three twelfths of the prescribed fee plus the prescribed fee for the ensuing year.
- (2) If the amount of a fee calculated in accordance with subregulation (1) amounts to a fraction of a cent, that fraction shall be rounded off to a full cent.

## **E2 Examination and certificate fees**

The fees below are payable with a view to sitting for the examination indicated or to acquire the certificate shown.

Certificate, purpose for which it is required and examination fee unless otherwise stated:

|                                                                                                                                                                                                                                                                                                                                                         |       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|                                                                                                                                                                                                                                                                                                                                                         | R     |
| (i) Issue of Amateur Radio Operator's Certificate; prerequisite for Amateur Radio Station Licence .....                                                                                                                                                                                                                                                 | 30,00 |
| (ii) General Operator's Certificate (Maritime): Performing duties on a ship subject to the requirements of the Global Maritime Distress and Safety System: Issue of certificate .....                                                                                                                                                                   | 30,00 |
| (iii) Restricted Radiotelephone Operator's Certificate (Maritime): Operation of a radiotelephone installation on a ship, provided that—                                                                                                                                                                                                                 |       |
| (a) the carrier-wave power of the transmitter does not exceed 50 W; or                                                                                                                                                                                                                                                                                  |       |
| (b) the operation of the transmitter requires only the use of simple external switching devices, any manual tuning of the elements determining the frequency is excluded, and the stability of the frequencies is maintained within the prescribed tolerance limits by the transmitter itself, the peak envelope power of which does not exceed 1,5 kW. |       |
| Issue of certificate .....                                                                                                                                                                                                                                                                                                                              | 30,00 |
| Per repeated subject .....                                                                                                                                                                                                                                                                                                                              | 18,00 |

R

|                                                                                                                                                                                                                   |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| (iv) Restricted Operator's Certificate (Maritime): Performing duties on a ship subject to the requirements of the Global Maritime Distress and Safety System: Issue of certificate .....                          | 30,00 |
| (v) General Certificate of Competency in Radio-telephony (Aeronautical): Operation of a radiotelephone installation on board any aircraft: Issue of certificate .....                                             | 30,00 |
| (vi) Restricted Radiotelephone Operator's Certificate (Aeronautical): Operation of a radiotelephone installation on board an aircraft by the holder of at least a private pilot licence: Issue of certificate ... | 30,00 |
| (vii) Authority to operate Radio Apparatus; authorizing the holder of any certificate of competence to operate radio apparatus in accordance with the provisions of such certificate: Issue of certificate ....   | 30,00 |
| (viii) Duplicate: Replacement of any of the above-mentioned documents.....                                                                                                                                        | 30,00 |

These regulations come into operation on 1 January 1997.

No. R. 1676

18 Oktober 1996

RADIOWET, 1952

## WYSIGING VAN RADIOREGULASIES

Die Minister vir Pos, Telekommunikasie- en Uitsaaiwese het kragtens artikel 18 van die Radiowet, 1952 (Wet No. 3 van 1952), die regulasies in die Bylae uitgevaardig.

## BYLAE

## WOORDOMSKRYWING

1. In hierdie regulasies, tensy uit die samehang anders blyk, beteken "die Regulasies" die Radioregulasies afgekondig by Goewermenskennisgewing No. R. 2862 van 28 Desember 1979, soos gewysig deur Goewermenskennisgewings Nos. R. 148 van 25 Januarie 1980, R. 2661 van 4 Desember 1981, R. 366 van 26 Februarie 1982, R. 855 van 30 April 1982, R. 1945 van 10 September 1982, R. 181 van 31 Januarie 1986, R. 587 van 27 Maart 1986, R. 624 van 4 April 1986, R. 2633 van 12 Desember 1986, R. 1145 van 29 Mei 1987, R. 712 van 15 April 1988, R. 1349 van 30 Junie 1989, R. 1356 van 22 Junie 1990, R. 1814 en R. 1826 van 3 Augustus 1990, R. 114 en R. 115 van 25 Januarie 1991, R. 367 van 1 Maart 1991, R. 1666 van 19 Julie 1991, R. 2133 van 31 Julie 1992, R. 3302 van 4 Desember 1992, R. 1898 van 1 Oktober 1993, R. 2412 van 17 Desember 1993, R. 2557 van 31 Desember 1993, R. 334 van 18 Februarie 1994, R. 1546 van 9 September 1994, R. 19 van 6 Januarie 1995, R. 62 van 20 Januarie 1995 en R. 1421 van 22 September 1995.

## WYSIGING VAN HOOFSTUK 4A VAN DIE REGULASIES

2.0 Hoofstuk 4A van die regulasies word hierby gewysig—

(i) deur paragrawe 3 (3), 3 (4) en 3 (5) deur die volgende te vervang:

"3. (3) Die lisensiegeld vir radiobaningsdienste word voorgeskryf by item 5.5 van Hoofstuk 6."; en

(ii) deur paragrawe 3 (6), 3 (7), 3 (8) en 3 (9) te hernommer na paragrawe 3 (4), 3 (5), 3 (6) en 3 (7).

## WYSIGING VAN HOOFSTUK 6 VAN DIE REGULASIES

Die volgende vervang Hoofstuk 6 van die Regulasies:

## Hoofstuk 6

## LISENSIE- EN EKSAMENGELDE

Behoudens die bepalings van die Wet en van hierdie Regulasies, kan die Posmeester-generaal teen betaling van gelde, soos hieronder aangedui, lisensies en sertifikate uitreik vir die gebruik van radiokommunikasie en vir die afneem van eksamens.

## E1 Lisensiegelde

| Tipe radiokommunikasiediens                                         | Voorgeskrewe gelde per jaar, maar behoudens regulasie E1.1 |
|---------------------------------------------------------------------|------------------------------------------------------------|
|                                                                     | R                                                          |
| <b>1. AMATEURRADIO</b>                                              |                                                            |
| (i) Alle klasse lisensies .....                                     | 27,00                                                      |
| (ii) Baken .....                                                    | 48,00                                                      |
| (iii) Verandering van roepsein op versoek.....                      | 27,00                                                      |
| (iv) Gaste- of spesiale geleentheid-lisensie.....                   | 27,00                                                      |
| (v) Luisteraar.....                                                 | 27,00                                                      |
| (vi) Herhalerstasie insluitende radioskakel.....                    | 48,00                                                      |
| (vii) Digihaler/Bulletin Bord.....                                  | 48,00                                                      |
| (viii) Proefstasie vir weersatelliet ontvangs en herversending..... | 27,00                                                      |



| Tipe radiokommunikasiediens                                                                                     | Voorgeskrewe<br>gelde per jaar,<br>maar behoudens<br>regulasie E1.1 |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
|                                                                                                                 | R                                                                   |
| <b>2. LUGVAART</b>                                                                                              |                                                                     |
| (i) Vliegboordstasie .....                                                                                      | 48,00                                                               |
| (ii) Baken .....                                                                                                | 48,00                                                               |
| (iii) Grondstasie .....                                                                                         | 48,00                                                               |
| (iv) Herleistasie .....                                                                                         | 48,00                                                               |
| (v) Radioskakel .....                                                                                           | 48,00                                                               |
| <b>3. LAND-MOBIELE DIENS</b>                                                                                    |                                                                     |
| <b>3.1 Alarmstasie</b> (kyk ook item 5.1 vir alarmstelsels) .....                                               | 18,00                                                               |
| <b>3.2 Basisstasie:</b>                                                                                         |                                                                     |
| (i) Burgerband .....                                                                                            | 33,00                                                               |
| (ii) Burgerlike Beskerming/Marnet:                                                                              |                                                                     |
| (a) Stasie sonder privaat frekwensie .....                                                                      | 33,00                                                               |
| (b) Stasie met privaat frekwensie(s) .....                                                                      | 42,00                                                               |
| (iii) 27/29 MHz:                                                                                                |                                                                     |
| (a) Stasie met een frekwensiekanaal .....                                                                       | 33,00                                                               |
| (b) Stasie met meer as een frekwensiekanaal (insluitende stasie vir gebruik op see en binnelandse waters) ..... | 42,00                                                               |
| (iv) Ander:                                                                                                     |                                                                     |
| (a) Stasie met een enkelfrekwensiekanaal .....                                                                  | 42,00                                                               |
| (b) Stasie met meer as een enkelfrekwensiekanaal .....                                                          | 48,00                                                               |
| (c) Stasie met een of meer dubbelfrekwensiekanaale .....                                                        | 48,00                                                               |
| (d) Hoë frekwensieband:                                                                                         |                                                                     |
| (i) Eerste basisstasie .....                                                                                    | 48,00                                                               |
| (ii) Elke bykomende basisstasie .....                                                                           | 906,00                                                              |
| (iii) Burgerlike Beskermingstasie .....                                                                         | 48,00                                                               |
| <b>3.3 Proefstasie</b> .....                                                                                    | 27,00                                                               |
| <b>3.4 Lasbeheerstasie</b> (kyk ook item 5.2) .....                                                             | 1,20                                                                |
| <b>3.5 Mobiele tweerigtingstasies:</b>                                                                          |                                                                     |
| (i) Burgerband .....                                                                                            | 33,00                                                               |
| (ii) Burgerlike Beskerming/Marnet:                                                                              |                                                                     |
| (a) Stasie sonder privaatfrekwensie .....                                                                       | 33,00                                                               |
| (b) Stasie met privaatfrekwensie(s) .....                                                                       | 42,00                                                               |
| (iii) (a) 26/27 MHz-frekwensieband met apparaat wat nie 100 mW oorskry nie .....                                | 27,00                                                               |
| (b) Stasie in ultra hoë frekwensieband vir kommunikasie op perseel en apparaat wat nie 2 watt oorskry nie ..... | 27,00                                                               |
| (iv) 27/29 MHz:                                                                                                 |                                                                     |
| (a) Stasie met een frekwensiekanaal .....                                                                       | 33,00                                                               |
| (b) Stasie met meer as een frekwensiekanaal (insluitende stasie vir gebruik op see en binnelandse waters) ..... | 42,00                                                               |
| (v) Ander:                                                                                                      |                                                                     |
| (a) Stasie met een enkelfrekwensiekanaal .....                                                                  | 42,00                                                               |
| (b) Stasie met meer as een enkelfrekwensiekanaal .....                                                          | 48,00                                                               |
| (c) Stasie met een of meer dubbelfrekwensiekanaale .....                                                        | 48,00                                                               |
| (d) Hoë frekwensieband:                                                                                         |                                                                     |
| (i) Per stasie .....                                                                                            | 906,00                                                              |
| (ii) Burgerlike Beskermingstasie .....                                                                          | 48,00                                                               |



| Tipe radiokommunikasiediens                                                                                                                                                                                                                    | Voorgeskrewe<br>gelde per jaar,<br>maar behoudens<br>regulasie E1.1 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| R                                                                                                                                                                                                                                              |                                                                     |
| <b>3.6 Roepstasie wat gebruik word vir 'n stelsel anders as dié onder item 5.4 aangedui:</b>                                                                                                                                                   |                                                                     |
| (i) Eenrigting .....                                                                                                                                                                                                                           | 18,00                                                               |
| (ii) Tweerigting .....                                                                                                                                                                                                                         | 42,00                                                               |
| <b>3.7 Herleistasie:</b>                                                                                                                                                                                                                       |                                                                     |
| (i) Stasie met een enkelfrekwensiekanaal .....                                                                                                                                                                                                 | 42,00                                                               |
| (ii) Stasie met meer as een enkelfrekwensiekanaal .....                                                                                                                                                                                        | 48,00                                                               |
| (iii) Stasie met dubbelfrekwensiekanaal .....                                                                                                                                                                                                  | 48,00                                                               |
| <b>3.8 Herhalerstasie (kyk item 5.6) .....</b>                                                                                                                                                                                                 | 48,00                                                               |
| <b>3.9 Spesiale radiodienst: Per lisensie .....</b>                                                                                                                                                                                            | 30,00                                                               |
| <b>3.10 Telemetriestasie .....</b>                                                                                                                                                                                                             | 18,00                                                               |
| <b>3.11 Lisensiegeld betaalbaar deur die Suid-Afrikaanse Nasionale Weermag, die Suid-Afrikaanse Polisiedienste, Telkom SA Bpk. en Transnet Bpk.:</b>                                                                                           |                                                                     |
| Per megahertz frekwensiespektrum .....                                                                                                                                                                                                         | 1 540,00                                                            |
| <b>3.12 Radioskakelstasie:</b>                                                                                                                                                                                                                 |                                                                     |
| (i) Enkelfrekwensieskakel onder 1 000 MHz (per beheer en/of verbindingpunt) .....                                                                                                                                                              | 42,00                                                               |
| (ii) Dubbelfrekwensieskakel onder 1 000 MHz (per beheer en/of verbindingpunt) .....                                                                                                                                                            | 48,00                                                               |
| (iii) Radioskakel bo 1 000 megahertz: Per MHz bereken op die toegekende bandbreedte per frekwensie (per beheer en/of verbindingpunt) .....                                                                                                     | 770,00                                                              |
| <b>4. SEEVAART</b>                                                                                                                                                                                                                             |                                                                     |
| <b>4.1 Baken .....</b>                                                                                                                                                                                                                         | 48,00                                                               |
| <b>4.2 Kusstasie:</b>                                                                                                                                                                                                                          |                                                                     |
| (i) Nie-kommersieel .....                                                                                                                                                                                                                      | 48,00                                                               |
| (ii) Kommersieel:                                                                                                                                                                                                                              |                                                                     |
| (a) In die medium- en hoë frekwensiebande; per basisstasie met—                                                                                                                                                                                |                                                                     |
| 1 tot 5 mobiele stasies .....                                                                                                                                                                                                                  | 2 028,00                                                            |
| 6 tot 10 mobiele stasies .....                                                                                                                                                                                                                 | 4 008,00                                                            |
| 11 tot 15 mobiele stasies .....                                                                                                                                                                                                                | 5 988,00                                                            |
| 16 tot 20 mobiele stasies .....                                                                                                                                                                                                                | 7 968,00                                                            |
| 21 en meer mobiele stasies .....                                                                                                                                                                                                               | 9 948,00                                                            |
| (b) In die baie hoë frekwensieband; per basisstasie met—                                                                                                                                                                                       |                                                                     |
| 1 tot 5 mobiele stasies .....                                                                                                                                                                                                                  | 1 238,00                                                            |
| 6 tot 10 mobiele stasies .....                                                                                                                                                                                                                 | 2 424,00                                                            |
| 11 tot 15 mobiele stasies .....                                                                                                                                                                                                                | 3 612,00                                                            |
| 16 tot 20 mobiele stasies .....                                                                                                                                                                                                                | 4 800,00                                                            |
| 21 en meer mobiele stasies .....                                                                                                                                                                                                               | 5 988,00                                                            |
| <b>4.3 Skeepsboordstasie: Maritieme frekwensieband .....</b>                                                                                                                                                                                   | 48,00                                                               |
| <b>4.4 Skepe wat op land mobiele frekwensies werk [Sien items 3.2 (iii) (b) en 3.5 (iv) (b)]</b>                                                                                                                                               |                                                                     |
| <b>5. RADIOKOMMUNIKASIESTELSELS</b>                                                                                                                                                                                                            |                                                                     |
| <b>5.1 Alarm:</b>                                                                                                                                                                                                                              |                                                                     |
| (i) Stedelike komplekse (Durban en Pietermaritzburg, Kaapse Skiereiland en omgewing, groter Johannesburg-, Pretoria- en Vereeniging-gebiede):<br>Per beheerkamer en per frekwensiekanaal: Minimum lisensiegeld soos vir 240 alarmstasies ..... | 4 320,00                                                            |
| (ii) Alle ander gebiede:<br>Per beheerkamer en per frekwensiekanaal: Minimum lisensiegeld soos vir 100 alarmstasies .....                                                                                                                      | 1 800,00                                                            |
| (iii) Uitbreidings: Minimum lisensiegeld soos vir 20 alarmstasies.                                                                                                                                                                             |                                                                     |

| Tipe radiokommunikasiediens                                                                                                                                                                                                                                                                    | Voorgeskrewe gelde per jaar, maar behoudens regulasie E1.1 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                | R                                                          |
| <b>5.2 Lasbeheer:</b> Minimum lisensiegeld soos vir 200 lasbeheerstasies.....                                                                                                                                                                                                                  | 240,00                                                     |
| <b>5.3 Boodskaphantering</b> (tweerigting):                                                                                                                                                                                                                                                    |                                                            |
| (i) Stedelike komplekse (Durban en Pietermaritzburg, Kaapse Skiereiland en omgewing, groter Johannesburg-, Pretoria- en Vereeniging-gebiede):                                                                                                                                                  |                                                            |
| (a) Per enkelfrekwensiekanaal: Minimum lisensiegeld soos vir 80 twee-<br>rigting mobiele stasies .....                                                                                                                                                                                         | 3 360,00                                                   |
| (b) Per dubbelfrekwensiekanaal: Minimum lisensiegeld soos vir 80<br>twee-<br>rigting mobiele stasies .....                                                                                                                                                                                     | 3 840,00                                                   |
| (ii) Alle ander gebiede:                                                                                                                                                                                                                                                                       |                                                            |
| (a) Per enkelfrekwensiekanaal: Minimum lisensiegeld soos vir 40<br>twee-<br>rigting mobiele stasies .....                                                                                                                                                                                      | 1 680,00                                                   |
| (b) Per dubbelfrekwensiekanaal: Minimum lisensiegeld soos vir 40<br>twee-<br>rigting mobiele stasies .....                                                                                                                                                                                     | 1 920,00                                                   |
| (iii) Uitbreidings: Minimum lisensiegeld soos vir 10 twee-<br>rigting mobiele stasies, enkel- of dubbelfrekwensie, na gelang van watter lisensiegeld van toepassing is.                                                                                                                        |                                                            |
| <b>5.4 Radioroep</b> (eenrigting):                                                                                                                                                                                                                                                             |                                                            |
| (i) Stedelike komplekse (Durban en Pietermaritzburg, Kaapse Skiereiland en omgewing, groter Johannesburg-, Pretoria- en Vereeniging-gebiede):                                                                                                                                                  |                                                            |
| Per beheerkamer en per frekwensiekanaal: Minimum lisensiegeld soos vir<br>240 eenrigtingroepstasies.....                                                                                                                                                                                       | 4 320,00                                                   |
| (ii) Alle ander gebiede:                                                                                                                                                                                                                                                                       |                                                            |
| Per beheerkamer en per frekwensiekanaal: Minimum lisensiegeld soos vir<br>100 eenrigtingroepstasies.....                                                                                                                                                                                       | 1 800,00                                                   |
| (iii) Uitbreidings: Minimum lisensiegeld soos vir 20 eenrigting roepstasies.                                                                                                                                                                                                                   |                                                            |
| <b>5.5 Radioban-<br/>ning:</b>                                                                                                                                                                                                                                                                 |                                                            |
| Alle gebiede:                                                                                                                                                                                                                                                                                  |                                                            |
| (a) Vir 'n maksimum van een beheerkanaal per basisstasie .....                                                                                                                                                                                                                                 | 48,00                                                      |
| (b) Vir elke bykomende dubbelfrekwensiekanaal of indien slegs een kanaal by<br>basisstasie gebruik word .....                                                                                                                                                                                  | 3 840,00                                                   |
| <b>5.6 Herhaler</b> (gemeenskaplik en privaat):                                                                                                                                                                                                                                                |                                                            |
| (i) Stedelike komplekse (Durban en Pietermaritzburg, Kaapse Skiereiland en omgewing, groter Johannesburg-, Pretoria- en Vereeniging-gebiede): Minimum<br>lisensiegeld soos vir 80 twee-<br>rigtingstasies .....                                                                                | 3 840,00                                                   |
| (ii) Alle ander gebiede: Minimum lisensiegeld soos vir 40 twee-<br>rigtingstasies.....                                                                                                                                                                                                         | 1 920,00                                                   |
| (iii) Uitbreidings: Minimum lisensiegeld soos vir 10 twee-<br>rigtingstasies.                                                                                                                                                                                                                  |                                                            |
| <b>5.7</b> Vir enige stasies wat gebruik word in die radiokommunikasiestelsel aangedui onder item 5 en wat verskil van dié waarop die minimum lisensiegeld gebaseer is, is die toepaslike voorgeskrewe lisensiegeld bykomend tot die minimum lisensiegeld vir die betrokke stelsel betaalbaar. |                                                            |
| <b>5.8 Sellulêre radiokommunikasiediens:</b>                                                                                                                                                                                                                                                   |                                                            |
| (i) C450:                                                                                                                                                                                                                                                                                      |                                                            |
| Jaarlikse allesinsluitende lisensiegeld betaalbaar jaarliks vooruit op 1 Junie ....                                                                                                                                                                                                            | 1 300 000,00                                               |
| (ii) GSM:                                                                                                                                                                                                                                                                                      |                                                            |
| (a) Basiese geld .....                                                                                                                                                                                                                                                                         | 5 000 000,00                                               |
| (b) Addisionele geld per 200 kHz-frekwensiepaar.....                                                                                                                                                                                                                                           | 20 000,00                                                  |
| (c) 'n Verdere jaarlikse lisensiegeld van 5% van die netto bedryfs-<br>inkomste van die lisensiehouer.                                                                                                                                                                                         |                                                            |

| Tipe radiokommunikasiediens                                                                                                                                                                                                                                                                                                                                                                                                            | Voorgeskrewe gelde per jaar, maar behoudens regulasie E1.1 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                        | R                                                          |
| (d) Plus addisionele geld soos volg betaalbaar:                                                                                                                                                                                                                                                                                                                                                                                        |                                                            |
| (i) By datum van uitreiking van lisensie.....                                                                                                                                                                                                                                                                                                                                                                                          | 10 000 000,00                                              |
| (ii) Op 1 Junie 1994.....                                                                                                                                                                                                                                                                                                                                                                                                              | 10 000 000,00                                              |
| (iii) Op 1 Junie 1995.....                                                                                                                                                                                                                                                                                                                                                                                                             | 22 310 000,00                                              |
| (iv) Op 1 Junie 1996.....                                                                                                                                                                                                                                                                                                                                                                                                              | 24 900 000,00                                              |
| (v) Op 1 Junie 1997.....                                                                                                                                                                                                                                                                                                                                                                                                               | 27 780 000,00                                              |
| (vi) Op 1 Junie 1998.....                                                                                                                                                                                                                                                                                                                                                                                                              | 30 990 000,00                                              |
| (vii) Daaropvolgende jare.....                                                                                                                                                                                                                                                                                                                                                                                                         | Geen                                                       |
| 5.9 Die Posmeester-generaal kan onderhewig aan 'n bewilliging wat in 'n Poskantoorbegrotingswet ten opsigte van 'n bepaalde boekjaar gemaak is en tot die mate waartoe daar in die betrokke Poskantoorbegrotingswet voorsiening gemaak is, ten opsigte van alle gelde of enige gedeelte daarvan wat kragtens regulasie 5.8 (ii) (c) ingevorder en in die Poskantoorfonds gestort is sodanige gelde aan die staatinkomste-fonds oordra. |                                                            |
| 5.10 Draadlose data telekommunikasiedienste:                                                                                                                                                                                                                                                                                                                                                                                           |                                                            |
| Draadlose data uitbreidings aan die Publieke Data Skakel Netwerk (PDSN):                                                                                                                                                                                                                                                                                                                                                               |                                                            |
| (a) Telekommunikasiefooi betaalbaar met uitreiking van die telekom-munikasielisensie .....                                                                                                                                                                                                                                                                                                                                             | 500 000,00                                                 |
| (b) Jaarlikse lisensiefooi van 1% van die netto bedryfsinkomste van die lisensiehouer .....                                                                                                                                                                                                                                                                                                                                            |                                                            |
| (c) Per toegekende nasionale 12,5 kHz frekwensiepaar .....                                                                                                                                                                                                                                                                                                                                                                             | 25 000,00                                                  |
| 5.11 "Pub games" radiostelsels: Per lisensie ongeag die hoeveelheid stelsels in werking.....                                                                                                                                                                                                                                                                                                                                           | 5 000,00                                                   |
| 5.12 Uitsaaiband subdraerstelsel: Per frekwensie van subdraer wat gebruik word.....                                                                                                                                                                                                                                                                                                                                                    | 8 000,00                                                   |
| 5.13 Video konferensiestelsel .....                                                                                                                                                                                                                                                                                                                                                                                                    | 50 000,00                                                  |
| 5.14 Mikrogolf Multipunt Verspreidingsstelsel (MMVS) .....                                                                                                                                                                                                                                                                                                                                                                             | 50 000,00                                                  |
| 5.15 Wye Area Netwerk (volledige stelsel) .....                                                                                                                                                                                                                                                                                                                                                                                        | 5 000,00                                                   |
| 5.16 Digitale Europese Snoerlose Telekommunikasie (DEST) snoerlose telefoon-stelsel .....                                                                                                                                                                                                                                                                                                                                              | 1 540,00                                                   |
| 5.17 Draadlose Lokalelus (DLL) (volledige stelsel) .....                                                                                                                                                                                                                                                                                                                                                                               | 10 000,00                                                  |
| 6. SATELLIET                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                            |
| 6.1 Inmarsat:                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                            |
| (i) Land-mobiele diens:                                                                                                                                                                                                                                                                                                                                                                                                                |                                                            |
| (a) A-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 396,00                                                     |
| (b) B-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 396,00                                                     |
| (c) C-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 168,00                                                     |
| (d) M-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 396,00                                                     |
| (ii) Seevaart:                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                            |
| (a) A-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 396,00                                                     |
| (b) B-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 396,00                                                     |
| (c) C-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 168,00                                                     |
| (d) M-terminaal .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 396,00                                                     |
| 6.2 Opskakel uitsaai sein distribusie vaste satelliet aardstasie .....                                                                                                                                                                                                                                                                                                                                                                 | 50 000,00                                                  |
| 6.3 Mobiele of vaste satelliet nuusversamelingstasie .....                                                                                                                                                                                                                                                                                                                                                                             | 50 000,00                                                  |
| 7. DIVERSE                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                            |
| (i) Rekenaardrukstuk per lisensie/sertifikaat.....                                                                                                                                                                                                                                                                                                                                                                                     | 18,00                                                      |
| (ii) Duplikaat per lisensie/sertifikaat.....                                                                                                                                                                                                                                                                                                                                                                                           | 18,00                                                      |
| (iii) Nuwe lisensie waar die naam en/of titel van die lisensiehouer verander .....                                                                                                                                                                                                                                                                                                                                                     | 24,00                                                      |

| Tipe radiokommunikasiediens                                                                                              | Voorgeskrewe gelde per jaar, maar behoudens regulasie E1.1 |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
|                                                                                                                          | R                                                          |
| (iv) Radiohandelaarsregistrasiesertifikaat .....                                                                         | 33,00                                                      |
| (v) Oorname van 'n radiokommunikasiediens: Toepaslike voorgeskrewe lisensiegeld vir die betrokke radiokommunikasiediens. |                                                            |
| (vi) Tydelike lisensie: Voorgeskrewe toepaslike lisensiegeld soos vir 'n minimum tydperk van een jaar.                   |                                                            |

**E1.1** Die gelde aangedui teenoor item 1 (iii), 1 (iv) en 7 [behalwe item 7 (iv) en 7 (v)] is per geleentheid betaalbaar. Die gelde betaalbaar ten opsigte van lisensies en sertifikate wat gedurende die lisensiejaar uitgereik word, word soos volg bereken:

- (1) Indien 'n lisensie of sertifikaat bedoel in regulasie E1 gedurende die lisensiejaar uitgereik word, is die volgende gelde betaalbaar, behoudens subregulasie (2)—
  - (a) ten opsigte van 'n lisensie of sertifikaat wat in die eerste maand van 'n lisensiejaar uitgereik word—volle voorgeskrewe geld;
  - (b) ten opsigte van 'n lisensie of sertifikaat wat in die tweede maand van 'n lisensiejaar uitgereik word—elf twaalfdes van die voorgeskrewe geld;
  - (c) ten opsigte van 'n lisensie of sertifikaat wat in die derde maand van 'n lisensiejaar uitgereik word—tien twaalfdes van die voorgeskrewe geld;
  - (d) ten opsigte van 'n lisensie of sertifikaat wat in die vierde maand van 'n lisensiejaar uitgereik word—nege twaalfdes van die voorgeskrewe geld;
  - (e) ten opsigte van 'n lisensie of sertifikaat wat in die vyfde maand van 'n lisensiejaar uitgereik word—agttwaalfdes van die voorgeskrewe geld;
  - (f) ten opsigte van 'n lisensie of sertifikaat wat in die sesde maand van 'n lisensiejaar uitgereik word—sewettwaalfdes van die voorgeskrewe geld;
  - (g) ten opsigte van 'n lisensie of sertifikaat wat in die sewende maand van 'n lisensiejaar uitgereik word—sestwaalfdes van die voorgeskrewe geld;
  - (h) ten opsigte van 'n lisensie of sertifikaat wat in die agtste maand van 'n lisensiejaar uitgereik word—vyftwaalfdes van die voorgeskrewe geld;
  - (i) ten opsigte van 'n lisensie of sertifikaat wat in die negende maand van 'n lisensiejaar uitgereik word—viertwaalfdes van die voorgeskrewe geld; en
  - (j) ten opsigte van 'n lisensie of sertifikaat wat in die tiende, elfde of twaalfde maand van 'n lisensiejaar uitgereik word—drietwaalfdes van die voorgeskrewe geld plus die voorgeskrewe geld vir die daaropvolgende jaar.
- (2) Indien die bedrag van 'n geld wat ooreenkomstig subregulasie (1) bereken word op 'n breukdeel van 'n sent neerkom, word daardie breukdeel afgerond tot 'n volle sent.

## E2 Eksamen- en sertifikaatgelde

Die gelde hieronder is betaalbaar met die oog op die aflegging van die eksamen aangedui of ter verkryging van die betrokke sertifikate.

Sertifikaat, doel waarvoor benodig en eksamengeld tensy anders vermeld:

|                                                                                                                                                                                                                                                                                                                                                                 |       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|                                                                                                                                                                                                                                                                                                                                                                 | R     |
| (i) Uitreiking van Amateurradio-operateursertifikaat: Voorvereiste vir 'n amateurradiostasielisensie .....                                                                                                                                                                                                                                                      | 30,00 |
| (ii) Algemene Operateursertifikaat (Seevaart): Verrigting van die pligte op 'n skip onderworpe aan die vereistes van die Globale Maritieme Nood- en Veiligheidstelsel: Uitreiking van sertifikaat .....                                                                                                                                                         | 30,00 |
| (iii) Beperkte Sertifikaat vir Radiotelefoonoperateur (Seevaart): Bediening van 'n radiotelefooninstallasie op 'n skip, indien—                                                                                                                                                                                                                                 |       |
| (a) die draergolfdrywing van die sender nie 50 W oorskry nie, of                                                                                                                                                                                                                                                                                                |       |
| (b) die bediening van die sender slegs die gebruik van eenvoudige uitwendige skakeltoestelle vereis, alle handinstemming van die frekwensie-bepalende elemente uitgesluit is, en die stabiliteit van die frekwensies deur die sender self binne voorgeskrewe toleransiegrense gehandhaaf word en die topomhullingsdrying van die sender nie 1,5 kW oorskry nie. |       |
| Uitreiking van sertifikaat .....                                                                                                                                                                                                                                                                                                                                | 30,00 |
| Herhaling per vak .....                                                                                                                                                                                                                                                                                                                                         | 18,00 |

R

|                                                                                                                                                                                                                                    |       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| (iv) Beperkte Operateursertifikaat (Sewvaart): Verrigting van die pligte op 'n skip onderworpe aan die vereistes van die Globale Maritieme Nood- en Veiligheidstelsel: Uitreiking van sertifikaat .....                            | 30,00 |
| (v) Algemene Sertifikaat van Bekwaamheid in Radiotelefonie (Lugvaart): Bediening van 'n radiotelefooninstallasie aan boord van enige lugvaartuig: Uitreiking van sertifikaat .....                                                 | 30,00 |
| (vi) Beperkte Sertifikaat vir radiotelefoonoperateur (Lugvaart): Bediening deur die houer van ten minste 'n privaat vlieënierslisensie van 'n radiotelefooninstallasie aan boord van lugvaartuie: Uitreiking van sertifikaat ..... | 30,00 |
| (vii) Magtiging om Radio-apparaat te bedien: Magtiging van die houer van enige bekwaamheidsertifikaat om radio-apparaat ooreenkomstig die bepalings van daardie sertifikaat te bedien .....                                        | 30,00 |
| (viii) Duplikaat: Vervanging van enige van die bogenoemde dokumente .....                                                                                                                                                          | 30,00 |

Hierdie regulasies tree op **1 Januarie 1997** in werking.

## DEPARTMENT OF TRANSPORT DEPARTEMENT VAN VERVOER

No. R. 1679

18 October 1996

### THIRTY-EIGHTH AMENDMENT OF THE AIR NAVIGATION REGULATIONS MADE UNDER THE AVIATION ACT, 1962

#### 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. 1794 of 24 June 1992, 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, R. 443 of 24 March 1995, R. 45 of 19 January 1996, R. 100 of 26 January 1996, R. 99 of 26 January 1996, R. 131 of 2 February 1996, R. 345 of 1 March 1996, and R. 1338 of 16 August 1996.

#### *Amendment of Annexure A of the Regulations*

Annexure A of the Regulations is hereby amended by the substitution of subparagraph A.1 (i) with the following subparagraph:

#### A.1 (i) **Examinations**

e.1 Fees for examination sittings at the Department of Transport, Forum Building, Struben Street, Pretoria, and also at any other venue outside Pretoria:

#### *Examinations at Pretoria*

|                                                                |         |
|----------------------------------------------------------------|---------|
| (i) Flight engineer, per subject .....                         | R85,00  |
| (ii) Flight navigator, complete examination (on request) ..... | N/A     |
| (iii) Instrument rating, per subject .....                     | R85,00  |
| (iv) Commercial pilot, per subject .....                       | R85,00  |
| (v) Airline transport pilot, per subject .....                 | R85,00  |
| (vi) Category aeroplane to helicopter, per paper .....         | R85,00  |
| (vii) Aircraft maintenance engineer, per paper .....           | N/A     |
| (viii) Flight instructor rating, per paper .....               | N/A     |
| (ix) Flight instructor endorsement .....                       | N/A     |
| (x) Airline transport pilot validation .....                   | R140,00 |
| (xi) Commercial pilot validation .....                         | R140,00 |
| (xii) Flight engineer validation .....                         | R140,00 |
| (xiii) Private pilot with instrument rating validation .....   | R140,00 |



*Examinations outside Pretoria*

|                                                               |         |
|---------------------------------------------------------------|---------|
| (i) Flight engineer, per subject.....                         | R120,00 |
| (ii) Flight navigator, complete examination (on request)..... | R645,00 |
| (iii) Instrument rating, per subject .....                    | R120,00 |
| (iv) Commercial pilot, per subject.....                       | R120,00 |
| (v) Airline transport pilot, per subject .....                | R120,00 |
| (vi) Category aeroplane to helicopter, per paper .....        | R120,00 |
| (vii) Aircraft maintenance engineer, per paper.....           | R120,00 |
| (viii) Flight instructor rating, per paper.....               | R140,00 |
| (ix) Flight instructor endorsement .....                      | R140,00 |
| (x) Airline transport pilot validation .....                  | R140,00 |
| (xi) Commercial pilot validation .....                        | R140,00 |
| (xii) Flight engineer validation .....                        | R140,00 |
| (xiii) Private pilot with instrument rating validation.....   | R140,00 |

Increased fees will be effective from the date of publication.

No. R. 1679

18 Oktober 1996

**AGT-EN-DERTIGSTE WYSIGING VAN DIE LUGVAARTREGULASIES  
UITGEVAARDIG KRAGTENS DIE LUGVAARTWET, 1962**

**BYLAE****Woordomskrywing**

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken "die Regulasies" die Lugvaartregulasies afgekondig deur Goewermentskennisgewing No. R. 141 van 30 Januarie 1976, soos gewysig deur 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. 1794 van 24 Junie 1992, 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, R. 443 van 24 Maart 1995, R. 45 van 19 Januarie 1996, R. 100 van 26 Januarie 1996, R. 99 van 26 Januarie 1996, R. 131 van 2 Februarie 1996, R. 345 van 1 Maart 1996 en R. 1338 van 16 Augustus 1996.

**Wysiging van Aanhangsel A van die Regulasies**

Aanhangsel A van die Regulasies word hiermee gewysig deur subparagraaf A. 1 (i) te vervang met die volgende subparagraaf:

**A.1 (i) Eksamens**

- e.1 Gelde vir eksamensittings by die Departement van Vervoer, Forumgebou, Strubenstraat, Pretoria, en ook by enige ander plek buite Pretoria:

**Eksamens in Pretoria**

|                                                                     |         |
|---------------------------------------------------------------------|---------|
| (i) Boordingenieur, per vak .....                                   | R85,00  |
| (ii) Boordnavigator, volledige eksamen (op versoek).....            | NVT     |
| (iii) Instrument gradering, per vak .....                           | R85,00  |
| (iv) Handelsvlieënier, per vak .....                                | R85,00  |
| (v) Luglyntransportvlieënier, per vak .....                         | R85,00  |
| (vi) Kategorie vliegtuig na helikopter, per vraestel .....          | R85,00  |
| (vii) Lugvaartuigonderhoudsingenieur, per vraestel.....             | NVT     |
| (viii) Vluginstrukteursgradering, per vraestel .....                | NVT     |
| (ix) Vluginstrukteurs-endorsement.....                              | NVT     |
| (x) Luglyntransportvlieënier, geldigmaking .....                    | R140,00 |
| (xi) Handelsvlieënier, geldigmaking.....                            | R140,00 |
| (xii) Boordingenieur, geldigmaking .....                            | R140,00 |
| (xiii) Privaatvlieënier met instrumentgradering, geldigmaking ..... | R140,00 |

*Eksamens buite Pretoria*

|                                                                     |         |
|---------------------------------------------------------------------|---------|
| (i) Boordingenieur, per vak .....                                   | R120,00 |
| (ii) Boordnavigator, volledige eksamen (op versoek) .....           | R645,00 |
| (iii) Instrument gradering, per vak .....                           | R120,00 |
| (iv) Handelsvlieënier, per vak .....                                | R120,00 |
| (v) Luglyntransportvlieënier, per vak .....                         | R120,00 |
| (vi) Kategorie vliegtuig na helikopter, per vraestel .....          | R120,00 |
| (vii) Lugvaartuigonderhoudsingenieur, per vraestel .....            | R120,00 |
| (viii) Vluginstrukteursgradering, per vraestel .....                | R140,00 |
| (ix) Vluginstrukteurs-endossement .....                             | R140,00 |
| (x) Luglyntransportvlieënier, geldigmaking .....                    | R140,00 |
| (xi) Handelsvlieënier, geldigmaking .....                           | R140,00 |
| (xii) Boordingenieur, geldigmaking .....                            | R140,00 |
| (xiii) Privaatvlieënier met instrumentgradering, geldigmaking ..... | R140,00 |

Verhoogde gelde sal in werking tree op die dag van publikasie.

**No. R. 1697**

**18 October 1996**

**ROAD TRAFFIC ACT, 1989 (ACT No. 29 OF 1989)**

Under the powers vested in me by section 132 of the Road Traffic Act, 1989 (Act No. 29 of 1989), and by regulation 35 (a) of the tenth amendment to the Road Traffic Regulations as published by Government Notice No. R. 3172 of 20 November 1992 and amended by Government Notices Nos. R. 766 of 30 April 1993 and R. 1878 of 18 October 1993, and by regulation 50 of the twenty-second amendment to the Road Traffic Regulations as published by Government Notice No. R. 926 of 30 June 1995 and amended by Government Notice No. R. 1076 of 28 June 1996, I, Sathyandranath Ragunanan Maharaj, hereby determine **21 October 1996** as the date on which the regulations referred to in the said regulation 35 (a), and regulations 42 (b), 42 (f) and 49 of the regulations referred to in regulation 50 (1) (g), shall come into operation in respect of the Johannesburg registering authorities.

**S. R. MAHARAJ**

**Minister of Transport**

**No. R. 1697**

**18 Oktober 1996**

**PADVERKEERSWET, 1989 (WET No. 29 VAN 1989)**

Kragtens die bevoegdheid my verleen by artikel 132 van die Padverkeerswet, 1989 (Wet No. 29 van 1989), en by regulasie 35 (a) van die tiende wysiging van die Padverkeersregulasies, soos gepubliseer by Goewermentskennisgewing No. R. 3172 van 20 November 1992 en gewysig by Goewermentskennisgewings Nos. R. 766 van 30 April 1993 en R. 1878 van 18 Oktober 1993, en by regulasie 50 van die twee-en-twintigste wysiging van die Padverkeersregulasies, soos gepubliseer by Goewermentskennisgewing No. R. 926 van 30 Junie 1995 en gewysig by Goewermentskennisgewing No. R. 1076 van 28 Junie 1996, bepaal ek, Sathyandranath Ragunanan Maharaj, hierby **21 Oktober 1996** as die datum waarop die regulasies bedoel in die vermelde regulasie 35 (a), en regulasies 42 (b), 42 (f) en 49 bedoel in regulasie 50 (1) (g), ten opsigte van die Johannesburg registrasie-owerheid in werking tree.

**S. R. MAHARAJ**

**Minister van Vervoer**

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

**No. R. 1672**

**18 October 1996**

**LABOUR RELATIONS ACT, 1956**

**ELECTRICAL INDUSTRY (NATAL): AMENDMENT OF AGREEMENT FOR THE  
ELECTRICAL CONTRACTING SECTION**

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1997, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the 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 31 January 1997, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

**T. T. MBOWENI**

**Minister of Labour**

## **SCHEDULE**

### **INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)**

#### **ELECTRICAL CONTRACTING SECTION**

#### **AGREEMENT**

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

#### **Electrical Contractors' Association (South Africa)**

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

#### **South African Electrical Workers' Association**

and the

#### **Metal and Electrical Workers' Union of South Africa**

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

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice No. R. 2748 of 11 December 1987 (hereinafter referred to as the "Re-enacting Agreement"), as renewed and amended by Government Notices Nos. R. 1430 of 15 July 1988, R. 1660 of 19 August 1988, R. 726 of 14 April 1989, R. 1528 of 14 July 1989, R. 2106 of 29 September 1989, R. 397 of 23 February 1990, R. 398 of 23 February 1990, R. 1321 of 15 June 1990, R. 2550 of 2 November 1990, R. 136 of 25 January 1991, R. 1636 of 12 July 1991, R. 2413 of 4 October 1991, R. 2589 of 1 November 1991, R. 1747 of 26 June 1992, R. 2115 of 24 July 1992, R. 2356 of 21 August 1992, R. 2075 of 5 November 1993, R. 2480 of 24 December 1993, R. 1173 of 1 July 1994, R. 1229 of 15 July 1994, R. 2033 of 25 November 1994, R. 1008 of 7 July 1995, R. 1233 of 18 August 1995 and R. 1702 of 3 November 1995.

## **PART I**

### **GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT**

#### **1. SCOPE OF APPLICATION**

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

- (a) who are members of the employers' organisation and the trade unions, respectively; and
- (b) who are engaged or employed in the Industry in the Province of Natal, excluding any portions of that area falling within the self-governing territory of KwaZulu, as Natal and KwaZulu existed immediately prior to the date of coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

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

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

#### **2. SPECIAL PROVISIONS**

Substitute the following for clause 3 of the Re-enacting Agreement:

#### **"3. SPECIAL PROVISIONS**

The provisions contained in clauses 8 (2) (a) (vii), 18, 34, 35, 36 and 37 (3) of Part 1 of the Agreement published under Government Notice No. R. 967 of 13 May 1983, as amended and re-enacted by Government Notices Nos. R. 25 of 6 January 1984, R. 1287 of 29 June 1984, R. 1367 of 21 June 1985, R. 995 of 23 May 1986, R. 1342 of 27 June 1986, R. 2748 of 11 December 1987, R. 1660 of 19 August 1988, R. 398 of 23 February 1990, R. 637 of 23 March 1990, R. 136 of 25 January 1991, R. 2589 of 1 November 1991, R. 2115 of 24 July 1992, R. 2356 of 21 August 1992 and R. 2480 of 24 December 1993 (hereinafter referred to as the "Former Agreement"); as amended, re-enacted and extended or renewed from time to time, shall apply to employers and employees."

**3. GENERAL PROVISIONS**

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

**"4. GENERAL PROVISIONS**

The provisions contained in clauses 3 to 8 (2) (a) (vi), 8 (2) (b) to 17, 19 to 33, 37 (1) and (2) and 38 to 41 of Part I and clauses 1 to 7 of Part II (as amended by clauses 4, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16 and 17 hereunder) of the Former Agreement shall apply to employers and employees."

**4. CLAUSE 3: DEFINITIONS**

- (1) Insert the following new definition after the definition of "Act":

"**'abscond'** means absence from work by an employee for a period in excess of five consecutive working days without informing or notifying the employer of the reasons therefor, or an employee deserting his employment for reasons unknown to the employer."

- (2) In the definition of "apprentice", substitute the expression "Department of Labour" for the expression "Department of Manpower".

- (3) In the definition of "public holiday" substitute the expression "Public Holidays Act, 1994 (Act No. 36 of 1994)" for the expression "Public Holidays Act, 1952 (Act No. 5 of 1952)".

- (4) Insert the following new definition after the definition of "remuneration":

"**'retrenchment'** means a termination of employment as result of a shortage of work or the closure of the business."

**5. CLAUSE 12: PAID SICK LEAVE**

In subclause (5) (a), substitute the expression "Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993)" for the expression "Workmen's Compensation Act, 1941 (Act No. 30 of 1941)".

**6. CLAUSE 13: INJURY ON DUTY ALLOWANCE**

In subclause (1) and (2), substitute the expression "Compensation for Occupational Injuries and Diseases Act, 1993" for the expression "Workmen's Compensation Act, 1941".

**7. CLAUSE 13bis: EXTENSION OF INSURANCE COVER FOR INJURY ON DUTY**

In clause 13bis, substitute the expression "Compensation for Occupational Injuries and Diseases Act" for the expression "Workmen's Compensation Act, 1941".

**8. CLAUSE 16: TERMINATION OF EMPLOYMENT AND SEVERANCE PAY**

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

"(1) Not less than five clear working days' notice shall be given by the employer or the employee to terminate a contract of service, and such notice shall be in writing unless given by an illiterate employee; Provided that this shall not affect—

- (a) the right of the employer or an employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;
- (b) any agreement between an employer and an employee providing for a longer period of notice than five clear working days: Provided further that an employer may pay an employee wages for and in lieu of the prescribed or agreed period of notice."

- (2) Substitute the following for the existing subclauses (2), (3) and (4):

"(2) Whenever the contract of service is terminable by five clear working days' notice and the employee fails to give the notice or to work such notice period, the employer may deduct the wages for the notice period concerned. Should the employer fail to give the notice or to allow the employee to work such notice period, the employee shall receive wages for the notice period concerned.

(3) Whenever an employee is retrenched he shall be paid, in addition to any other moneys due to him, severance pay of not less than five days' wages for each completed year of service with the same employer.

(4) Notwithstanding the provisions of subclause (1), not less than five working days' notice shall be given by the employer to an employee to terminate a contract of service, where such termination is as a result of retrenchment: Provided that the employees affected, the Council and any trade union or unions which may represent the employees shall be informed at least 14 days prior to notice of retrenchment being given."



## 9. CLAUSE 19: ELECTRICAL DEVELOPMENT AND TRAINING FUND FOR THE ELECTRICAL CONTRACTING INDUSTRY

In subclause (5), substitute the expression "Director-General of Labour" for the expression "Director-General of Manpower".

### PART II

#### 1. CLAUSE 1: ALLOWANCES

Substitute the following for the existing subclause (1) (e) (ii):

- "(ii) Where an employee who, by reason of his employment, is away from his usual working place and is required by his employer to live away from his usual domicile, meals and accommodation shall be paid for or provided on the job by the employer. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site, the employee shall be paid a subsistence allowance of R40 for each night he is required by his employer to live away from his usual domicile.

The accommodation supplied on site shall include a bed and a mattress. where meals are supplied by the employer on site, he shall not be required to pay a subsistence allowance, but the standard of the meals provided shall be commensurate with the subsistence allowance that would have been paid in terms of this subclause."

#### 2. CLAUSE 4: SCHEDULE OF WAGES AND/OR EARNINGS

Substitute the following for the existing clause 4:

With effect from the date of coming into operation of this Agreement, no employer shall pay and no employee shall accept wages at rates lower than the following: Provided that where an employee carries out work in an area for which higher wages are prescribed than those which apply in the area in which the employer's business is situated, such employees shall be paid no less than the minimum wages prescribed for such higher rated area for the duration of the period during which such employee works in such higher rated area:

|                                                                  | Area A<br>Per hour<br>Cents | Area B<br>Per hour<br>Cents |
|------------------------------------------------------------------|-----------------------------|-----------------------------|
| Master installation electrician.....                             | 2 389                       | 2 031                       |
| Installation electrician.....                                    | 2 200                       | 1 869                       |
| Electrical tester for single phase.....                          | 2 008                       | 1 706                       |
| Electrician, domestic appliance mechanic and other artisans..... | 1 912                       | 1 624                       |
| Elconop 3.....                                                   | 1 391                       | 1 183                       |
| Elconop 2.....                                                   | 1 179                       | 1 003                       |
| Elconop 1.....                                                   | 727                         | 618                         |
| Domestic appliance repairer.....                                 | 897                         | 763                         |
| Driver of a vehicle the unladen mass of which is—                |                             |                             |
| (a) up to 3 500 kg.....                                          | 800                         | 679                         |
| (b) from 3 501 kg to 9 000 kg.....                               | 945                         | 804                         |
| (c) 9 001 kg and over.....                                       | 1 052                       | 893                         |
| Labourer.....                                                    | 627                         | 531".                       |

#### 3. CLAUSE 4bis: GUARANTEED MINIMUM INCREASES AND OFFSET

In subclause (1), substitute the expression "five per cent" for the expression "4 per cent".

#### 4. CLAUSE 5: LEAVE BONUS

(1) Substitute the following for the existing subclauses 3 (a) and 3 (b):

- "(3) (a) When a master installation electrician, installation electrician, electrical tester for single phase, electrician, artisan, Elconop 3 or Elconop 2 voluntarily resigns from his employment after completing at least 150 shifts in the current leave cycle with the same employer, such employer shall pay to the Council, on the form prescribed by the Council, within seven days of termination of employment, a *pro rata* leave bonus in accordance with the following formula:

$$\frac{\text{Number of completed working days with employer in present leave cycle}}{\text{}} \times \text{Leave bonus applicable to such employee} \times \text{ordinary daily remuneration}$$

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- (b) Where a master installation electrician, installation electrician, electrical tester for single phase, electrician, artisan, Elconop 3 or Elconop 2 voluntarily resigns from his employment after completing 235 shifts with the same employer, but before his annual leave has been granted to him, his employer shall pay him the leave bonus due in terms of subclause (1) in respect of the period of leave which has accrued but was not granted before the date of his resignation."



(2) Substitute the following for the existing subclause (4):

"(4) When a driver, Elconop 1, domestic appliance repairer or labourer voluntarily resigns from his employment after completing at least 150 shifts in the current leave cycle with the same employer, such employer shall pay him the *pro rata* leave bonus in accordance with the following formula:

$$\frac{\text{Number of completed working days with employer in present leave cycle}}{235} \times \text{Leave bonus applicable to such employee x ordinary daily remuneration}$$

235".

(3) Substitute the following for the existing subclause (5):

"(5) Notwithstanding the provisions of subclauses (3) and (4), no employee for whom wages are prescribed in this Agreement shall be entitled to the leave bonus if he has absconded or is dismissed following a fair disciplinary enquiry: Provided that should such employee have completed 235 shifts with the same employer, but absconds or is dismissed before his annual leave is granted to him, his employer shall pay him the leave bonus due in terms of subclause (1)."

(4) Insert the following new subclause (6):

"(6) An employee who absconds or is fairly dismissed and who is aggrieved by the application to him of the provisions of subclause (5) may appeal to the Council against the decision applied to him and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case."

(5) Insert the following new subclause (7):

"(7) Periods of absence on account of sickness aggregating not more than 43 shifts in any one qualifying period for the leave bonus shall count for the leave bonus: Provided that an employer shall be entitled to call upon the employee for a medical certificate as proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for the leave bonus purposes if such accident has been admitted as falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, and the periods of absence counting for purposes of the leave bonus shall be the periods of disablement admitted by the said Act."

Signed on behalf of the parties this 2nd day of July 1996.

**B. CARR**  
Chairman of Council

**W. BILJON**  
Member of Council

**R. E. REDFERN**  
Secretary of Council

**No. R. 1672**

**18 Oktober 1996**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**ELEKTROTEGNIËSE NYWERHEID (NATAL): WYSIGING VAN OOREENKOMS VIR DIE  
ELEKTROTEGNIËSE AANNEMINGSEKSIE**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

**T. T. MBOWENI**  
Minister van Arbeid

**BYLAE****NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE NYWERHEID (NATAL)****ELEKTROTEGNIËSE AANNEMINGSEKSIE****OOREENKOMS**

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

**Electrical Contractors' Association (South Africa)**

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

**South African Electrical Workers' Association**

en die

**Metal and Electrical Workers' Union of South Africa**

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal),

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2748 van 11 Desember 1987 (hierna die "Herbekragtigingsooreenkoms" genoem), soos hernieu en gewysig by Goewermentskennisgewings Nos. R. 1430 van 15 Julie 1988, R. 1660 van 19 Augustus 1988, R. 726 van 14 April 1989, R. 1528 van 14 Julie 1989, R. 2106 van 29 September 1989, R. 397 van 23 Februarie 1990, R. 398 van 23 Februarie 1990, R. 1321 van 15 Junie 1990, R. 2550 van 2 November 1990, R. 136 van 25 Januarie 1991, R. 1636 van 12 Julie 1991, R. 2413 van 4 Oktober 1991, R. 2589 van 1 November 1991, R. 1747 van 26 Junie 1992, R. 2115 van 24 Julie 1992, R. 2356 van 21 Augustus 1992, R. 2075 van 5 November 1993, R. 2480 van 24 Desember 1993, R. 1173 van 1 Julie 1994, R. 1229 van 15 Julie 1994, R. 2033 van 25 November 1994, R. 1008 van 7 Julie 1995, R. 1233 van 18 Augustus 1995 en R. 1702 van 3 November 1995.

**DEEL I****ALGEMENE VOORWAARDES VAN TOEPASSING OP HIERDIE HELE OOREENKOMS****1. TOEPASSINGSBESTEK**

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

- (a) wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is; en
- (b) wat betrokke is by of in diens is in die Nywerheid in die provinsie Natal, uitgesonderd enige gedeeltes van die gebied wat binne die selfregerende gebied KwaZulu val, soos Natal en KwaZulu bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

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

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

**2. SPESIALE BEPALINGS**

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

**"3. SPESIALE BEPALINGS**

Die bepalinge van klousules 8 (2) (a) (vii), 18, 34, 35, 36 en 37 (3) van Deel 1 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 967 van 13 Mei 1983, soos gewysig en herbekragtig by Goewermentskennisgewings Nos. R. 25 van 6 Januarie 1984, R. 1287 van 29 Junie 1984, R. 1367 van 21 Junie 1985, R. 995 van 23 Mei 1986, R. 1342 van 27 Junie 1986, R. 2748 van 11 Desember 1987, R. 1660 van 19 Augustus 1988, R. 398 van 23 Februarie 1990, R. 637 van 23 Maart 1990, R. 136 van 25 Januarie 1991, R. 2589 van 1 November 1991, R. 2115 van 24 Julie 1992, R. 2356 van 21 Augustus 1992 en R. 2480 van 24 Desember 1993 (hierna die "Vorige Ooreenkoms" genoem), soos van tyd tot tyd gewysig, herbekragtig en verleng of hernieu, is van toepassing op werkgewers en werknemers."

**3. ALGEMENE BEPALINGS**

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

**"4. ALGEMENE BEPALINGS**

Die bepalinge vervat in klousules 3 tot 8 (2) (a) (vi), 8 (2) (b) tot 17, 19 tot 33, 37 (1) en (2) en 38 tot 41 van Deel I en klousules 1 tot 7 van Deel II (soos gewysig by klousules 4, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16 en 17 hieronder) van die Vorige Ooreenkoms is van toepassing op werkgewers en werknemers."

**4. KLOUSULE 3: WOORDOMSKRYWING**

- (1) Voeg die volgende nuwe omskrywing in na die omskrywing van "Wet":

"'dros' beteken die afwesigheid van 'n werknemer van sy werkplek vir 'n tydperk van meer as vyf agtereenvolgende werkdade sonder om die werkgewer dienooreenkomstig ten opsigte van die redes hiervoor in kennis te stel, of 'n werknemer wat sy werkplek verlaat weens redes wat vir sy werkgewer onbekend is".

- (2) In die omskrywing van "vakleerlinge" vervang die uitdrukking "Departement van Mannekrag" deur die uitdrukking "Departement van Arbeid".

- (3) In die omskrywing van "openbare vakansiedag" vervang die uitdrukking "Wet op Openbare Feesdae, 1952 (Wet No. 5 van 1952)", deur die uitdrukking "Wet op Openbare Vakansiedae, 1994 (Wet No. 36 van 1994)".

- (4) Voeg die volgende nuwe omskrywing in na die omskrywing van "besoldiging":

"'afdanking' beteken beëindiging van diens as gevolg van 'n tekort aan werk of sluiting van die besigheid".

**5. KLOUSULE 12: SIEKTEVERLOF MET BESOLDIGING**

In subklousule (5) (a) vervang die uitdrukking "Ongevallewet, 1941 (Wet No. 30 van 1941)", deur "Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993".

**6. KLOUSULE 13: TOELAE VIR BESERING OP DIENS**

In subklousule (1) en (2) vervang die uitdrukking "Ongevallewet, 1941" deur die uitdrukking "Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993".

**7. KLOUSULE 13bis: UITBREIDING VAN ASSURANSIEDEKKING VIR BESERINGS OP DIENS**

In klousule 13bis, vervang die uitdrukking "Ongevallewet, 1941", deur die uitdrukking "Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993".

**8. KLOUSULE 16: DIENSBEËINDIGING EN UITTRELLOON**

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

"(1) Nie minder nie as vyf volle werkdade kennis moet deur die werkgewer of werknemer gegee word ten einde 'n werkkontrak te beëindig, en sodanige kennis moet skriftelik geskied tensy dit deur 'n ongeletterde persoon ingedien word: Met dien verstande dat dit nie die volgende mag raak nie:

- (a) Die werkgewer of werknemer se reg om 'n dienskontrak sonder kennisgewing te beëindig om 'n regsgeeldige rede wat as voldoende beskou word;
- (b) 'n ooreenkoms tussen 'n werkgewer en 'n werknemer wat voorsiening maak vir 'n langer kennisgewingstermyn van vyf volle werkdade: Met dien verstande voorts dat 'n werkgewer 'n werknemer se loon mag uitbetaal vir en in plaas van die voorgeskrewe of ooreengekome kennisgewingstermyn."

- (2) Vervang bestaande subklousules (2), (3) en (4) deur die volgende:

"(2) Wanneer die dienskontrak beëindig kan word deur vyf volle werkdade kennis te gee en die werknemer nie kennis gee nie of sodanige kennisgewingstermyn uitdien nie kan die werkgewer die loon vir die betrokke kennisgewingstermyn aftrek. Indien die werkgewer nie kennis gee nie of nie toelaat dat die werknemer enige kennisgewingstermyn uitdien nie, moet die werknemer loon ontvang vir die betrokke kennisgewingstermyn.

(3) Wanneer die werknemer afgedank word, moet hy bo en behalwe enige ander gelde wat hom toekom, 'n uittrelloon ontvang van nie minder nie as vyf dae se loon vir elke voltooide jaar diens by dieselfde werkgewer.

(4) Ondanks subklousule (1) moet 'n werkgewer nie minder nie as vyf werkdade kennis aan 'n werknemer gee, waar so 'n beëindiging die resultaat is van afdanking: Met dien verstande dat die betrokke werknemers, die Raad en enige vakvereniging of -verenigings wat die werknemers kan verteenwoordig minstens 14 dae voordat kennis van afdanking gegee word hiervan verwittig word."

**9. KLOUSULE 19: ONTWIKKELINGS- EN OPLEIDINGSFONDS VAN DIE ELEKTROTEGNIËSE AANNEMINGSNYWERHEID**

In subklousule (5) vervang die uitdrukking "Direkteur-generaal van Mannekrag" deur die uitdrukking "Direkteur-generaal van Arbeid".

**DEEL II****1. KLOUSULE 1: TOELAES**

Vervang bestaande subklousule (1) (e) (ii) met die volgende:

"(ii) Waar 'n werknemer wat, as gevolg van sy werk, weg is van sy gewone werkplek en sy werkgewer vereis dat hy elders as sy gewone woonplek moet woon, moet daar vir etes en akkommodasie deur die werkgewer betaal word of moet dit by die werkplek verskaf word. Waar daar nie 'n hotel of ander geskikte akkommodasie binne 'n redelike afstand van die werkplek bekikbaar is nie en akkommodasie op die perseel verskaf word, moet die werknemer 'n verblyftoelae van R40 betaal word vir elke nag wat sy werkgewer vereis dat hy weg van sy gewone woonplek moet bly.

Die akkommodasie wat op die terrein verskaf word, moet 'n bed en matras insluit. Indien die werkgewer etes op die terrein verskaf, word daar nie van hom verwag om 'n verblyftoelae te betaal nie maar die gehalte van die etes wat verskaf word, moet gelykstaande wees met die verblyftoelae wat hy ingevolge hierdie subklousule sou betaal het."

**2. KLOUSULE 4: OPGAWE VAN LONE EN VERDIENSTE**

Vervang die bestaande klausule 4 deur die volgende:

Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms mag geen laer lone as onderstaande deur 'n werkgewer betaal en deur 'n werknemer aanvaar word nie: Met dien verstande dat waar 'n werknemer werk verrig in 'n gebied waarvoor hoër lone voorgeskryf is as dié wat van toepassing is in die gebied waarin die werkgewer se besigheid geleë is, mag sodanige werknemers nie minder betaal word nie as die minimum lone wat voorgeskryf word vir sodanige gebied met 'n hoër loonskaal vir die duur van die tydperk waartydens sodanige werknemer werksaam is in sodanige gebied met 'n hoër loonskaal:

|                                                                                 | Area A<br>Per uur<br>Sents | Area B<br>Per uur<br>Sent |
|---------------------------------------------------------------------------------|----------------------------|---------------------------|
| Meester-installasie-elektrisiën.....                                            | 2 389                      | 2 031                     |
| Installasie-elektrisiën.....                                                    | 2 200                      | 1 869                     |
| Elektriese toetser vir enkelfase.....                                           | 2 008                      | 1 706                     |
| Elektrisiën, werktuigkundige vir huishoudelike toestelle, en ander ambagsmanne. | 1 912                      | 1 624                     |
| Elkonop 3.....                                                                  | 1 391                      | 1 183                     |
| Elkonop 2.....                                                                  | 1 179                      | 1 003                     |
| Elkonop 1.....                                                                  | 727                        | 618                       |
| Hersteller vir huishoudelike toestelle.....                                     | 897                        | 763                       |
| Drywer van 'n voertuig waarvan die onbelaste massa—                             |                            |                           |
| (a) hoogstens 3 500 kg is.....                                                  | 800                        | 679                       |
| (b) van 3 501 kg tot 9 000 kg is.....                                           | 945                        | 804                       |
| (c) 9 001 kg en meer is.....                                                    | 1 052                      | 893                       |
| Arbeider.....                                                                   | 627                        | 531".                     |

**3. KLOUSULE 4bis: GEWAARBORGDE MINIMUM VERHOOGING EN VERGOEDING**

In subklausule (1) vervang die uitdrukking "4 persent" deur die uitdrukking "vyf persent".

**4. KLOUSULE 5: VERLOFBONUS**

(1) Vervang bestaande subklausules 3 (a) en 3 (b) deur die volgende:

"(3) (a) Wanneer 'n meester-installasie-elektrisiën, installasie elektrisiën, elektriese toetser vir enkelfase, elektrisiën, ambagsman, Elkonop 3 of Elkonop 2, na voltooiing van minstens 150 skofte binne die huidige verlofsiklus by dieselfde werkgewer, vrywillig uit sy werk bedank, moet die werkgewer, op die vorm soos deur die Raad voorgeskryf, binne sewe dae van opsegging van diens 'n *pro rata*-verlofbonus ooreenkomstig die volgende formule aan die Raad betaal:

$$\frac{\text{Getal voltooide werkdae by werkgewer in huidige verlofsiklus}}{\text{verlofsiklus}} \times \frac{\text{verlofbonus van toepassing op sodanige werknemer}}{\text{x gewone daaglikse besoldiging}}$$

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(b) Waar 'n meester-installasie-elektrisiën, installasie-elektrisiën, elektriese toetser vir enkelfase, elektrisiën, ambagsman, Elkonop 3 of Elkonop 2 vrywillig, na voltooiing van 235 skofte by dieselfde werkgewer maar voor sy jaarlikse verlof aan hom toegestaan is uit sy werk bedank, moet sy werkgewer hom die verlofbonus wat hom toekom, betaal ingevolge van subklausule (1), ten opsigte van opgelope verlof wat nie voor die datum van sy bedanking toegestaan is nie."

(2) Vervang die bestaande subklausule (4) deur die volgende:

"(4) Wanneer 'n bestuurder, Elkonop 1, hersteller vir huishoudelike toestelle of arbeider vrywillig, na voltooiing van minstens 150 skofte binne die huidige verlofsiklus by dieselfde werkgewer, uit sy werk bedank, moet die werkgewer hom 'n *pro rata*-verlofbonus ooreenkomstig die volgende formule betaal:

$$\frac{\text{Getal voltooide werkdae by werkgewer in huidige verlofsiklus}}{\text{verlofsiklus}} \times \frac{\text{verlofbonus van toepassing op sodanige werknemer}}{\text{x gewone daaglikse besoldiging}}$$

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(3) Vervang die bestaande subklausule (5) deur die volgende:

"(5) Ondanks die bepalings van subklausules (3) en (4), mag geen werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word, geregtig wees op die verlofbonus as hy gedros het of na 'n billike dissiplinêre navraag ontslaan is: Met dien verstande dat indien so 'n werknemer 235 skofte by dieselfde werkgewer voltooi het, maar dros of ontslaan word voordat sy jaarlikse verlof aan hom toegestaan is, moet sy werkgewer hom die verlofbonus wat ingevolge subklausule (1) aan hom verskuldig is, betaal."



(4) Voeg die volgende nuwe subklousule (6) by:

"(6) 'n Werknemer wat dros of wat billikheidshalwe ontslaan word en wat gegrief is deur die toepassing van die bepalings van subklousule (5) op hom, mag by die Raad teen die op hom toegepaste besluit appelleer en die Raad mag, na oorweging van enige redes wat ten opsigte van sodanige besluit voorgelê mag word, daardie besluit bevestig of dan tot 'n nuwe besluit kom wat na hul mening in so 'n geval moes geneem geword het."

(5) Voeg die volgende nuwe subklousule (7) in:

"(7) Tye van afwesigheid weens siekte wat 'n totaal maak van nie meer as 43 skofte binne enige een kwalifiserende tydperk vir verlofbonus tel vir die verlofbonus: Met dien verstande dat 'n werkgewer daarop geregtig is om die werknemer te versoek om 'n mediese sertifikaat te toon as bewys vir die oorsaak van sy afwesigheid. Tye van afwesigheid weens 'n ongeluk wat ontstaan uit en in die loop van die werknemer se diens, tel vir verlofbonus-doeleindes indien erken word dat die ongeluk binne die bepalings van die Wet op Vergoeding vir Beroeps-beserings en -siektes, 1993, val, en die tye van afwesigheid wat vir die verlofbonusdoeleindes tel, is deur gemelde Wet erkende tye van ongeskiktheid."

Onderteken namens die partye op hede die 2de dag van Julie 1996.

**B. CARR**

Voorsitter van die Raad

**W. BILJON**

Lid van die Raad

**R. E. REDFERN**

Sekretaris van die Raad

**No. R. 1683**

**18 October 1996**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE, PRETORIA

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 1952 of 22 December 1995, with effect from the second Monday after the date of publication of this notice.

**T. T. MBOWENI**

Minister of Labour

**No. R. 1683**

**18 Oktober 1996**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGEWING

NYWERHEIDSRAAD VIR DIE HAARKAPPERBEDRYF, PRETORIA

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing No. R. 1952 van 22 Desember 1995 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

**T. T. MBOWENI**

Minister van Arbeid

**No. R. 1685**

**18 October 1996**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

BUILDING INDUSTRY (TRANSVAAL)

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 1896 of 15 December 1995, with effect from the second Monday after the date of publication of this notice.

**T. T. MBOWENI**

Minister of Labour



**No. R. 1685****18 Oktober 1996**

WET OP ARBEIDSVERHOUDINGE, 1956  
**INTREKKING VAN GOEWERMENSKENNISGEWING**  
**BOUNYWERHEID (TRANSVAAL)**

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing No. R. 1896 van 15 Desember 1995 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

**T. T. MBOWENI****Minister van Arbeid****No. R. 1686****18 October 1996**

LABOUR RELATIONS ACT, 1956

**BUILDING INDUSTRY (TRANSVAAL): RE-ENACTMENT 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 which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1997, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or trade unions, and
- (b) in terms of section 48 (1) (b) of the Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1.1.1 (i), 2 and 3 of Chapter I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1997, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

**T. T. MBOWENI****Minister of Labour**

**SCHEDULE**  
**BUILDING INDUSTRY COUNCIL (TRANSVAAL)**  
**AGREEMENT**

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

**Gauteng Master Builders' Association**

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

**Amalgamated Union of Building Trade Workers of South Africa**

**Blanke Bouwerkersvakbond**

**Construction and Allied Workers' Union**

**Building Construction and Allied Workers' Union**

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

being the parties to the Building Industry Council (Transvaal)

to amend the Agreement published under Government Notice No. R. 1896 of 15 December 1995.

**CHAPTER 1**

**1. AREA AND SCOPE OF APPLICATION OF AGREEMENT**

1.1. The terms of this Agreement shall be observed in the Building and Dimensional Stone Industries—

- 1.1.1 (i) by all employers who are members of the employers' organisations and by all employees who are members of the trade union;
- (ii) (a) in the Magisterial Districts of Alberton, Balfour, Benoni, Boksburg, Brakpan, Brits (excluding that portion which falls outside a radius of 32,18 km of the General Post Office, Pretoria), Cullinan (excluding that portion which falls outside a radius of 32,18 km of the General Post Office, Pretoria), Delmas, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg (Transvaal), Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank and Wonderboom;
- (b) in the Magisterial District of Bethal (including that portion of the Magisterial district of Highveld Ridge which, prior to 1 March 1979, fell within the Magisterial District of Bethal).

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

- 1.2.1 apply only to those classes of employees for whom wages are prescribed in this Agreement;
- 1.2.2 apply to apprentices and trainees;

- 1.2.3 apply to foremen and general foremen;
- 1.2.4 not apply to clerical employees and administrative staff;
- 1.2.5 not apply to persons who are engaged in the installation or wiring of lighting, heating or other permanent electrical fixtures in buildings or the repair or maintenance of lifts in buildings when such work is undertaken by an employer falling under the jurisdiction of another Industrial Council;
- 1.2.6 not apply to university or technicon students and graduates in building science, or to construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;
- 1.2.7 not include the Iron, Steel, Engineering and Metallurgical Industries as defined in paragraph G of the Certificate of Registration of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry of South Africa;
- 1.2.8 be subject to the provisions of any determination by the Industrial Court in relation to the Building Industry and the Furniture Industry; and
- 1.2.9 not apply to employees engaged in the Building Industry on new housing of less than 50 square metres. However, this clause shall apply to mass housing contracts.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 31 January 1997 or for such period as may be determined by him.

## 3. SPECIAL PROVISIONS

The provisions of clauses 13, 14.6.4.4, 14.9, 21 and 23 to 26 of Chapter I of the Agreement published under Government Notice No. R. 1896 of 15 December 1995 (hereinafter referred to as the "Former Agreement") shall apply to employers and employees.

## 4. GENERAL PROVISIONS

This provisions contained in clauses 3 to 12, 14.6.4.1 to 14.6.4.3, 14.6.4.5 to 14.8, 14.10 to 20, 22, 27 to 29 of Chapter I, and Chapters 2 to 6, shall apply to employers and employees.

## 5. CLAUSE 4 OF CHAPTER 1: PRESCRIBED WAGE

Substitute the following for the Schedule in clause 4.1.1:

### SCHEDULE

|                                                              | Wage per hour                                                        |                                                                      |                                                                      |
|--------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|
|                                                              | Area                                                                 |                                                                      |                                                                      |
|                                                              | A                                                                    | B                                                                    | C                                                                    |
|                                                              | With effect from the date of coming into operation of this Agreement | With effect from the date of coming into operation of this Agreement | With effect from the date of coming into operation of this Agreement |
|                                                              | R                                                                    | R                                                                    | R                                                                    |
| Craftsman .....                                              | 18,60                                                                | 13,95                                                                | 10,23                                                                |
| Artisan .....                                                | 14,00                                                                | 10,50                                                                | 7,70                                                                 |
| Specified skills employee .....                              | 8,30                                                                 | 6,23                                                                 | 4,57                                                                 |
| Artisan (joiner) (mass manufacturing) .....                  | 14,00                                                                | 10,50                                                                | 7,70                                                                 |
| Artisan (wood machinist) (mass manufacturing) .....          | 14,00                                                                | 10,50                                                                | 7,70                                                                 |
| Specified skills joiner assembler (mass manufacturing) ..... | 8,30                                                                 | 6,23                                                                 | 4,57                                                                 |
| Specified skills machine operator (mass manufacturing) ..... | 8,30                                                                 | 6,23                                                                 | 4,57                                                                 |
| Manufacturing worker (mass manufacturing) .....              | 4,23                                                                 | 2,96                                                                 | 2,33                                                                 |
| General worker (not on construction) .....                   | 4,59                                                                 | 3,21                                                                 | 2,52                                                                 |
| General worker (on construction) .....                       | 5,40                                                                 | 3,78                                                                 | 2,97                                                                 |
| New general worker (on construction) .....                   | 4,90                                                                 | 3,43                                                                 | 2,70                                                                 |
| New general worker (not on construction) .....               | 4,16                                                                 | 2,91                                                                 | 2,29                                                                 |

Signed at Johannesburg this 31 day of May 1996.

**C. DE KOCK**

Chairman

**M. A. NTHINYA**

Vice-Chairman

**W. DE J. STAPELBERG**

General Secretary

No. R. 1686

18 Oktober 1996

## WET OP ARBEIDSVERHOUDINGE, 1956

**BOUNYWERHEID (TRANSVAAL): HERBEKRAFTIGING 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 wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1.1.1 (i), 2 en 3 van Hoofstuk I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

**T. T. MBOWENI**

Minister van Arbeid

**BYLAE****BOUNYWERHEIDSRAAD (TRANSVAAL)****OOREENKOMS**

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

**Gauteng Master Builders' Association**

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

**Amalgamated Union of Building Trade Workers of South Africa****Blanke Bouwerkersvakbond****Construction and Allied Workers' Union****Building Construction and Allied Workers' Union**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant, wat die partye is by die Bounywerheidsraad (Transvaal),

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1896 van 15 Desember 1995.

**HOOFSTUK 1****1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS**

1.1. Hierdie Ooreenkoms moet in die Bou- en die Dimensioneleklipnywerheid nagekom word—

- 1.1.1 (i) deur alle werkgewers wat lede is van die werkgewersorganisasies en deur alle werknemers wat lede is van die vakverenigings;
- (ii) (a) in die landdrosdistrikte Albertyn, Balfour, Benoni, Boksburg, Brakpan, Brits (uitgesonderd daardie gedeelte wat buite 'n straal van 32,18 km van die Hoofposkantoor, Pretoria, val), Cullinan (uitgesonderd daardie gedeelte wat buite 'n straal van 32,18 km van die Hoofposkantoor, Pretoria, val), Delmas, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg (Transvaal), Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank en Wonderboom;
- (b) in die landdrosdistrik Bethal (met inbegrip van die gedeelte van die landdrosdistrik Hoëveldrif wat voor 1 Maart 1979 binne die landdrosdistrik Bethal geval het).

1.2 Ondanks klousule 1.1 is hierdie Ooreenkoms—

- 1.2.1 slegs van toepassing op dié klasse werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;
- 1.2.2 van toepassing op vakleerlinge en kwekelinge;
- 1.2.3 van toepassing op voormanne en algemene voormanne;
- 1.2.4 nie van toepassing op klerke en administratiewe personeel nie;
- 1.2.5 nie van toepassing nie op persone wat betrokke is by die installering of bedrading van elektriese lig, verwarmings- of ander permanente vaste elektriese toebehore in geboue, of die herstel of onderhoud van hysers in geboue wanneer sodanige werk deur 'n werkgewer onderneem word wat onder die jurisdiksie van 'n ander Nywerheidsraad val;
- 1.2.6 nie van toepassing nie op universiteitstudente of technikonstudente en gegradueerdes in die bouwetenskap, of op konstruksietoetsinghouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;

- 1.2.7 nie van toepassing nie op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in paragraaf G van die Registrasiesertifikaat van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van Suid-Afrika;
- 1.2.8 onderworpe aan die bepalinge van alle vasstellings gemaak deur die Nywerheidshof met betrekking tot die Bounywerheid en die Meubelnywerheid; en
- 1.2.9 nie van toepassing nie op werknemers wat in die Bounywerheid betrokke is by die oprigting van nuwe behuising van minder as 50 vierkante meter. Hierdie klousule is egter van toepassing op massa-behuisingskontrakte.

## 2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 31 Januarie 1997 of vir die tydperk wat hy bepaal.

## 3. SPESIALE BEPALINGS

Die bepalinge soos vervat in klousules 13, 14.6.4.4, 14.9, 21 en 23 tot 26 van Hoofstuk I van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1896 van 15 Desember 1995 (hierna die "Vorige Ooreenkoms" genoem) is van toepassing op sowel werkgewers as werknemers.

## 4. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3 tot 12, 14.6.4.1 tot 14.6.4.3, 14.6.4.5 tot 14.8, 14.10 tot 20, 22, 27 tot 29 van Hoofstuk I en Hoofstukke 2 tot 6, is van toepassing op sowel werkgewers as werknemers.

## 5. KLOUSULE 4 VAN HOOFSTUK 1: VOORGESKREWE LONE

Vervang die Bylae in klousule 4.1.1 deur die volgende:

### BYLAE

|                                                                        | Loon per uur                                                         |                                                                      |                                                                      |
|------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|
|                                                                        | Gebied                                                               |                                                                      |                                                                      |
|                                                                        | A                                                                    | B                                                                    | C                                                                    |
|                                                                        | Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms | Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms | Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms |
|                                                                        | R                                                                    | R                                                                    | R                                                                    |
| Vakman .....                                                           | 18,60                                                                | 13,95                                                                | 10,23                                                                |
| Ambagsman .....                                                        | 14,00                                                                | 10,50                                                                | 7,70                                                                 |
| Werknemer (gespesifiseerde ambag) .....                                | 8,30                                                                 | 6,23                                                                 | 4,57                                                                 |
| Ambagsman (skrynwerker) (massavervaardiging) .....                     | 14,00                                                                | 10,50                                                                | 7,70                                                                 |
| Ambagsman (houtmasjienwerker) (massavervaardiging) .....               | 14,00                                                                | 10,50                                                                | 7,70                                                                 |
| Skrynwerkmonteerder (gespesifiseerde ambag) (massavervaardiging) ..... | 8,30                                                                 | 6,23                                                                 | 4,57                                                                 |
| Masjienbediener (gespesifiseerde ambag) (Massavervaardiging) .....     | 8,30                                                                 | 6,23                                                                 | 4,57                                                                 |
| Vervaardigingswerker (massavervaardiging) .....                        | 4,23                                                                 | 2,96                                                                 | 2,33                                                                 |
| Algemene werker (nie op konstruksie) .....                             | 4,59                                                                 | 3,21                                                                 | 2,52                                                                 |
| Algemene werker (op konstruksie) .....                                 | 5,40                                                                 | 3,78                                                                 | 2,97                                                                 |
| Nuwe algemene werker (op konstruksie) .....                            | 4,90                                                                 | 3,43                                                                 | 2,70                                                                 |
| Nuwe algemene werker (nie op konstruksie) .....                        | 4,16                                                                 | 2,91                                                                 | 2,29 <sup>n</sup> .                                                  |

Geteken op hede die 31ste dag van Mei 1996 te Johannesburg.

**C. DE KOCK**

Voorsitter

**M. A. NTHINYA**

Ondervoorsitter

**W. DE J. STAPELBERG**

Hoofsekretaris



No. R. 1687

18 October 1996

## LABOUR RELATIONS ACT, 1956

**LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: RE-ENACTMENT OF AGREEMENT  
FOR THE GENERAL GOODS SECTION**

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the 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 1997, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1997, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

**T. T. MBOWENI**  
Minister of Labour

**SCHEDULE****NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA  
GENERAL GOODS SECTION  
AGREEMENT**

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

- (a) **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 the
- (b) **National Union of Leather Workers;**  
and
- (c) **South African Clothing and Textile Workers' 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 Agreement for the General Goods Section published under Government Notice No. R. 155 of 5 February 1993, as renewed and amended by Government Notices Nos. R. 1740 of 17 September 1993, R. 2102 of 5 November 1993, R. 1763 of 14 October 1994, R. 2140 of 9 December 1994, R. 1390 of 15 September 1995, R. 719 of 3 May 1996 and R. 991 of 14 June 1996.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the General Goods Section of the Leather Industry—
  - (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, and who are engaged and employed in the above Section of the Leather Industry, respectively;
  - (b) in the Republic of South Africa, as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), on the operations set forth in paragraphs (1) to (3) of the definition of "General Goods Section";
  - (c) 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, on the operations set forth in paragraph (4) (a) of the definition of "General Goods Section" in clause 3 of the said Agreement, and in the Magisterial District of Wynberg, on the operations set forth in paragraph (4) (b) of the said definition;
  - (d) 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, on the operations set forth in paragraph (5) of the definition of "General Goods Section" in clause 3 of the said Agreement.



(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in Annexure C of the Agreement published under Government Notice No. R. 1796 of 3 September 1982, and to the employers of such employees.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1997 or for such period as may be determined by him.

## 3. SPECIAL PROVISIONS

The provisions of clauses 13, 17 and 18 (1) to (3) of the Agreement published under Government Notice No. R. 1796 of 3 September 1982, as extended, renewed, amended or re-enacted by Government Notices Nos. R. 2441 and R. 2442 of 4 November 1983, R. 1945 and R. 1946 of 31 August 1984, R. 2759 and R. 2771 of 13 December 1985, R. 2710 and R. 2711 of 24 December 1986, R. 1845 of 28 August 1987, R. 2610 of 20 November 1987, R. 378 of 4 March 1988, R. 1621 of 12 August 1988, R. 2315 of 18 November 1988, R. 571 of 31 March 1989, R. 1947 and R. 1948 of 17 August 1990, R. 3051 of 4 January 1991, R. 2239 of 13 September 1991, R. 3133 of 20 December 1991, R. 155 of 5 February 1993, R. 1740 of 17 September 1993, R. 2102 of 5 November 1993, R. 1763 of 14 October 1994, R. 2140 of 9 December 1994, R. 1390 of 15 September 1995, R. 719 of 3 May 1996 and R. 991 of 14 June 1996 (hereinafter referred to as the "Former Agreement") as further extended, renewed and amended from time to time, shall apply to employers and employees.

## 4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 12, 14 to 16, 18 (4) and 19 to 27 of the Former Agreement, as further extended, renewed and amended from time to time, shall apply to employers and employees.

## 5. CLAUSE 4: WAGES AND RATES

In subclause (7) (a), substitute the expression "27 June 1996" for the expression "28 September 1995".

## 6. CLAUSE 5: HOURS OF WORK

Add the following proviso to subclause (4):

"Provided further that female employees during the last three months of their pregnancy shall be entitled to three half days' paid leave of absence for the purpose of attending pre-natal clinics."

## 7. CLAUSE 7: SHORT TIME

Add the following to subclause (1):

"Prior to giving notification of short time, the employer shall consult with the shop stewards on the matter."

## 8. CLAUSE 8: HOLIDAYS, ANNUAL AND MATERNITY LEAVE

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

"(1) Every employer shall, not earlier than the 10th day and not later than the 24th day of December of each year, grant of every employee, employed by him, other than a night watchman, leave of absence of not less than two consecutive weeks and four days and pay such employee not later than three days before the commencement of such leave, as a leave allowance, an amount equal to one twelfth of the wages he would earn in two weeks and four days for every month of employment with the employer: Provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service in pursuance of the Defence Act, 1957;
- (b) if any public holiday referred to in subclause (7) of this clause falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave, and the employee shall be paid in respect of such public holiday, at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours.

**Note:** For the purpose of calculating the leave pay due in terms of this clause, the pay for 'four days' shall be four fifths of the weekly wage."

(2) Substitute the following for subclause (5) (a):

"(5) (a) Notwithstanding the provisions of subclause (1), an employer shall, in the case of a night-watchman, grant to such an employee 23 consecutive calendar days' leave in respect of every completed period of 12 months of employment and shall pay such employee not later than the last working day before the commencement of such leave, an amount of not less than three times the weekly wage plus one day's additional wage to which he is entitled as from the first day of leave."

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

"(11) On submitting satisfactory proof of parenthood to the employer, male employees shall be entitled to one day's paid and one day's unpaid paternity leave."

## 9. CLAUSE 10: TERMINATION OF EMPLOYMENT

Add the following to subclause (9):

"In addition, the trade union may negotiate severance pay with the employer concerned in terms of clause 28 (3)."

## 10. ANNEXURE C

(1) Substitute the following for clause 1:

## "1. WAGE RATES

|                                                                                                                                           | Column A | Column B |
|-------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                           | Per week | Per week |
|                                                                                                                                           | R        | R        |
| (A) The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:                             |          |          |
| (i) Boiler attendant .....                                                                                                                | 235,77   | 259,35   |
| (ii) Driver of a motor vehicle authorised to carry or haul a payload of—                                                                  |          |          |
| (a) under 2 722 kg .....                                                                                                                  | 235,77   | 259,35   |
| (b) 2 722 kg .....                                                                                                                        | 280,09   | 308,10   |
| (c) over 2 722 kg but not exceeding 3 536 kg .....                                                                                        | 332,75   | 366,03   |
| (d) over 4 536 kg .....                                                                                                                   | 385,46   | 424,01   |
| Fork-lift driver .....                                                                                                                    | 385,46   | 424,01   |
| (iii) General worker .....                                                                                                                | 216,73   | 238,40   |
| (iv) Grade F employee .....                                                                                                               | 216,73   | 238,40   |
| (v) Nightwatchman .....                                                                                                                   | 235,77   | 259,35   |
| (vi) Storeman and/or warehouseman, despatch clerk .....                                                                                   | 280,09   | 308,10   |
| (B) The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:                    |          |          |
| (i) Foreman .....                                                                                                                         | 437,96   | 481,76   |
| (ii) Power guillotine operator .....                                                                                                      |          |          |
| (iii) Rotary cutting machine operator .....                                                                                               | 385,46   | 424,01   |
| (iv) Woodworking machine operator, Class I .....                                                                                          |          |          |
| (v) Cutter, Class I .....                                                                                                                 | 364,35   | 400,79   |
| (vi) Corner stitching machine operator .....                                                                                              | 332,75   | 366,03   |
| (vii) Grade A employee .....                                                                                                              | 280,20   | 308,22   |
| (viii) Grade B employee .....                                                                                                             | 261,48   | 287,63   |
| (ix) Grade C employee .....                                                                                                               | 235,77   | 259,35   |
| (x) Grade D employee .....                                                                                                                |          |          |
| (xi) Grade E employee .....                                                                                                               | 216,73   | 238,40   |
| (xii) Grade G employee .....                                                                                                              |          |          |
| (C) The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:                                 |          |          |
| (i) Foreman .....                                                                                                                         | 437,96   | 481,76   |
| (ii) Cutter, Class I .....                                                                                                                | 332,75   | 366,03   |
| (iii) Saddler, Class I .....                                                                                                              | 332,75   | 366,03   |
| (iv) Cutter, Class II .....                                                                                                               | 295,92   | 325,51   |
| (v) Saddler, Class II .....                                                                                                               | 295,92   | 325,51   |
| (vi) Press cutter .....                                                                                                                   | 280,09   | 308,10   |
| (vii) Panel filler .....                                                                                                                  | 235,77   | 259,35   |
| (viii) Hand stitcher .....                                                                                                                | 235,77   | 259,35   |
| (ix) Skiver .....                                                                                                                         | 235,77   | 259,35   |
| (x) Splitter .....                                                                                                                        | 235,77   | 259,35   |
| (xi) Strap cutting machine operator .....                                                                                                 |          |          |
| (xii) Machinist .....                                                                                                                     | 216,73   | 238,40   |
| (xiii) Creaser .....                                                                                                                      |          |          |
| (xiv) Stainer .....                                                                                                                       |          |          |
| (D) The following wage rates shall be paid to qualified employees engaged in the manufacture of harness, etc.:                            |          |          |
| (i) Foreman .....                                                                                                                         | 437,96   | 481,76   |
| (ii) Hand cutter .....                                                                                                                    | 306,40   | 337,04   |
| (iii) Press cutter .....                                                                                                                  | 290,60   | 319,66   |
| (iv) Preparer and finisher .....                                                                                                          | 269,63   | 296,59   |
| (v) Machinist .....                                                                                                                       | 256,09   | 281,70   |
| (vi) Hand stitcher .....                                                                                                                  | 235,77   | 259,35   |
| (vii) Splitter .....                                                                                                                      | 235,77   | 259,35   |
| (viii) Strap cutting machine operator .....                                                                                               | 216,73   | 238,40   |
| (ix) Employees engaged in staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up ..... | 216,73   | 238,40   |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Column A | Column B |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Per week | Per week |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | R        | R        |
| (E) The following wage rates shall be paid to qualified engaged in the manufacture of braces, etc.:                                                                                                                                                                                                                                                                                                                                                                         |          |          |
| (i) Foreman .....                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 437,96   | 481,76   |
| (ii) Press cutter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 311,69   | 342,86   |
| (iii) Hand cutter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 235,77   | 259,35   |
| (iv) Skiver .....                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 235,77   | 259,35   |
| (v) Splitter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 235,77   | 259,35   |
| (vi) Machinist .....                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 216,73   | 238,40   |
| (vii) Riveter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |          |
| (viii) Employees engaged on creasing and/or eyeletting and/or finishing .....                                                                                                                                                                                                                                                                                                                                                                                               |          |          |
| (F) The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:                                                                                                                                                                                                                                                                                                                                                             |          |          |
| (i) Foreman .....                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 437,96   | 481,76   |
| (ii) Hand cutter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 311,69   | 342,86   |
| (iii) Press cutter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |          |
| (iv) Hand stitcher .....                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |          |
| (v) Skiver .....                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 235,77   | 259,35   |
| (vi) Splitter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 235,77   | 259,35   |
| (vii) Machinist .....                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 216,73   | 238,40   |
| (viii) Strap cutting machine operator .....                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |          |
| (ix) Riveter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |          |
| (x) Leather moulder .....                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 216,73   | 238,40   |
| (xi) Employees engaged in eyeletting and/or creasing and/or attaching fittings and/or locks and/or ornaments and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting lining and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length .....  |          |          |
| (xii) High frequency welding .....                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |          |
| (G) The following wage rates shall be paid to qualified employees engaged in the manufacture of trunks for Blacks in the Province of the Transvaal: Provided that such wages shall be payable only in cases when the employer concerned has proved to the satisfaction of the Council that the article produced is a trunk for Blacks and that he holds a certificate from the Council to that effect. In all other cases the wages specified in subclause (B) shall apply. |          |          |
| The certificate referred to above may be withdrawn at any time by the Council with one week's notice to the employer concerned.                                                                                                                                                                                                                                                                                                                                             |          |          |
| (a) Qualified employees employed as—                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |          |
| (i) Sawers .....                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 245,06   | 269,57   |
| (ii) Fitters .....                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 223,51   | 245,86   |
| (iii) Cutters .....                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 216,73   | 238,40   |
| (vi) Assemblers (known in the trade as a "carpenters" and pasters) .....                                                                                                                                                                                                                                                                                                                                                                                                    | 216,73   | 238,40   |
| (b) (i) Foreman .....                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 437,96   | 481,76   |
| (ii) Riveting and/or nailing by machine .....                                                                                                                                                                                                                                                                                                                                                                                                                               | 290,60   | 319,66   |
| (iii) Machine moulding, wood joining by machine, sandpapering, spraying or graining .....                                                                                                                                                                                                                                                                                                                                                                                   | 239,74   | 263,71   |
| (H) The following wage rates shall be paid to learners, other than foremen, and other than those referred to in subclause (A) and (I):                                                                                                                                                                                                                                                                                                                                      |          |          |
| During the first six months of experience .....                                                                                                                                                                                                                                                                                                                                                                                                                             | 153,05   | 168,36   |
| During the second six months of experience .....                                                                                                                                                                                                                                                                                                                                                                                                                            | 175,69   | 193,26   |
| During the third six months of experience .....                                                                                                                                                                                                                                                                                                                                                                                                                             | 209,74   | 230,71   |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                                                                                                                                                                                                                                 |          |          |

|                                                                                                                                                                                                                                                                                                                                                                                                          | Column A | Column B |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                          | Per week | Per week |
|                                                                                                                                                                                                                                                                                                                                                                                                          | R        | R        |
| (I) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban:                                                                                                                                                                                                                                    |          |          |
| (i) Foreman .....                                                                                                                                                                                                                                                                                                                                                                                        | 437,96   | 481,76   |
| (ii) Cutter .....                                                                                                                                                                                                                                                                                                                                                                                        | 311,69   | 342,86   |
| (iii) Panel machinist .....                                                                                                                                                                                                                                                                                                                                                                              | 280,09   | 308,10   |
| (iv) Splitter .....                                                                                                                                                                                                                                                                                                                                                                                      | 235,77   | 259,35   |
| (v) Finisher, Grade I .....                                                                                                                                                                                                                                                                                                                                                                              | 228,94   | 251,83   |
| (vi) Finisher, Grade II .....                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (vii) Mouthpiece machinist .....                                                                                                                                                                                                                                                                                                                                                                         |          |          |
| (viii) Boxer, Grade I .....                                                                                                                                                                                                                                                                                                                                                                              | 216,73   | 238,40   |
| (ix) Boxer, Grade II .....                                                                                                                                                                                                                                                                                                                                                                               |          |          |
| (x) Employees engaged in cutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length ..... | 216,73   | 238,40   |
| (J) The following wage rates shall be paid to learners, other than foremen, engaged on the operations referred to in subclause (I):                                                                                                                                                                                                                                                                      |          |          |
| During the first six months of experience .....                                                                                                                                                                                                                                                                                                                                                          | 147,53   | 162,28   |
| During the second six months of experience .....                                                                                                                                                                                                                                                                                                                                                         | 158,80   | 174,68   |
| During the third six months of experience .....                                                                                                                                                                                                                                                                                                                                                          | 169,69   | 186,66   |
| (K) The following wage rates shall be paid to qualified employees engaged in the manufacture of cricket and hockey balls in the Magisterial District of Wynberg:                                                                                                                                                                                                                                         |          |          |
| (i) Foreman .....                                                                                                                                                                                                                                                                                                                                                                                        | 437,96   | 481,76   |
| (ii) Cutter, Grade I .....                                                                                                                                                                                                                                                                                                                                                                               | 280,20   | 308,22   |
| (iii) Puritan machinist .....                                                                                                                                                                                                                                                                                                                                                                            | 280,20   | 308,22   |
| (iv) Hand closer .....                                                                                                                                                                                                                                                                                                                                                                                   | 235,77   | 259,35   |
| (v) Hand stitcher .....                                                                                                                                                                                                                                                                                                                                                                                  | 235,77   | 259,35   |
| (vi) Skiver .....                                                                                                                                                                                                                                                                                                                                                                                        | 235,77   | 259,35   |
| (vii) Splitter .....                                                                                                                                                                                                                                                                                                                                                                                     | 235,77   | 259,35   |
| (viii) Bonder, Grade I .....                                                                                                                                                                                                                                                                                                                                                                             | 216,73   | 238,40   |
| (ix) Fitter .....                                                                                                                                                                                                                                                                                                                                                                                        | 216,73   | 238,40   |
| (x) Core moulder .....                                                                                                                                                                                                                                                                                                                                                                                   | 216,73   | 238,40   |
| (xi) Cup moulder .....                                                                                                                                                                                                                                                                                                                                                                                   | 216,73   | 238,40   |
| (xii) Cutter, Grade II .....                                                                                                                                                                                                                                                                                                                                                                             | 216,73   | 238,40   |
| (xiii) Blocker, Grade I .....                                                                                                                                                                                                                                                                                                                                                                            | 216,73   | 238,40   |
| (xiv) Bonder, Grade II .....                                                                                                                                                                                                                                                                                                                                                                             | 216,73   | 238,40   |
| (xv) Employees engaged in spraying/buffing and/or stamping/embossing and/or blocking Grade II, and/or lining and/or wetting and/or labelling and/or cleaning and/or dipping and/or glueing and/or squeezing and/or winding .....                                                                                                                                                                         | 216,73   | 238,40   |
| (L) The following wage rates shall be paid to learners, other than foremen, engaged on the operations referred to in subclause (K):                                                                                                                                                                                                                                                                      |          |          |
| During the first six months of experience .....                                                                                                                                                                                                                                                                                                                                                          | 181,34   | 199,47   |
| During the second six months of experience .....                                                                                                                                                                                                                                                                                                                                                         | 205,96   | 226,56   |

(2) In clause 2, substitute the following for subclauses (3), (4), (5) and (6):

"(3) *Harness*: (a) Not less than one foreman shall be employed in each establishment.

(b) For each employee receiving a wage of not less than R238,40 per week during the period ending 30 June 1997 not more than one employee may be employed at a wage of less than R238,40 per week during the period ending 30 June 1997: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) *Braces*: For each employee receiving a wage of not less than R238,40 per week during the period ending 30 June 1997 not more than one employee may be employed at a wage of less than R238,40 per week during the period ending 30 June 1997: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.



- (5) *Personal goods*: For each employee receiving a wage of not less than R238,40 per week during the period ending 30 June 1997 not more than one employee may be employed at a wage of less than R238,40 per week during the period ending 30 June 1997: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.
- (6) *Trunks for Blacks*: For every three employees receiving a wage not less than R238,40 per week during the period ending 30 June 1997, not more than one employee may be employed at a wage of less than R238,40 per week during the period ending 30 June 1997: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed."

Signed at Port Elizabeth, on behalf of the parties, this 19th day of July 1996.

**R. GAYLARD**  
Member of the Council

**A. A. VAN ROOYEN**  
Member of the Council

**K. PERUMAL**  
Member of the Council

**L. M. VAN LOGGERENBERG**  
General Secretary of the Council

**No. R. 1687**

**18 Oktober 1996**

WET OP ARBEIDSVERHOUDINGE, 1956

**LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: HERBEKRAGTIGING VAN OOREENKOMS  
VIR DIE ALGEMENE GOEDERE SEKSIE**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3, met ingang van die tweede Maandag vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

**T. T. MBOWENI**  
Minister van Arbeid

**BYLAE**

**NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA  
SEKSIE ALGEMENE GOEDERE  
OOREENKOMS**

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

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**  
(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die
- (b) **National Union of Leather Workers;**  
en
- (c) **South African Clothing and Textile Workers' 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 Ooreenkoms vir die Seksie Algemene Goedere gepubliseer by Goewermenskennisgewing No. R. 155 van 5 Februarie 1993, soos hernieu en gewysig by Goewermenskennisgewings Nos. R. 1740 van 17 September 1993, R. 2102 van 5 November 1993, R. 1763 van 14 Oktober 1994, R. 2140 van 9 Desember 1994, R. 1390 van 15 September 1995, R. 719 van 3 Mei 1996 en R. 991 van 14 Junie 1996.

### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seksie Algemene Goedere van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke en daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, soos dit bestaan het voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993), in verband met die werksaamhede uiteengesit in paragrawe (1) tot (3) van die omskrywing van "Seksie Algemene Goedere";
- (c) in die landdrostdistrikte Bellville, met inbegrip van die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermenskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, Goodwood en Durban, met inbegrip van die gedeelte van die landdrostdistrik Chatsworth wat voor die publikasie van Goewermenskennisgewing No. 501 van 8 Maart 1985 binne die landdrostdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrostdistrik Durban wat voor die publikasie van Goewermenskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrostdistrik Inanda geval het, in verband met die werksaamhede uiteengesit in paragraaf (4) (a) van die omskrywing van "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms, en in die landdrostdistrik Wynberg, in verband met die werksaamhede uiteengesit in paragraaf (4) (b) van genoemde omskrywing;
- (d) in die landdrostdistrikte Bellville, met inbegrip van die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermenskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, Die Kaap, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria en Roodepoort, in verband met die werksaamhede uiteengesit in paragraaf (5) van die omskrywing van "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie minimumlone voorgeskryf word in Aanhangsel C van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 1796 van 3 September 1982, en op die werkgewers van sodanige werknemers.

### 2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 30 Junie 1997 of vir die tydperk wat hy bepaal.

### 3. SPESIALE BEPALINGS

Klousules 13, 17 en 18 (1) tot (3) van die Ooreenkoms gepubliseer by Goewermenskennisgewing R. 1796 van 3 September 1982, soos verleng, hernieu, gewysig of herbekragtig deur Goewermenskennisgewings R. 2441 en R. 2442 van 4 November 1983, R. 1945 en R. 1946 van 31 Augustus 1984, R. 2759 en R. 2771 van 13 Desember 1985, R. 2710 en R. 2711 van 24 Desember 1986, R. 1845 van 28 Augustus 1987, R. 2610 van 20 November 1987, R. 378 van 4 Maart 1988, R. 1621 van 12 Augustus 1988, R. 2315 van 18 November 1988, R. 571 van 31 Maart 1989, R. 1947 en R. 1948 van 17 Augustus 1990, R. 3051 van 4 Januarie 1991, R. 2239 van 13 September 1991, R. 3133 van 20 Desember 1991, R. 155 van 5 Februarie 1993, R. 1740 van 17 September 1993, R. 2102 van 5 November 1993, R. 1763 van 14 Oktober 1994, R. 2140 van 9 Desember 1994, R. 1390 van 15 September 1995, R. 719 van 3 Mei 1996 en R. 991 van 14 Junie 1996 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers en werknemers.

### 4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot 12, 14 tot 16, 18 (4) en 19 tot 27 van die Vorige Ooreenkoms soos verder verleng, hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

### 5. KLOUSULE 4: LONE EN LOONSKALE

In subklousule (7) (a), vervang die datum "28 September 1995" deur die datum "27 Junie 1996"

### 6. KLOUSULE 5: WERKURE

Voeg die volgende voorbehoudsbepaling by subklousule (4):

"Met dien verstande dat vroulike werknemers gedurende die laaste drie maande van hul swangerskap geregtig is op drie halwe dae betaalde verlof ten einde voorgedurende klinieke te besoek."

### 7. KLOUSULE 7: KORTTYD

Voeg die volgende by subklousule (1):

"Voordat kennis van korttyd gegee word, moet die werkgewer met die werkplekvertegenwoordigers oorleg pleeg."

**8. KLOUSULE 8: VAKANSIES, JAARLIKSE VERLOF EN KRAAMVERLOF**

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

"(1) Elke werkgewer moet, nie vroeër nie as die 10de dag en nie later nie as die 24ste dag van Desember van elke jaar, aan elke werknemer wat by hom in sy diens is, uitgesonderd 'n nagwag, afwesigheidsverlof vir minstens twee agtereenvolgende weke en vier dae toestaan en aan sodanige werknemer nie later nie as drie dae voor die aanvang van sodanige verlof, as 'n verloftoelaag, 'n bedrag betaal gelyk aan 'n twaalfde van die loon wat hy sou verdien het in twee weke en vier dae vir elke maand diens by die werkgewer. Met dien verstande dat—

- (a) die tydperk van sodanige verlof of mag saamval met enige tydperk waartydens die werknemer onderworpe is aan 'n kennisgewing van diensbeëindiging of besig is om militêre diens te verrig kragtens die Verdedigingswet, 1957;
- (b) as 'n openbare vakansiedag soos in subklousule (7) van hierdie klousule bedoel, binne die tydperk van sodanige verlof val, sodanige openbare vakansiedag by die genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof en dat die werknemer vir sodanige vakansiedag, betaal en gelyktydig met die verloftoelaag, 'n bedrag betaal moet word gelyk aan die loon wat hy sou verdien het as hy op sodanige openbare vakansiedag sy gemiddelde getal gewone daaglikse werkure gewerk het.

**Opmerking:** Vir die berekening van die verlofbesoldiging wat ingevolge hierdie klousule betaalbaar is, beteken besoldiging vir 'vier dae' vier vyftes van die weekloon."

- (2) Vervang subklousule (5) (a) deur die volgende:

"(5) (a) Ondanks subklousule (1), moet 'n werkgewer, 'n nagwag 23 agtereenvolgende kalenderdae verlof toestaan vir elke 12 maande diens en, moet hy, vooraf op die laaste werkdag voordat sodanige verlof begin, sodanige werknemer 'n bedrag van minstens drie maal die weekloon plus een addisionele dag se loon waarop hy met ingang van die eerste verlofdag geregtig is."

- (3) Vervang subklousule (11) deur die volgende:

"(11) Met die voorlegging van bevredigende bewys van ouerskap aan die werkgewer is manlike werknemers geregtig op een dag betaalde en een dag onbetaalde vaderskapverlof."

**9. KLOUSULE 10: DIENSBEEÏNDIGING**

Voeg die volgende by subklousule (9):

"Verder mag die vakbond die uittreeloon met die werkgewer onderhandel in terme van klousule 28 (3)."

**10. AANHANGSEL C**

- (1) Vervang klousule 1 deur die volgende:

**"1. LOONSKALE**

|                                                                                                                  | Kolom A  | Kolom B  |
|------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                  | Per week | Per week |
|                                                                                                                  | R        | R        |
| (A) Onderstaande lone moet betaal word aan werknemers werksaam in die Sektie Algemene Goedere van die Nywerheid: |          |          |
| (i) Ketelbediener .....                                                                                          | 235,77   | 259,35   |
| (ii) Drywer van 'n motorvoertuig gelisensieer om 'n loonvrag te dra of te trek van—                              |          |          |
| (a) minder as 2 722 kg .....                                                                                     | 235,77   | 259,35   |
| (b) 2 722 kg .....                                                                                               | 280,09   | 308,10   |
| (c) meer as 2 722 kg maar hoogstens 3 536 kg .....                                                               | 332,75   | 366,03   |
| (d) meer as 4 536 kg .....                                                                                       | 385,46   | 424,01   |
| Vurkhyserdrywer .....                                                                                            | 385,46   | 424,01   |
| (iii) Algemene werker .....                                                                                      | 216,73   | 238,40   |
| (iv) Werknemer graad F .....                                                                                     | 216,73   | 238,40   |
| (v) Nagwag .....                                                                                                 | 235,77   | 259,35   |
| (vi) Magasynmeester en/of pakhuisman, versendingsklerk .....                                                     | 280,09   | 308,10   |
| (B) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodighede vervaardig:            |          |          |
| (i) Voorman .....                                                                                                | 437,96   | 481,76   |
| (ii) Kragguilotinebediener .....                                                                                 |          |          |
| (iii) Draaisnymasjienbediener, Klas I .....                                                                      | 385,46   | 424,01   |
| (iv) Houtmasjienbediener, Klas I .....                                                                           |          |          |
| (v) Snyer, Klas I .....                                                                                          | 364,35   | 400,79   |
| (vi) Hoekstikmasjienbediener .....                                                                               | 332,75   | 366,03   |

|                                                                                                                                                   | Kolom A  | Kolom B  |
|---------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                   | Per week | Per week |
|                                                                                                                                                   | R        | R        |
| (vii) Werknemer graad A .....                                                                                                                     | 280,20   | 308,22   |
| (viii) Werknemer graad B .....                                                                                                                    | 261,48   | 287,63   |
| (ix) Werknemer graad C .....                                                                                                                      | 235,77   | 259,35   |
| (x) Werknemer graad D .....                                                                                                                       | 216,73   | 238,40   |
| (xi) Werknemer graad E .....                                                                                                                      |          |          |
| (xii) Werknemer graad G .....                                                                                                                     |          |          |
| (C) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:                                                    |          |          |
| (i) Voorman .....                                                                                                                                 | 437,96   | 481,76   |
| (ii) Snyer, Klas I .....                                                                                                                          | 332,75   | 366,03   |
| (iii) Saalmaker, Klas I .....                                                                                                                     | 332,75   | 366,03   |
| (iv) Snyer, Klas II .....                                                                                                                         | 295,92   | 325,51   |
| (v) Saalmaker, Klas II .....                                                                                                                      | 295,92   | 325,51   |
| (vi) Perssnyer .....                                                                                                                              | 280,09   | 308,10   |
| (vii) Paneelvuller .....                                                                                                                          | 235,77   | 259,35   |
| (viii) Handstikker .....                                                                                                                          | 235,77   | 259,35   |
| (ix) Skawer .....                                                                                                                                 | 235,77   | 259,35   |
| (x) Splitser .....                                                                                                                                | 235,77   | 259,35   |
| (xi) Leerbandsnymasjienbediener .....                                                                                                             | 216,73   | 238,40   |
| (xii) Masjienwerker .....                                                                                                                         |          |          |
| (xiii) Plooiemaker .....                                                                                                                          |          |          |
| (xiv) Beitswerker .....                                                                                                                           |          |          |
| (D) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie, ens. vervaardig:                                                  |          |          |
| (i) Voorman .....                                                                                                                                 | 437,96   | 481,76   |
| (ii) Handsnyer .....                                                                                                                              | 306,40   | 337,04   |
| (iii) Perssnyer .....                                                                                                                             | 290,60   | 319,66   |
| (iv) Voorbereider en afwerker .....                                                                                                               | 269,63   | 296,59   |
| (v) Masjienwerker .....                                                                                                                           | 256,09   | 281,70   |
| (vi) Handstikker .....                                                                                                                            | 235,77   | 259,35   |
| (vii) Splitser .....                                                                                                                              | 235,77   | 259,35   |
| (viii) Leerbandsnymasjienbediener .....                                                                                                           | 216,73   | 238,40   |
| (ix) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsoeneerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig ..... | 216,73   | 238,40   |
| (E) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisbande, ens. vervaardig:                                            |          |          |
| (i) Voorman .....                                                                                                                                 | 437,96   | 481,76   |
| (ii) Perssnyer .....                                                                                                                              | 311,69   | 342,86   |
| (iii) Handsnyer .....                                                                                                                             | 235,77   | 259,35   |
| (iv) Skawer .....                                                                                                                                 | 235,77   | 259,35   |
| (v) Splitser .....                                                                                                                                | 235,77   | 259,35   |
| (vi) Masjienwerker .....                                                                                                                          | 216,73   | 238,40   |
| (vii) Klinknaelwerker .....                                                                                                                       |          |          |
| (viii) Werknemer wat plooi en/of vetergate maak en/of afwerkingswerk verrig .....                                                                 |          |          |
| (F) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:                                         |          |          |
| (i) Voorman .....                                                                                                                                 | 437,96   | 481,76   |
| (ii) Handsnyer .....                                                                                                                              | 311,69   | 342,86   |
| (iii) Perssnyer .....                                                                                                                             |          |          |
| (iv) Handstikker .....                                                                                                                            |          |          |
| (v) Skawer .....                                                                                                                                  | 235,77   | 259,35   |
| (vi) Splitser .....                                                                                                                               | 235,77   | 259,35   |
| (vii) Masjienwerker .....                                                                                                                         | 216,73   | 238,40   |
| (viii) Leerbandsnymasjienbediener .....                                                                                                           |          |          |
| (ix) Klinknaelwerker .....                                                                                                                        |          |          |
| (x) Leerfatsoeneerder .....                                                                                                                       |          |          |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Kolom A  | Kolom B  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Per week | Per week |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | R        | R        |
| (xi) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleerwerk verrig en/of raamwerk aan beursies aanbring en/of voerings insit en/of metaalverstywers insit en/of rande bewerk en/of veters of rieme insit en/of punte maak of aansit en/of perforeer- en/of kramwerk verrig en/of omdopwerk verrig en/of bokshandskoene opstop en/of veters volgens lengte sny ..... | 216,73   | 238,40   |
| (xii) Hoëfrekwensiesweiswerk .....                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |          |
| (G) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat koffers vir Swartes in die provinsie Transvaal vervaardig: Met dien verstande dat sodanige lone betaalbaar is slegs in gevalle waar die betrokke werkgewer die Raad oortuig het dat die artikel wat vervaardig word 'n koffer vir Swartes is en dat hy 'n sertifikaat met hierdie strekking van die Raad hou. In alle ander gevalle is die lone wat in subklousule (B) gespesifiseer word, van toepassing.     |          |          |
| Die sertifikaat hierbo bedoel, kan te eniger tyd deur die Raad ingetrek word deur een week vooraf kennis aan die betrokke werkgewer te gee.                                                                                                                                                                                                                                                                                                                                              |          |          |
| (a) Gekwalifiseerde werknemers wat werksaam is as—                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |          |
| (i) Saers .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 245,06   | 269,57   |
| (ii) Monteerders .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 223,51   | 245,86   |
| (iii) Snyers .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 216,73   | 238,40   |
| (vi) Inmekaarsitters (in die bedryf bekend as "carpenters" (timmermans) en plakkers .....                                                                                                                                                                                                                                                                                                                                                                                                | 216,73   | 238,40   |
| (b) (i) Voorman .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 437,96   | 481,76   |
| (ii) Klinknael- en/of spykermasjienwerkers .....                                                                                                                                                                                                                                                                                                                                                                                                                                         | 290,60   | 319,66   |
| (iii) Fatsoeneermasjienwerkers, houtlasmasjienwerkers, skuurmasjienwerkers, spuit- of vlamskilderwerkers .....                                                                                                                                                                                                                                                                                                                                                                           | 239,74   | 263,71   |
| (H) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, en uitgesonderd dié in subklousules (A) en (I) bedoel:                                                                                                                                                                                                                                                                                                                                                     |          |          |
| Gedurende die eerste ses maande ondervinding .....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 153,05   | 168,36   |
| Gedurende die tweede ses maande ondervinding .....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 175,69   | 193,26   |
| Gedurende die derde ses maande ondervinding .....                                                                                                                                                                                                                                                                                                                                                                                                                                        | 209,74   | 230,71   |
| Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nogtans geag word 12 maande ondervinding te hê.                                                                                                                                                                                                                                                                                                                                                   |          |          |
| (I) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrikte Bellville, Goodwood en Durban balle vervaardig:                                                                                                                                                                                                                                                                                                                                       |          |          |
| (i) Voorman .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 437,96   | 481,76   |
| (ii) Snyer .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 311,69   | 342,86   |
| (iii) Paneelmasjienwerker .....                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 280,09   | 308,10   |
| (iv) Splitser .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 235,77   | 259,35   |
| (v) Afwerker, Graad I .....                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 228,94   | 251,83   |
| (vi) Afwerker, Graad II .....                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (vii) Mondstukvaslymer .....                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 216,73   | 238,40   |
| (viii) Naatwerker, Graad I .....                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |          |
| (ix) Naatwerker, Graad II .....                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |          |
| (x) Werknemers wat snywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mondstukke in posisie aanbring en/of veters volgens lengte sny .....                                                                                                              | 216,73   | 238,40   |
| (J) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede bedoel in subklousule (I) verrig:                                                                                                                                                                                                                                                                                                                                                     |          |          |
| Gedurende die eerste ses maande ondervinding .....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 147,53   | 162,28   |
| Gedurende die tweede ses maande ondervinding .....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 158,80   | 174,68   |
| Gedurende die derde ses maande ondervinding .....                                                                                                                                                                                                                                                                                                                                                                                                                                        | 169,69   | 186,66   |



|                                                                                                                                                                                                                                                                                   | Kolom A  | Kolom B  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                   | Per week | Per week |
|                                                                                                                                                                                                                                                                                   | R        | R        |
| (K) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrik Wynberg krieketballe en hokkieballe vervaardig:                                                                                                                                  |          |          |
| (i) Voorman .....                                                                                                                                                                                                                                                                 | 437,96   | 481,76   |
| (ii) Snyder, Graad I .....                                                                                                                                                                                                                                                        | 280,20   | 308,22   |
| (iii) Puritan-masjienwerker .....                                                                                                                                                                                                                                                 | 280,20   | 308,22   |
| (iv) Handstikwerker .....                                                                                                                                                                                                                                                         | 235,77   | 259,35   |
| (v) Handnaatwerker .....                                                                                                                                                                                                                                                          | 235,77   | 259,35   |
| (vi) Afskiller .....                                                                                                                                                                                                                                                              | 235,77   | 259,35   |
| (vii) Splitser .....                                                                                                                                                                                                                                                              | 235,77   | 259,35   |
| (viii) Saambinder, Graad I .....                                                                                                                                                                                                                                                  | 216,73   | 238,40   |
| (ix) Monteerder .....                                                                                                                                                                                                                                                             | 216,73   | 238,40   |
| (x) Kerngieter .....                                                                                                                                                                                                                                                              | 216,73   | 238,40   |
| (xi) Kelgieter .....                                                                                                                                                                                                                                                              | 216,73   | 238,40   |
| (xii) Snyder, Graad II .....                                                                                                                                                                                                                                                      | 216,73   | 238,40   |
| (xiii) Blokker, Graad I .....                                                                                                                                                                                                                                                     | 216,73   | 238,40   |
| (xiv) Saambinder, Graad II .....                                                                                                                                                                                                                                                  | 216,73   | 238,40   |
| (xv) Werknemers wat sproeispuitspreiwerk of waspoleringswerk en/of stamper/bosselering en/of fatsoeneringswerk, graad II en/of voeringwerk en/of natmaakwerk en/of etikettering en/of skoonmaak en/of indompeling en/of lynwerk en/of platparswerk en/of wikkelswerk verrig ..... | 216,73   | 238,40   |
| (L) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede bedoel in subklousule (K) verrig:                                                                                                                                              |          |          |
| Gedurende die eerste ses maande ondervinding .....                                                                                                                                                                                                                                | 181,34   | 199,47   |
| Gedurende die tweede ses maande ondervinding .....                                                                                                                                                                                                                                | 205,96   | 226,56   |

(2) Getalsverhouding van werknemers: In klousule 2, vervang subklousules (3), (4), (5) en (6) deur die volgende:

“(3) *Tuie*: (a) Daar moet minstens een voorman en elke bedryfsinrigting wees.

(b) Vir elke werknemer wat 'n loon ontvang van minstens R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 kan daar hoogstens een werknemer teen 'n loon van minder as R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word nie wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word.

(4) *Kruisbande*: Vir elke werknemer wat 'n loon ontvang van minstens R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 kan daar hoogstens een werknemer teen 'n loon van minder as R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word nie wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word.

(5) *Persoonlike goedere*: Vir elke werknemer wat 'n loon ontvang van minstens R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 kan daar hoogstens een werknemer teen 'n loon van minder as R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word nie wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word.

(6) *Koffers vir Swartes*: Vir elke drie werknemers wat 'n loon ontvang van minstens R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 kan daar hoogstens een werknemer teen 'n loon van minder as R238,40 per week gedurende die tydperk eindigende 30 Junie 1997 in diens geneem word: Met dien verstande dat die algemene werkers nie in aanmerking geneem moet word nie wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word.”

Namens die partye op hede die 19de dag van Julie 1996 te Port Elizabeth onderteken.

**R. GAYLARD**  
Lid van die Raad

**A. A. VAN ROOYEN**  
Lid van die Raad

**K. PERUMAL**  
Lid van die Raad

**L. M. VAN LOGGERENBERG**  
Sekretaris van die Raad



No. R. 1684

18 October 1996

## LABOUR RELATIONS ACT, 1956

## HAIRDRESSING TRADE, PRETORIA

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the 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 5 February 1997, upon the employers' organisation and the trade union which entered into the said 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 said Agreement, excluding those contained in clauses 1 (1) (a), 2, 6 (2) (c) and (e), 18, 19, 20, 21 and 29, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 5 February 1997, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

**T. T. MBOWENI**

Minister of Labour

## SCHEDULE

## INDUSTRIAL COUNCIL FOR THE HAIRDRESSING AND COSMETOLOGY TRADE (PRETORIA)

## AGREEMENT

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

**S.A. Hairdressers' and Cosmetologists' Association (Northern Gauteng Division)**

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

**S.A. Hairdressers' Employees' Industrial Union (Northern Gauteng Branch)**

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

being the parties to the Industrial Council for the Hairdressing and Cosmetology Trade (Pretoria), in substitution of the Agreement published under Government Notice No. R. 164 of 26 January 1990, as amended and extended by Government Notices Nos. R. 2455 of 11 October 1991, R. 76 of 22 January 1993, R. 716 of 30 April 1993, R. 2277 of 30 December 1994, R. 852 of 15 June 1995 and R. 1952 of 22 December 1995.

## 1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Hairdressing and Cosmetology Trade—
  - (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 Pretoria and Wonderboom.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
  - (a) apply only to employers for whom wages are prescribed in this Agreement and to the employers of such employees;
  - (b) apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 48 of the Act, and shall remain in force for a period of three years or for such period as may be determined by him.

## 3. DEFINITIONS

Any terms used in this Agreement which are defined in the Act shall have the same meaning as in the Act; any reference to an Act or Ordinance shall include any amendment to such Act or Ordinance, and, unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Labour Relations Act, 1956 (Act No. 28 of 1956);

"agreement" means an agreement published and, as amended, made binding upon employers and employees in the Hairdressing and Cosmetology Trade in accordance with the provisions of the Act;

"apprentice" means an employee serving under a written contract of apprenticeship, registered or deemed to be registered by the HCSITB or its successors in name and title under the Training Act, 1981 and includes a minor employed on probation in terms of the said Act;

**"Hairdressing and Cosmetology Trade"** means the Trade in which employers and employees are associated for the purpose of rendering salon services in any establishment;

**"HCSIETB"** means the Hairdressing and Cosmetology Services Industry Education and Training Board;

**"hourly-paid employee"** means an employee employed by an employer in the Hairdressing and Cosmetology Trade in any capacity, excluding that of an apprentice employed for a period not exceeding 20 hours in any week in any one establishment.

**"part-time employee"** means an employee employed for not more than eight ordinary working hours per day and not more than 25 ordinary working hours per week;

**"clerical employee, receptionist and/or telephonist"** means an employee engaged mainly for the purpose of receiving clients or booking appointments by telephone or otherwise and/or keeping accounts and records or any other form of clerical work in addition to handling cash and effecting counter sales;

**"Council"** means the Industrial Council for the Hairdressing and Cosmetology Trade (Pretoria) registered in terms of section 19 of the Act;

**"employee"** means any person who is employed by or working for any employer and who is receiving or entitled to receive any remuneration, and any other person who in any manner assists in the carrying on or conducting of the business of any employer; and "employ" and "employment" have corresponding meanings;

**"employer"** means any person who employs or provides work for any person and remunerates, or expressly or tacitly undertakes to remunerate him, or who permits any person to assist him in any manner in the carrying on or conducting of his business; and "employ" and "employment" have corresponding meanings;

**"establishment"** means any premises on which or in connection with which salon services are rendered;

**"manicurist/nail technician and/or beauty therapist"** means an employee engaged in the manicuring, structuring or extension of nails and/or massage or stimulative treatment of the face, scalp or neck, eyebrow plucking, waxing and pedicure;

**"premium"** means, without any way limiting the ordinary meaning of the term, any consideration of whatever nature given in return for the training of any person in salon services;

**"qualified hairdresser"** means an employee, other than an apprentice, who performs any one or more of the operations as defined under "salon services" in this Agreement and who—

- (a) has served an apprenticeship in terms of the Training Act; and
- (b) has passed a qualifying trade test under or holds a certificate of proficiency issued in terms of section 28 of the said Act; or
- (c) holds a certificate of competency issued by the Industrial Council for the Hairdressing and Cosmetology Trade;

**"operator"** means an employee, not being an apprentice or Qualified Hairdresser, engaged in Salon Service; as per 17 (e);

**"toilet services"** means any one or a combination of the operations generally and usually performed by and known as the profession of the beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

- (a) The arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, dyeing, colouring, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;
- (b) the massaging or other stimulative treatment or exercise of the face, scalp or neck;
- (c) the manicuring of nails, the plucking of eyebrows, board work, trichological treatment or beauty culture; or
- (d) the performing of any operation referred to in (a) on any wig or hairpiece to be worn by any person;

whether or not any apparatus, appliance, preparation or substance is used in any of these operations.

**"Training Act"** means the Manpower Training Act, 1981;

**"wage"** means the amount of money payable to an employee in terms of clause 5 (1) in respect of ordinary hours of work: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 5 (1), it means such higher amount;

**"working employer"** means an employer or any partner in partnership, director of a company, or member of a close corporation who himself performs work similar to that carried out by any of his employees.

#### 4. REGISTRATION OF EMPLOYERS

(1) All employers, unless already registered under the previous Agreement, shall within one month from the date on which this Agreement comes into operation, and any employer operating in the Hairdressing and Cosmetology Trade after that date, shall within one month from the date of commencing operations, forward to the Secretary of the Council the following particulars:

- (a) His full name and the name of the business;

- (b) the business address; and
- (c) the full name of each employee, the capacity in which he is employed and the wages that he is paid.
- (2) Every employer shall enclose monthly on the form prescribed in Annexure A hereto the full names of all persons employed.
- (3) In the case of a partnership, the full names of all the partners shall be furnished in addition to the particulars required in subclause (1).
- (4) In the case of a limited liability company, the following particulars shall be furnished in addition to those required by subclause (1):
  - (a) Address of the registered offices of the company;
  - (b) the full names of the directors and the full name of the person in actual control of each branch of the business;
  - (c) the full names of the secretary of the company and all other office bearers of the company.
- (5) In the case of a close corporation, the following particulars, shall be furnished in addition to those required by subclause (1):
  - (a) Address of the registered office of the corporation;
  - (b) the members of the corporation;
  - (c) the accounting officer of the corporation;
  - (d) a copy of the founding statement.
- (6) Every employer shall, in the event of a change in any of the particulars required to be furnished in terms of this clause, forward to the Secretary of the Council within 14 days of the date upon which such change took effect, a notification in writing of any such change.

## 5. WAGES

- (1) No employer shall pay and no employee shall accept wages at a rate lower than the prescribed minimum wage as published in the *Government Gazette* from time to time.

### New wage scale as from the second Monday after the date of publication of this agreement

|                                                              | Per month                          | Per week | Per hour |
|--------------------------------------------------------------|------------------------------------|----------|----------|
| (a) Qualified hairdresser:                                   |                                    |          |          |
| First year after qualification .....                         | R1 284,00                          | R296,54  | R6,74    |
| Thereafter .....                                             | R1 843,00                          | R425,64  | R9,67    |
| (b) Operator .....                                           | R1 100,00                          | R254,04  | R5,77    |
| (c) Clerical employee, receptionist and/or telephonist ..... | R1 290,00                          | R297,92  | R6,77    |
| (d) Manicurist/nail technician and/or beauty therapist ..... | R1 290,00                          | R297,92  | R6,77    |
| (e) Part-time employee .....                                 | Two-thirds of prescribed wages     |          |          |
| (f) Hourly-paid employee .....                               | Hourly rate as per job description |          |          |

- (2) An employer shall not employ as a hairdresser any person other than an apprentice or a qualified hairdresser.
- (3) Nothing contained in this clause shall operate to permit a reduction in the wage an employee was receiving at the date of coming into operation of this Agreement while such employee remains in the employ of the same employer.

## 6. PAYMENT OF WAGES AND AUTHORISED DEDUCTIONS

- (1) (a) Wages shall be paid in cash weekly or monthly, as the case may be, unless the contract of employment of an employee is terminated before the usual pay day, when wages shall be paid immediately on such termination.
- (b) All wages due shall be placed in a sealed envelope which shall reflect the full name of the employee, the period for which the particular payment is made, any deductions made in terms of this Agreement, and the amount contained in the envelope in the form as set out in Annexure B.
- (2) No deduction of any description other than the following may be made from the remuneration due to an employee:
  - (a) Except where otherwise provided in this Agreement, whenever an employee is absent from work, other than on the instructions or at the request of the employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;
  - (b) contributions to Council funds in terms of clause 15 of this Agreement;
  - (c) subscriptions and other moneys due to the trade union in terms of clause 21;
  - (d) subscription to any medical aid scheme registered with RAMS (Registered Association of Medical Schemes);
  - (e) subscriptions to the S.A. Hairdressers' Industrial Union Pension Fund in terms of the Act;
  - (f) stock used by the employee in rendering salon services to clients, or a percentage of the gross takings of the employee; this deduction to be stipulated in a written agreement signed by both employer and employee;



- (g) deductions which an employer is required to make in terms of any Act, or any other amount which an employer is legally or by order of any competent court required or permitted to make or in accordance with a written authority given to the employer by such employee.

(3) Wages due to an employee in terms of clause 5 shall be paid by 12:00 on the last day of each month: Provided that should such day of that particular month be other than a business day, such wages shall be paid at 12:00 on the business day immediately preceding such day.

(4) Payment of wages shall be made at the place where the employee is actually engaged, or employed at the time of the payment of wages, in cash or with a negotiable cheque.

## 7. HOURS OF WORK

(1) (a) The ordinary hours of work between Monday and Sunday of all employees engaged in the Hairdressing and Cosmetology Trade shall not exceed 44 hours per week as from 1 March 1996 to 28 February 1997, 42 hours per week as from 1 March 1997 to 28 February 1998, and 40 hours per week as from 1 March 1998: Provided that the hours worked do not exceed ordinary hours per day.

(b) *Overtime:* Notwithstanding the limits on hours of work specified in paragraph (a) above, overtime may be worked as may be required from time to time: Provided that the employer and employee have in writing, mutually agreed to the employee working such overtime.

(2) *Meal intervals:* All employees shall be allowed a meal interval of at least one hour between the hours of 11:30 and 14:30 on all working days: Provided that—

- (i) no employer shall require or permit an employee to work nor shall an employee agree to work for more than five hours continuously on any day without an interval of not less than one hour during which no work shall be performed, and such interval shall not be deemed to be part of the ordinary hours of work;

- (ii) periods of work interrupted by an interval of less than a half hour shall be deemed to be continuous.

(3) *Attendance register:* Every employee shall each day enter in an attendance register, which his employer shall provide, the time he starts work and the time he finally ceases work for the day, and all commencing and finishing times of any periods during the day on which he was off duty.

Every employee shall make such entry upon commencing work, ceasing and resuming work for the day at the time of occurrence.

## 8. ANNUAL LEAVE AND PAYMENT

(1) Every employee shall be entitled to and be granted leave on full pay on all public holidays. Whenever a public holiday falls within the period of annual leave, such holiday shall be added to the said period as a further period of leave of absence on full pay.

(2) (a) (i) Every employee shall, in each year of employment with the same employer or establishment, be entitled to and be granted three consecutive weeks' leave of absence on full pay reckoned at the wage the employee was receiving the week immediately prior to proceeding on leave.

(ii) An employee who has completed five or more consecutive years' service with the same employer or in the same establishment shall be granted four consecutive weeks' leave of absence on full pay, reckoned at the wage the employee was receiving the week immediately prior to proceeding on leave.

(2) (b) An employee whose services are terminated before the completion of one month's completed employment with an employer or establishment shall not be entitled to any leave pay for this period.

(c) Upon termination of an employee's employment his employer shall pay to him his full remuneration in respect of any leave which accrued to him but was not granted to him before the date of termination of his employment.

(3) The employer shall fix the time when such leave shall be taken, but if the employer has not granted to an employee his period of leave at an earlier date, such leave shall be taken and shall commence within three months after the completion of each 12 months of employment and such an employee shall then absent himself from the employer's place of business during the period of such leave.

(4) (a) For the purposes of this clause, employment shall be deemed to commence from the date on which the employee last became entitled to annual leave or the date of engagement, whichever is the latter.

(b) For the purposes of this clause, employment shall be deemed to include—

- (i) up to four months of military service rendered in pursuance of the Defence Act, 1957, in that year;
- (ii) any period during which the employee is on leave in terms of the provisions of this clause;
- (iii) any period during which the employee is absent from work on the instructions or at the request of the employer;
- (iv) any period during which the employee is absent from work owing to illness or accident;

but not any period of absent owing to illness or accident in excess of 36 days in any 12 months or two consecutive days, if the employee fails, after demand by the employer to produce a certificate by a medical practitioner that he was prevented by illness or accident from doing his work.



**9. SICK LEAVE AND MATERNITY LEAVE**

(1) An employer shall grant to any employee, other than a casual employee, who is absent from work through incapacity, not less than 36 working days' paid sick leave in the aggregate during any period of 36 consecutive months of employment with him and shall pay such employee in respect of the period of absence in terms of this subclause an amount of not less than the wage he would have received had he worked during such period; provided that—

- (i) in the first 12 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than one working day in respect of each completed month of employment;
- (ii) an employer shall as a condition to the payment by him of any amount claimed in terms of this subclause by an employee in respect of any absence from work for a period covering more than two consecutive days, require such employee to produce a certificate signed by a medical practitioner stating the nature and duration of the employee's incapacity;
- (iii) when an employee has during any period of up to eight weeks received payment in terms of this subclause on two or more occasions without producing such a certificate his employer shall during the period of eight weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence from work.

(2) For the purposes of this clause—

(a) "employment" shall include any period during which an employee—

- (i) is on leave in terms of clause 8 of this Agreement;
- (ii) is on sick leave in terms of subclause (1);
- (iii) is absent from work on the instructions or at the request of his employer;
- (iv) is rendering military service;

amounting in the aggregate in any year to not more than 10 weeks in respect of the periods referred to in subparagraphs (i), (ii) and (iii), plus not more than four months for any period of military service referred to in subparagraph (iv) undergone in that year, and any continuous employment which an employee has had with the same employer immediately before the date of commencement of this Agreement shall, for the purposes of this clause, be deemed to be employment, and any sick leave on full pay granted to such an employee during such period shall, for the purposes of this clause, be deemed to have been granted under this Agreement; and

(b) "incapacity" means inability to work owing to any sickness or injury other than sickness or injury caused by an employee's own misconduct: Provided that in the case of accidents only such benefits shall be payable as are not compensable under the Compensation for Occupational Injuries and Diseases Act, 1993 or Multilateral Motor Vehicle Accident Fund Act, 1989.

(3) A female employee shall be guaranteed re-employment after unpaid maternity leave of not less than four weeks prior to the expected date of confinement, and eight weeks after the date of confinement.

**10. SPECIAL LEAVE**

(1) *Paternity leave:* A period not exceeding seven days' paid leave in any one calendar year shall be granted to a male employee upon written proof of the birth of his child. Such leave shall be arranged with the employer in writing.

(2) *Compassionate leave:* A period not exceeding seven days, paid leave in any one calendar year shall be granted to any employee only for the demise of an immediate family member. Such leave to be arranged between the employer and employee upon written proof of death of such a family member.

(3) *Training leave:* A duly elected shop steward shall be granted seven days' paid leave for shop steward training purposes on a "once-off" basis. Thereafter a further three days' paid leave per annum shall be granted for additional shop steward training. Such leave shall be arranged between the employee and the employer and shall be requested in writing.

**11. TERMINATION OF SERVICES**

(1) Subject to—

- (a) the right of an employer or an employee to terminate employment without notice for any good cause legally recognised as sufficient; or
- (b) the provisions of any written agreement between employer and employee stipulating a period of notice in excess of that provided for herein, but not in excess of 12 months;

and having regard to the definition of unfair labour practice as contained in the Act, an employer or his employee shall not give less than two weeks' written notice to terminate the contract of employment.

(2) Notice shall take effect from the working day following the day on which such notice was given.

(3) Notice may not be given whilst an employee is on leave in terms of clause 8 or absent on sick leave in terms of clause 9.

(4) By mutual written agreement between the employer and employee the notice period referred to in subclause (1) (b) may be shortened to such period as agreed upon.

(5) In the event of an employer or an employee failing to give notice as provided for in subclause (1), the employer or employee shall pay or forfeit in lieu thereof an amount equal to the remuneration which the employee was receiving immediately preceding the termination of the contract of employment: Provided that if an agreement has been entered into in terms of subclause (1) (b), the payment or forfeiture in lieu of notice shall be proportionate to the period of the notice agreed upon, which shall not be in excess of 12 months.

(6) Notwithstanding anything to the contrary in this Agreement, should any money owing by the employer to the employee by way of wages be insufficient to meet the full amount of the forfeiture referred to herein, the employer shall be entitled to recover such amounts from other benefits (if any) which were in the process of accrual to such employee at the time of his desertion.

(7) The period of notice referred to in this clause shall not run concurrently with, nor shall notice be given during, an employee's absence on annual or sick leave, or any period during which the employee is required to render military service in pursuance of the Defence Act, 1957.

(8) An employer may pay an employee wages for and in lieu of the period of notice prescribed or agreed upon in terms of subclause (1).

(9) Every employer shall issue a certificate of service to any employee. The certificate shall be in the form of Annexure C to this Agreement.

## 12. OUTWORK

An employee, excluding an hourly-paid employee, shall not—

- (a) solicit or take orders for or undertake work in the Hairdressing and Cosmetology Trade, or in any other industry;
- (b) engage in trading in salon requisites for sale, gain or reward,

on his own account or on behalf of any person or from any other person other than his employer whilst such employee is in the employ of an employer engaged in the Hairdressing and Cosmetology Trade, without the written permission of his employer.

## 13. CERTIFICATE OF QUALIFICATION

(1) Whenever an employer or an employee applies for a certificate of qualification, he may either do a trade test in terms of section 28 of the Training Act, or alternatively make application for an examination.

(2) A panel of qualified trade test examiners approved by the Council, consisting of at least two members, one of whom shall be appointed by the employers' organisation and one by the trade union, shall hold the examination referred to in subclause (1) and make recommendations to the Council as to the issue of certificates of qualification.

(3) The applicant shall forward the sum of R300,00 to the Council (through the Secretary), which shall request him to submit himself to an examination.

(4) Any applicant who fails to attend an examination without furnishing the committee with a reason considered satisfactory by the committee shall forfeit the examination fee.

## 14. EXEMPTIONS

(1) Subject to the provisions of the Act, the Council may grant exemptions from any of the provisions of this Agreement in respect of any person for any good and sufficient reason.

(2) The Council shall fix, in respect of any persons granted exemption under the provisions of subclause (1) of this clause, the conditions subject to which such exemption is granted and the period during which such exemption shall operate: Provided that the Council may, if it deems fit, after 30 days' notice in writing has been given to the persons concerned, withdraw any licence of exemption.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of subclause (1) of this clause, a licence of exemption, signed by him, setting out—

- (a) the full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions fixed in accordance with the provisions of subclause (2), subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

(4) The Secretary of the Council shall—

- (a) retain a copy of each licence issued and forward a copy to the Divisional Inspector, Department of Labour, P.O. Box 393, Pretoria, 0001;
- (b) where the exemption is granted to an employee, forward a copy of the licence to the employer concerned.

## 15. EXPENSES OF THE COUNCIL AND THE HAIRDRESSING AND COSMETOLOGY SERVICES INDUSTRY EDUCATION AND TRAINING BOARD

(1) For the purpose of meeting the expenses of the Council, every employer shall deduct R16,20 per month from the earnings of each of his employees for whom wages are prescribed in clause 5 (1) (a), (c) and (d) and R11,40 per month from the earnings of employees for whom wages are prescribed in clause 5 (1) (b) and R7,80 per month from apprentices.

(2) In addition to the above, all employers shall pay a fee of R60,00 per month.

(3) Every salon owner shall submit to the Council on a monthly basis such levies or other monies as may be due to the HCSIETB in terms of its Constitution or by the provisions of any levy scheme in force and published by the Minister.

(4) The amounts referred to in subclauses (1), (2) and (3) shall be remitted to the Secretary of the Council, Second Floor, 424 Pretorius Street, Pretoria, 0002, or to P.O. Box 26319, Arcadia, 0007, not later than the seventh day of each month, in the form prescribed in Annexure A to this Agreement, as rendered by the Industrial Council.

(5) All dues and fines payable by employers and employees to their respective bodies shall be collected by the Industrial Council and shall be paid over to the respective organisations within 30 days of receipt.

(6) Any increase in the expenses of the Council as per subclauses (1), (2) and (3), shall be negotiated annually between the parties to this Agreement.

#### 16. PENALTY

If any amount which falls due in terms of any clause or any other provision of this Agreement is not received in full by the Council by the 15th day of the month following the month for which the amount is payable, the employer shall be liable to pay a penalty calculated at the rate of 10 per cent of the capital amount which remains unpaid.

#### 17. EXHIBITION OF AGREEMENT

Every employer shall affix and keep affixed in his establishment, in a conspicuous place readily accessible to his employees, a legible copy of this Agreement in one of the official languages, and in the form prescribed in the regulations under the Act.

#### 18. AGENTS

The Council shall appoint one or more specified persons as agents to assist in the administration of the Agreement. It shall be the duty of every employer and every employee to permit such persons to enter such premises, institute and complete such enquiries, and examine such books, documents, wage sheets and payslips and to perform all such acts as may be necessary for ascertaining whether the conditions of the Agreement are being observed and complied with, and no person shall make a false statement to such agent during the course of his investigation.

#### 19. MEMBERSHIP

- (1) No employer who is a member of the employers' organisation shall continue to employ an employee—
  - (a) who, while being eligible for membership of the trade union, is not a member of the trade union as at the date of coming into operation of this Agreement; or
  - (b) who does not become a member of the trade union within a period of 90 days from such date.
- (2) No member of the trade union, from the date of entering into employment where the entering into employment takes place after the date of coming into operation of this Agreement may continue his employment with an employer—
  - (a) who is not a member of the employers' organisation; or
  - (b) who does not within a period of 90 days after such date, or after the date of employment of the employee concerned where the employment takes place after the date of coming into operation of this Agreement, become a member of the employer's organisation.
- (3) The provisions of this clause shall not apply to persons who are not eligible for membership in terms of the constitution of the trade union or employers' organisation, or who have been refused membership of or expelled from the trade union or employers' organisation.

#### 20. TRADE UNION REPRESENTATIVES ON THE COUNCIL

Every employer shall give to any of his employees who are representatives or alternates on the Council every reasonable facility to attend to their duties in connection with the work of the Council.

#### 21. MONEYS PAYABLE TO THE EMPLOYERS' ORGANISATION AND THE TRADE UNION

- (1) Every employer shall deduct weekly or monthly, as the case may be, from the wages of his employees the amount of the subscriptions and other moneys due to the trade union in terms of its constitution as advised by the Secretary of the trade union from time to time, and shall forward with the form prescribed in Annexure A hereto the amount thus deducted to the Secretary of the Council, Second Floor, 424 Pretorius Street, Pretoria, 0002 or P.O. Box 26319, Arcadia, 0007, not later than the seventh day of each month following on the month in which the deductions were made.
- (2)
  - (a) Every employer who is a member of the employers' organisation shall, during the month of December of each year, forward to the Secretary of the Council the annual subscriptions due in terms of the constitution of the organisation.
  - (b) Every employer who is a member of the employers' organisation shall remit the monthly return of subscription, Development Fund levies or any other levies to the Secretary of the Council not later than the seventh day of each month in the form prescribed in Annexure A to this Agreement.
- (3) Any amount received by the Council in terms of subclauses (1) and (2) shall be paid over to the trade union or the employers' organisation, respectively, within 30 days of receipt thereof.

#### 22. CONTROL OF PREMISES

No employer shall carry on the Hairdressing and Cosmetology Trade on premises—

- (a) which are not adequately lighted and ventilated and provided with an adequate supply of hot and cold running water;
- (b) which are not fitted with glazed washbasins with waste pipes and a system for the innocuous disposal of waste water;
- (c) the walls and floors of which are not constructed of material which will permit of their being kept clean;



- (d) which are fitted with shelves, fittings or other fixtures which are not made of readily cleansable and durable material;
- (e) any part of which is used as a sleeping apartment or place for the storage or preparation of food, unless the part used for carrying on the Hairdressing and Cosmetology Trade is separated from such apartment or place by a wall or walls having no doors, windows, apertures or other means of communication therewith.

### 23. PROVISION OF EQUIPMENT

(1) (a) An employer shall provide, for the use of every hairdresser's assistant, all tools and equipment necessary for the carrying out of his work, except the following:

- (i) Curling tongs;
- (ii) scissors;
- (iii) combs;
- (iv) clippers;
- (v) razors;
- (vi) neck brushes;
- (vii) a strop;
- (viii) a razor hone;
- (ix) hand driers;
- (x) hairbrushes.

(b) Where the employer has instituted a dress code fitting in with the color scheme of his salon, he shall supply the required clothing to his assistants.

(2) An employer will comply at all times with all health regulations and health legislation as is applicable in the area of operation.

### 24. CONTRAVENTION OF AGREEMENT

Contravention of any clause of this Agreement by an employer or employee will be punishable in a criminal court of law.

### 25. LETTER OF APPOINTMENT

(1) Every employer shall provide each new employee with a letter of appointment as per Annexure D to this Agreement showing at least the following:

The employee's full name, date of commencement of service, job description, basic salary, normal hours of work and probation period.

(2) A copy of such letter, signed by the employer and employee, shall be retained by the employer and employee.

### 26. ULTRA VIRES

Should any provision of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of this Agreement shall be deemed to be the Agreement and shall remain in force for the unexpired period of the Agreement.

### 27. PROHIBITION OF EMPLOYMENT

An employer shall not employ any person under the age of 16 years.

### 28. MEDICAL FUND

(1) The Council, having resolved that employers and employees in the Hairdressing and Cosmetology Industry may participate in a Medical Plan registered in terms of the Medical Schemes Act, 1967 (hereinafter referred to as "the Scheme"), hereby authorises, for the purpose of implementing the objects set forth in the Rules of the Scheme, the collection of contributions in accordance with the procedure detailed hereunder—

- (a) every employer shall each week or month, as the case may be, deduct from the wage of each of his employees who has voluntarily applied in writing to participate in the Scheme, the amount calculated in terms of the Rules of the Scheme and notified to him by the administrators of the Scheme. To the amount so deducted the employer shall add the amount which he has agreed to pay to the Scheme, if any, in respect of members of the Scheme in his employ;
- (b) the total of the amounts referred to in subclause (2) shall be forwarded by the employer to the administrators of the Scheme not later than seventh day of the month following the month during which the deductions were made.

### 29. PENSION FUND

Membership of the South African Hairdressers' Industrial Union Pension Fund shall be compulsory—

- (1) every employer shall at the end of each pay period deduct from the wages of every applicable member of the trade union in his employ an amount equal to 90% of the agreed contributions to the Pension Fund, according to the rules of the S.A. Hairdressers' Industrial Union Pension Fund, underwritten by a Registered Insurance Underwriter;



- (2) every employer shall contribute an amount equal to 10% of the agreement contributions to the Pension Fund of every applicable member of the trade union in his employer, according to the rules of the S.A. Hairdressers' Industrial Union Pension Fund;
- (3) The amounts so deducted in subclause (1) and contributed in subclause (2) shall be paid over within seven days to the Secretary of the Council, P.O. Box 26319, Arcadia, 0007.

### 30. INTERPRETATION OF AGREEMENT

- (1) The Council shall be the body responsible for the administration of the Agreement and may issue expressions of opinion not inconsistent with the provisions thereof for the guidance of the employers and the employees.
- (2) Any dispute which may arise in the Hairdressing Trade shall be referred to the Council to be dealt with in terms of the Act.

### 31. DISSOLUTION OF COUNCIL

(1) In the event of the expiration of this Agreement or any extension or renewal thereof by effluxion of time or any other cause and a subsequent agreement providing for the continuation of the Trust Account not being negotiated within a period of 12 months from the date of such expiration, or the Trust Account not being transferred by the Council within such period to any other trust account constituted for the same purposes as that for which the original Trust Account was created, or in the event of the dissolution of the Council, the moneys standing to the credit of the Trust Account shall be refunded to the employers and employees who contributed to it.

(2) The Trust Account shall during the said period of 12 months or until such time as it is transferred to any other trust account referred to above or continued by a subsequent agreement, be administered by the Council.

(3) Any amount which cannot be disposed of in terms of this clause after the expiration of six months from the date it became payable to the person who was entitled thereto shall be paid into the Council's general funds and if the Council has been dissolved by that date, such amount shall be dealt with in terms of section 34 (4) of the Acts as if it formed part of the general funds of the Council.

Signed at Pretoria, for and on behalf of the parties, this 11th day of October 1996.

**D. S. CLUTTON**

Chairman of the Council

**J. WEINTRAUD**

Vice-Chairman of the Council

**J. P. FORBES**

Secretary of the Council

## INDUSTRIAL COUNCIL FOR THE HAIRDRESSING AND COSMETOLOGY TRADE (PRETORIA)

### ANNEXURE A—MONTHLY RETURN BY EMPLOYER

PLEASE USE THE FOLLOWING ADDRESS FOR ALL CORRESPONDENCE:

P.O. BOX 26318  
ARCADIA  
0007

TELEPHONE: (012) 322-1692. FAX: (02) 320-7824.

| Name of contributor | Member number | Member key | Type of work | Union subs. | Union entrance | Salary | Council levy (employee) | Sundry expense levy | Pension Fund  |               | Total |
|---------------------|---------------|------------|--------------|-------------|----------------|--------|-------------------------|---------------------|---------------|---------------|-------|
|                     |               |            |              |             |                |        |                         |                     | Em-<br>ployer | Em-<br>ployee |       |
|                     |               |            |              |             |                |        |                         |                     |               |               |       |
|                     |               |            |              |             |                |        |                         |                     |               |               |       |
|                     |               |            |              |             |                |        |                         |                     |               |               |       |

\*\*\*\*\* SUBTOTALS \*\*\*\*\*

|                           |                                 |   |
|---------------------------|---------------------------------|---|
| SUMMARY OF SALON CHARGES: | DEVELOPMENT FUND.....           | R |
|                           | PENALTY LEVY.....               | R |
|                           | HCSIETB LEVY.....               | R |
|                           | SAHCA SUNDRIES.....             | R |
|                           | SALON CHARGE.....               | R |
|                           | EMPLOYEE'S ENTRANCE FEE.....    | R |
|                           | EMPLOYER'S SUBSCRIPTION.....    | R |
|                           | SALON TOTAL.....                | R |
|                           | EMPLOYEE TOTAL.....             | R |
|                           | TOTAL AMOUNT FOR THE MONTH..... | R |

**This return MUST be settled by the 7th but certainly not later than the 15th day of the month for which the return is completed**

OUTSTANDING ACCOUNT DETAIL

| 120 DAYS | 90 DAYS | 60 DAYS | 30 DAYS | CURRENT | TOTAL DUE |
|----------|---------|---------|---------|---------|-----------|
|          |         |         |         |         |           |

(PLEASE REMIT THIS AMOUNT)

SPECIAL COMMENTS: .....

.....

ANNEXURE B

PAYSLIP

Employer.....

Employee.....

Wage for week/month ending. ....19.....

R c

Basic wage .....

Commission % .....

Sales commission .....

Sundry .....

**GROSS TOTAL** .....

**LESS PENSION** .....

**TAXABLE TOTAL** .....

— PAYE .....

— U.I.F. ....

— Trade Union fees .....

— Industrial Council fees .....

— Absence .....days @ .....

— Sundry .....

**TOTAL DEDUCTIONS** R .....

**NET SALARY** R .....

RECEIVED BY .....

Signature

## ANNEXURE C

## INDUSTRIAL COUNCIL FOR THE HAIRDRESSING &amp; COSMETOLOGY TRADE (PRETORIA)

## CERTIFICATE OF SERVICE

No. ....

Name of salon .....

Address of salon .....

Name of employee (in full) .....

Sex ..... Age .....

Employed as .....

Wages ..... per week/month.

Date started .....

Date left .....

Remarks .....

.....  
*Signature of employer*.....  
*Signature of employee***NB: A copy of this certificate to be forwarded to the Secretary of the Council.**

**ANNEXURE D**

---

**MEMORANDUM OF A MONTHLY  
EMPLOYMENT AGREEMENT  
ENTERED INTO BETWEEN**

---

.....  
(hereinafter referred to as "THE SALON")

**AND**

.....  
(hereinafter referred to as "THE EMPLOYEE")



Whereas the parties have agreed upon the following:

# **1. POSITION AND COMMENCEMENT**

- 1.1 **THE EMPLOYEE** shall be employed as .....  
of **THE SALON** and shall commence employment with **THE SALON** on .....
- 1.2 **THE EMPLOYEE** shall be expected to perform all the services and/or duties associated with the said position. **THE EMPLOYEE** undertakes to comply with all reasonable and lawful instructions of **THE SALON** that are consistent with the position.
- 1.3 **THE SALON** may include or exclude any task that may be necessary in the interest of **THE SALON** at its discretion in the spectrum of services and/or duties to be rendered by **THE EMPLOYEE** on a temporary basis, subject to reasonable notice.
- 1.4 **THE EMPLOYEE** warrants not only that he/she is capable and competent to perform the duties and/or services that he/she has been employed to do, but also that he/she has the necessary skills and knowledge.

# **2. PROBATIONARY PERIOD**

- 2.1 **THE EMPLOYEE'S** appointment shall be conditional for a period of four weeks from the day of appointment. Dismissal after the first two weeks shall put the burden of proof on **THE SALON**. During the probationary period **THE EMPLOYEE'S** health, conduct, skill, knowledge and performance shall be evaluated by **THE SALON**.
- 2.2 **THE EMPLOYEE** hereby agrees that failure to comply with any of **THE SALON'S** standards during or at the conclusion of the probation period shall be sufficient reason for **THE SALON** to terminate **THE EMPLOYEE'S** employment.

# **3. SALARY**

- 3.1 **THE EMPLOYEE'S** basic monthly salary shall be R..... per month, payable not later than 12:00 on the last working day of each month in arrears.
- 3.2 **THE EMPLOYEE'S** basic conditions of employment shall be annually reviewable at the discretion of **THE SALON** and shall be made subject to reasonable and acceptable performance by **THE EMPLOYEE**.
- 3.3 Payment of **THE EMPLOYEE'S** monthly salary shall be made as arranged and shall be in cash or per uncrossed cheque.

# **4. BENEFITS**

- 4.1 Any bonus payments declared by **THE SALON** from time to time shall be entirely at the discretion of **THE SALON** in accordance with the criteria and qualifications of such payment, which shall also be discretionary.
- 4.2 Eligible membership of any medical aid scheme, provident or pension fund provided by **THE SALON** shall be compulsory and subject to the rules of such schemes or funds.

# **5. CONDITIONS OF EMPLOYMENT**

## **5.1 HOURS OF WORK**

5.1.1 **THE EMPLOYEE'S** ordinary hours of work shall be as follows:

|           | FROM | TO |
|-----------|------|----|
| MONDAY    |      |    |
| TUESDAY   |      |    |
| WEDNESDAY |      |    |
| THURSDAY  |      |    |
| FRIDAY    |      |    |
| SATURDAY  |      |    |
| SUNDAY    |      |    |

5.1.2 On account of the nature of duties and/or seniority of the position **THE EMPLOYEE** accepts that hours of work must be flexible and additional hours must be worked when necessary.

5.1.3 **THE EMPLOYEE** agrees to a minimum of a one-hour lunch break.

## **5.2 ANNUAL LEAVE**

**THE EMPLOYEE** shall be entitled to three consecutive weeks' leave on full pay at the conclusion of each year in employment. All leave shall be taken three months before or three months after becoming due to **THE EMPLOYEE** and shall be granted in accordance with the Industrial Council for the Hairdressing and Cosmetology Trade (Pretoria) Agreement.

### 5.3 SICK LEAVE

5.3.1 **THE EMPLOYEE** shall be entitled to 36 working days' sick leave on aggregate in every 36 months of employment subject, however, to a *pro rata* amount during the first year of service and to all sick leave being granted in accordance with the Industrial Council for the Hairdressing and Cosmetology Trade (Pretoria) Agreement.

5.3.2 **THE EMPLOYEE** shall be responsible for notifying **THE SALON** on the first day of absence where reasonably possible if absent from work for any reason whatsoever.

### 5.4 HEALTH

5.4.1 **THE EMPLOYEE'S** good health and fitness to perform services and/or duties shall be conditions of employment.

5.4.2 If necessary **THE EMPLOYEE** may be required to undergo a medical examination at **THE SALON'S** expense if it seems likely that ill health is adversely affecting **THE EMPLOYEE'S** performance. Should **THE EMPLOYEE** prove not to be able to competently and/or properly execute the required duties due to health reasons, **THE SALON** shall have the right to terminate the services of **THE EMPLOYEE**.

## 6. SECURITY

6.1 **THE EMPLOYEE** accepts **THE SALON'S** security rules and regulations.

6.2 **THE EMPLOYEE** formally declares that he/she has no criminal record in terms of Schedule 1 of the Criminal Procedure Act, 1977 (Act No. 51 of 1977).

### 6.3 CONFIDENTIALITY

6.3.1 **THE EMPLOYEE** undertakes to keep confidential and not disclose any of **THE SALON'S** trade secrets, confidential documentation, technical expertise and data, trade agreements, systems, chemical formulae, methods, software, processes, client lists, programmes, marketing, technological and/or financial information and/or any other confidential information, other than to persons employed or authorised by **THE SALON** who are required to know such secrets or information for the purposes of their employment and/or association with **THE SALON**, both during the continuance of employment hereunder or thereafter.

6.3.2 **THE EMPLOYEE** hereby undertakes that he/she will not during or after his/her employment or termination of this Agreement for whatsoever reason, either in his/her personal or representative capacity, solicit or in any way whatsoever entice any clients away from **THE SALON**.

### 6.4 GENERAL CONDUCT

6.4.1 **THE EMPLOYEE** shall use his/her best endeavour to conduct, improve, extend, develop, promote, protect and preserve the business, interest, reputation and goodwill of **THE SALON** and shall carry out his/her services and/or duties in a proper, loyal and efficient manner.

6.4.2 **THE EMPLOYEE** undertakes to abide by bona fide work practices in relationship with **THE SALON** and/or its clients and/or business associates within the industry.

6.4.3 Both parties agree to make use of their best endeavours to enhance, promote and maintain industrial peace and harmony at **THE SALON'S** workplace.

### 6.5 RULES AND REGULATIONS

6.5.1 **THE EMPLOYEE** has the obligation to devote the whole of his/her time, attention and ability to the business of **THE SALON** and in all respects observe the lawful directions and requirements of **THE SALON**. **THE EMPLOYEE** shall not be directly or indirectly employed by any other business concern whatsoever without the knowledge and written permission of **THE SALON**.

6.5.2 **THE EMPLOYEE** is required to disclose and declare all immediate family's outside or other interests which are or may potentially be in conflict with the interest of **THE SALON**. **THE EMPLOYEE** undertakes not to engage in activities that would detract from proper performance.

6.5.3 **THE EMPLOYEE** undertakes to observe all **THE SALON'S** procedures, rules and regulations. **THE SALON** may change any of its procedures, policies, rules and regulations at any time as it deems fit in the interest of **THE SALON**, subject to reasonable notice to **THE EMPLOYEE**.

## 7. TERMINATION OF EMPLOYMENT

**THE EMPLOYEE'S** employment may be terminated by either **THE SALON** or **THE EMPLOYEE** giving two weeks' written notice to the other party, subject to the fact that either party may summarily terminate this Agreement for any cause recognised by law as being sufficient.

## 8. STATUS CHANGE

**THE EMPLOYEE** shall notify **THE SALON** in writing within 14 days of any changes in his/her status, inclusive of changes in his/her qualifications, marital status, number of dependants, address and/or telephone number.

**9. NOTICES**

- 9.1 Any notice in writing to be served on the other party hereunder may be hand delivered or sent by registered post to the following address:

For **THE EMPLOYEE'S** attention:

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

For **THE SALON'S** attention:

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

- 9.2 The above-mentioned addresses are respectively accepted by both parties as being their respective *domicilium citandi et executandi* for all legal intents and purposes with regard to this Agreement.

Both parties by signing hereby acknowledge receipt of a copy of this Agreement and confirm that they have read, or have had the contents read to them. Both parties have understood the contents hereof. Both parties undertake to hold themselves respectively legally bound by this Agreement and undertake to make use of their best endeavours to observe the provisions contained therein.

Thus done and signed in Pretoria, on behalf of **THE SALON** and by **THE EMPLOYEE**, this.....day of .....199....., in the presence of the undersigned witnesses.

On behalf of **THE SALON**

Witness .....

Witness .....

THE EMPLOYEE

**No. R. 1684**

**18 Oktober 1996**

WET OP ARBEIDSVERHOUDINGE, 1956

**HAARKAPPERNYWERHEID, PRETORIA**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 5 Februarie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 6 (2) (c) en (e), 18, 19, 20, 21 en 29, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 5 Februarie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

**T. T. MBOWENI**

Minister van Arbeid

**BYLAE**

**NYWERHEIDSRAAD VIR DIE HAARKAPPERS EN KOSMETOLOGIEBEDRYF (PRETORIA)**

**OOREENKOMS**

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

**S.A. Hairdressers' and Cosmetologists' Association (Northern Gauteng Division)**

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

**S.A. Hairdressers' Employees' Industrial Union (Northern Gauteng Branch)**

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

wat die partye is by die Nywerheidsraad vir die Haarkappers en Kosmetologiebedryf (Pretoria), ter vervanging van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 164 van 26 Januarie 1990, soos gewysig en verleng by Goewermenskennisgewing Nos. R. 2455 van 11 Oktober 1991, R. 76 van 22 Januarie 1993, R. 716 van 30 April 1993, R. 2277 van 30 Desember 1994, R. 852 van 15 Junie 1995 en R. 1952 van 22 Desember 1995.

**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

- (1) Hierdie Ooreenkoms moet in die Haarkappers en Kosmetologiebedryf nagekom word—
  - (a) deur alle werknemers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;
  - (b) in die landdrosdistrikte Pretoria en Wonderboom.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms—
  - (a) van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers;
  - (b) van toepassing op vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, soos gewysig, of 'n kontrak wat daarkragtens aangegaan of 'n voorwaarde wat daarkragtens vasgestel is.

**2. GELDIGHEDSDUUR VAN OOREENKOMS**

Hierdie Ooreenkoms tree in werking op dié datum wat deur die Minister van Arbeid ingevolge artikel 48 van die Wet vasgestel word, en bly drie jaar lank van krag of vir sodanige tydperk as wat hy bepaal.

**3. WOORDOMSKRYWING**

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in die Wet; waar daar van 'n Wet of Ordonnansie melding gemaak word, sluit dit alle wysigings van dié Wet of Ordonnansie in en, tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui, ook vroue; voorts, tensy dit onbestaanbaar is met die samehang, beteken—

**"Wet"** die Wet op Arbeidsverhoudinge, 1956 (Wet No. 28 van 1956), soos gewysig;

**"ooreenkoms"** 'n ooreenkoms wat ingevolge die Wet gepubliseer en, soos gewysig, bindend gemaak is vir werkgewers en werknemers in die Haarkappers en Kosmetologiebedryf;

**"vakleerling"** 'n werknemer wat in diens is ingevolge 'n skriftelike kontrak van sy vakleerlingskap wat deur OOHKD of sy opvolger in naam en titel, geregistreer is of geag word daarkragtens geregistreer te wees, ingevolge die Wet op Mannekragopleiding, 1981, soos gewysig, en sluit dit minderjariges in wat ingevolge genoemde Wet op proef aangestel is;

**"Haarkappers- en Kosmetologiebedryf"** die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om salondienste in die bedryfsinrigting te lewer;

**"OOHKD"** die Opvoedings- en Opleidingsraad vir Haarversorg- en Kosmetiekdienste;

**"uurliks betaalde werknemer"** 'n werknemer in enige hoedanigheid in diens van 'n werkgewer in die Haarkappers- en Kosmetologiebedryf, met die uitsondering van 'n vakleerling in diens vir 'n tydperk van hoogstens 20 uur in 'n week in 'n bepaalde bedryfsinrigting;

**"deeltydse werknemer"** 'n werknemer wat hoogstens agt gewone werkure per dag en hoogstens 25 gewone werkure per week diens verrig;

**"klerk, ontvangsdame en/of telefonis"** 'n werknemer wat hoofsaaklik in diens geneem word met die doel om klante te ontvang of afsprake per telefoon of andersins aan te teken en/of boekhouwerk te doen of 'n ander vorm van klerklike werk te verrig, benewens die hantering van kontant en die hantering van toonbankverkope;

**"Raad"** die Nywerheidsraad vir die Haarkappers- en Kosmetologiebedryf (Pretoria) geregistreer ingevolge artikel 19 van die Wet;

**"werknemer"** 'n persoon wat in diens is of vir 'n werkgewer werk en besoldiging ontvang of daarop geregtig is om besoldiging te ontvang, of 'n ander persoon wat op enige wyse help om die besigheid van 'n werkgewer voort te sit of te bedryf; en "in diens neem" en "werkverskaffing" het ooreenstemmende betekenis;

**"werkgewer"** enige persoon hoegenaamd wat enige persoon in diens het of aan hom werk verskaf en wat daardie persoon besoldig, of uitdruklik of stilswyend onderneem om hom te besoldig, of wat enige persoon toelaat om hom op enige wyse te help om sy besigheid voort te sit of te bedryf; en "indiens neem" en "werkverskaffing" het ooreenstemmende betekenis;

**"bedryfsinrigting"** 'n perseel waarop of in verband waarmee salondienste gelewer word;

**"manikuris/nael tegnikus en/of skoonheidsterapeut"** 'n werknemer wat manikuurwerk, opbou en/of verlenging van naels en/of die massering of stimulerende behandeling van die gesig, kopvel of nek, die pluk van wenkbroue, wasopknapping en pedikuurwerk verrig;



**"premie"** sonder om die gewone betekenis van die uitdrukking enigsins te beperk, vergoeding van watter aard ook al wat as teenprestasie vir die opleiding van enige persoon in salondienste gegee word;

**"gekwalfiseerde haarkapper"** 'n werknemer, uitgesonderd 'n vakleerling, wat een of meer van die werksaamhede verrig wat in hierdie Ooreenkoms onder die beskrywing van "salondienste" voorkom en wat—

- (a) 'n leerlingskap uitgedien het ingevolge die Opleidingswet; en
- (b) geslaag het in 'n kwalifiserende ambagtoets of in besit is van 'n vaardigheidsertifikaat uitgereik ingevolge artikel 28 van genoemde Wet; of
- (c) in besit is van 'n bevoegdheidsertifikaat wat uitgereik is deur die Nywerheidsraad vir die Haarkappers- en Kosmetologiebedryf;

**"operateur"** beteken 'n werknemer anders as 'n Vakleerling of 'n Gekwalifiseerde Haarkapper wat Salondienste verrig; soos per 17 (e);

**"toilet dienste"** enigeen of meer van 'n kombinasie van die gewone en algemene gebruike in die beroep van skoonheidsdeskundiges of kosmetiste of kosmetologiste of haarkappers toegepas word, en omvat dit die volgende werksaamhede maar is dit nie daartoe beperk nie:

- (a) Die skik, kap, sny, streepbleiking, skeer, krul, reiniging, skroei, shampoeëring, bleiking, kleur, tint, versteiling, stilerig, golfing (permanent, marcel of water) of enige ander behandeling van die hare van die kop of die gesig;
- (b) massering of ander stimulerende behandeling of oefening van die gesig, kopvel of nek;
- (c) manikuurwerk, wenkbroue pluk, bordwerk, trigologiese of skoonheidskundige behandeling; of
- (d) die uitvoering van enige werksaamheid in hierdie omskrywing bedoel met die betrekking tot 'n pruik of haarstuk wat deur iemand gedra sal word;

ongegag of apparaat, toestel, preparant of gebruiksmiddel by enige een van hierdie werksaamhede gebruik word of nie.

**"Opleidingswet"** die Wet op Mannekragopleiding, 1981;

**"loon"** die bedrag geld aan 'n werknemer betaalbaar ingevolge klousule 5 (1) ten opsigte van gewone werkure: Met dien verstande dat as 'n werkgever 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as by klousule 5 (1) voorgeskryf, dit sodanige hoër bedrag beteken;

**"werkende werkgever"** 'n werkgever of 'n vennoot in vennootskap 'n direkteur van 'n maatskappy, of 'n lid van 'n beslote korporasie wat self werk doen, soortgelyk aan dié wat deur enigeen van sy werknemers gedoen word;

#### 4. REGISTRASIE VAN WERKGEWERS

(1) Alle werkgewers, tensy hulle reeds ingevolge die vorige Ooreenkoms geregistreer is, moet binne een maand vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, en alle werkgewers wat na genoemde datum in die Haarkappers- en Kosmetologiebedryf sake doen, moet binne een maand vanaf die datum waarop hulle met hul werksaamhede begin, onderstaande besonderhede aan die Sekretaris van die Raad verstrek:

- (a) Sy volle naam en dié naam van die besigheid;
- (b) die besigheidsadres; en
- (c) die volle naam van elke werknemer, die hoedanigheid waarin hy diens verrig en die loon wat betaal word.

(2) Elke werkgever moet maandeliks op die vorm soos in Aangangsel A hiervan voorgeskryf, die volle name van alle persone in sy diens aantoon.

(3) In die geval van 'n vennootskap moet, benewens die besonderhede in subklousule (1) vereis, die volle name van alle persone in sy diens aantoon.

(4) In die geval van 'n maatskappy met beperkte aanspreeklikheid moet, benewens die besonderhede in subklousule (1) vereis, die volgende besonderhede verstrek word:

- (a) Die adres van die geregistreerde kantore van die maatskappy;
- (b) die volle name van die direkteure en die volle naam van die persoon werklik in beheer van elke tak van die besigheid;
- (c) die volle name van die Sekretaris van die maatskappy en alle ander ampsbekleërs van die maatskappy.

(5) In die geval van 'n beslote korporasie moet, benewens die besonderhede in subklousule (1) vereis, die volgende besonderhede verskaf word:

- (a) Adres van die geregistreerde kantoor van die korporasie;
- (b) die lede van die korporasie;
- (c) die rekenkundige beampte van die korporasie;
- (d) 'n kopie van die stigtingsverklaring moet by die Raad ingedien word.

(6) Elke werkgever moet enige veranderings in die besonderhede wat verstrek moet word soos vereis kragtens hierdie klousule, binne 14 (veertien) dae na die datum waarop die verandering plaasvind, skriftelike kennis aan die Sekretaris van die Raad stuur.

**5. LONE**

(1) Geen werkgewer mag lone betaal en geen werknemer mag lone aanneem wat laer is nie as die voorgeskrewe minimum lone soos van tyd tot tyd in die *Staatskoerant* gepubliseer;

**Nuwe loonskaal soos vanaf die tweede Maandag na die publikasie van hierdie ooreenkoms**

|                                                           | Per maand                                                                                    | Per week | Per uur |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------|----------|---------|
| (a) Gekwalifiseerde haarkapper:                           |                                                                                              |          |         |
| Eerste jaar na kwalifikasie .....                         | R1 284,00                                                                                    | R296,54  | R6,74   |
| Daarna .....                                              | R1 843,00                                                                                    | R425,64  | R9,67   |
| (b) Operateur .....                                       | R1 100,00                                                                                    | R254,04  | R5,77   |
| (c) Klerk, ontvangsdame en/of telefoniste .....           | R1 290,00                                                                                    | R297,92  | R6,77   |
| (d) Manikuris/naeltegnikus en/of skoonheidsterapeut ..... | R1 290,00                                                                                    | R297,92  | R6,77   |
| (e) Deeltydse werknemer .....                             | Twee-derdes van die voorgeskrewe loon<br>Uurlikse tarief ooreenkomstig die<br>werkbeskrywing |          |         |
| (f) Uurliks besoldigde werknemer .....                    |                                                                                              |          |         |

(2) 'n Werkgewer mag niemand, uitgesonderd 'n vakleerling of 'n gekwalifiseerde haarkapper, as haarkapper in diens neem nie.

(3) Geen bepaling in hierdie klousule vervat mag die uitwerking hê wat 'n vermindering van die loon wat 'n werknemer op die inwerkingtredingsdatum van hierdie Ooreenkoms ontvang het, toelaat terwyl sodanige werknemer in die diens van dieselfde werkgewer bly nie.

**6. BETALING VAN LONE EN GEMAGTIGDE AFTREKKINGS**

(1) (a) Lone moet, na gelang van die geval, weekliks of maandeliks in kontant betaal word, tensy die dienskontrak van 'n werknemer voor die gewone betaaldag beëindig word, in welke geval die lone onmiddellik by beëindiging betaal moet word.

(b) Die volle bedrag aan loongeld wat verskuldig is, moet in 'n verseëelde koevert geplaas word. Die volle naam van die werknemer, die tydperk waarvoor die besondere betaling geskied, bedrae wat ingevolge hierdie Ooreenkoms afgetrek is en die bedrag wat die koevert bevat, moet dit vergesel. Die koevert moet in die vorm wees soos in Aangangsel B uiteengesit.

(2) Geen bedrag van watter aard ook al, uitgesonderd die volgende, mag van die besoldiging aan 'n werknemer verskuldig afgetrek word nie:

- Behoudens andersluidende bepalings in hierdie Ooreenkoms, as 'n werknemer om 'n ander rede van sy werk afwesig is as in opdrag of op versoek van sy werkgewer, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op grondslag van die loon wat die werknemer ten opsigte van sy gewone werkure ten tyde van sy afwesigheid ontvang het;
- bydraes tot fondse van die Raad ingevolge klousule 15 van hierdie Ooreenkoms;
- ledegeld en ander geld wat die vakvereniging ingevolge klousule 21 toekom;
- ledegelde aan enige mediese hulpskema geregistreer by RAMS (Registered Association of Medical Schemes);
- ledegeld aan die Pensioenfonds van die S.A. Hairdressers' Industrial Union ingevolge die Wet;
- voorraad wat deur die werknemer gebruik word by die lewering aan salondienste aan klante, of 'n persentasie van die bruto ontvangste van die werknemer; hierdie aftrekking moet bepaal word in 'n skriftelike ooreenkoms, deur beide werkgewer en werknemer onderteken;
- bydraes wat 'n werkgewer ingevolge 'n Wet moet maak of 'n ander bedrag wat 'n werkgewer regtens of op bevel van 'n hof met regsbevoegdheid, moet of mag aftrek of behalwe waar skriftelike magtiging deur sodanige werknemer aan die werkgewer gegee is.

(3) Lone ingevolge klousule 4 aan 'n werknemer verskuldig, moet teen 12:00 op die laaste dag van elke maand betaal word: Met dien verstande dat indien sodanige dag van daardie besondere maand nie 'n besigheidsdag is nie, die loon om 12:00 betaal moet word op die besigheidsdag wat sodanige dag onmiddellik voorafgaan.

(4) Lone moet deur middel van kontant of 'n verhandelbare tjek betaal word op die plek waar die werknemer ten tyde van die betaling van die lone werklik in diens of werksaam is.

**7. WERKURE**

(1) (a) Die gewone werkure tussen Maandag en Sondag van alle werknemers in die Haarkappers- en Kosmetologiebedryf is hoogstens 44 uur per week vanaf 1 Maart 1996 tot 28 Februarie 1997, 42 uur per week vanaf 1 Maart 1997 tot 28 Februarie 1998, en 40 uur per week vanaf 1 Maart 1998 van Maandag tot Sondag: Met dien verstande dat die ure gewerk nie agt gewone ure per dag oorskry nie.

(b) *Oortydwerk*: Ondanks die beperkings op die werkure in paragraaf (a) hierbo gespesifiseer, kan oortyd verrig word soos van tyd tot tyd vereis: Met dien verstande dat die werkgewer en werknemer skriftelik wedersyds ooreenkom dat die werknemer sodanige oortyd werk.

(2) *Etenspouses*: Daar moet aan alle werknemers 'n etenspouse van minstens een uur tussen 11:30 en 14:30 op alle werkdag toegestaan word: Met dien verstande dat—

- (i) 'n werkgewer nie van 'n werknemer mag vereis of hom mag toelaat om langer as vyf uur aaneen per dag sonder 'n pouse van minstens een uur te werk nie, en dat 'n werknemer nie aldus mag werk nie, en dat daar gedurende sodanige pouse geen werk gedoen mag word nie, en dié pouse moet nie as deel van die gewone werkure beskou word nie;
- (ii) werktydperke wat deur 'n pouse van minder as 'n half uur onderbreek word, as aaneenlopend beskou moet word.

(3) *Bywoningsregister*: Elke werknemer moet elke dag in 'n bywoningsregister, wat sy werkgewer moet verskaf, die tyd aanteken wanneer hy begin werk en wanneer hy uiteindelik ophou om die dag te werk, sowel as alle aanvangs- en uitskeitye van alle tydperke gedurende die dag waarin hy nie op diens was nie.

Elke werknemer noem so 'n inskrywing maak sodat hy begin of ophou werk en werk vir die dag hervat en hy moet dit doen wanneer dit werklik plaasvind.

## 8. JAARLIKSE VERLOF EN BESOLDIGING

(1) Alle werknemers is geregtig op verlof met volle besoldiging op alle openbare vakansiedae, en dit moet aan hulle toegestaan word. Sodanige openbare vakansiedag, as dit binne die jaarlikse verlof val, moet by die verlof gevoeg word as 'n verdere tydperk van afwesighedsverlof met volle besoldiging.

(2) (a) (i) Alle werknemers is in elke jaar diens by dieselfde werkgewer of bedryfsinrigting geregtig op drie agtereenvolgende weke afwesighedsverlof met volle besoldiging, bereken teen die loon wat die werknemer in die week onmiddellik voor die verlof ontvang het, en die verlof moet aan hom toegestaan word.

(ii) 'n Werknemer wat vyf of meer agtereenvolgende jare diens by dieselfde werkgewer of in dieselfde bedryfsinrigting voltooi het, moet vier agtereenvolgende weke afwesighedsverlof met volle besoldiging toegestaan word, bereken teen die loon wat die werknemer in die week onmiddellik voor die verlof ontvang het.

(2) (b) 'n Werknemer wie se diens beëindig word voor die voltooiing van 'n maand voltooide diens by 'n werkgewer of bedryfsinrigting is nie op verlofbesoldiging vir hierdie tydperk geregtig nie.

(c) By beëindiging van 'n werknemer se diens moet sy werkgewer aan hom sy volle besoldiging betaal ten opsigte van verlof wat hom toegeval het maar nie voor die datum van beëindiging van sy diens aan hom toegestaan is nie.

(3) Die werkgewer moet die tyd vasstel wanneer sodanige verlof geneem moet word, maar indien die werknemer aan 'n werknemer sy verloftydperk nie vroeër toegestaan het nie, moet sodanige verlof geneem word en 'n aanvang neem binne drie maande na die voltooiing van elke 12 maande diens en sodanige werknemer moet dan gedurende sodanige verloftydperk van die werkgewer se besigheidsplek af wegbly.

(4) (a) Vir die toepassing van hierdie klousule word diens geag te begin op die datum waarop die werknemer laas op jaarlikse verlof geregtig was, of die datum van indiensneming, wat ook al die jongste datum is.

(b) Vir die toepassing van hierdie klousule word diens geag—

- (i) tot vier maande militêre diens wat in daardie jaar ingevolge die Verdedigingswet, 1957, verrig is;
- (ii) die tydperk wat die werknemer ooreenkomstig hierdie klousule met verlof afwesig is;
- (iii) enige tydperk waartydens die werknemer op las of op versoek van sy werkgewer van sy werk afwesig is;
- (iv) enige tydperk waartydens die werknemer weens siekte of 'n ongeluk van sy werk afwesig is; te omvat, maar nie ook—

'n tydperk van afwesigheid, weens siekte of 'n ongeluk, van langer as 36 dae in 12 maande of langer as twee agtereenvolgende dae, indien die werknemer versuim om, nadat die werkgewer hom daartoe versoek het, 'n sertifikaat van 'n mediese praktisyn in te dien waarin verklaar word dat hy weens siekte of 'n ongeluk verhinder is om sy werk te verrig nie.

## 9. SIEKTEVERLOF EN KRAAMVERLOF

(1) 'n Werkgewer moet aan elke werknemer, uitgesonderd 'n los werknemer wat weens ongeskiktheid van sy werk afwesig is, betaalde siekteverlof van altesaam minstens 36 werkdag gedurende 'n tydperk van 36 agtereenvolgende maande diens by hom toestaan en sodanige werknemer ten opsigte van die afwesigheidstydperk ingevolge hierdie subklousule 'n bedrag betaal wat minstens gelyk is aan die loon wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat—

- (i) 'n werknemer gedurende die eerste 12 agtereenvolgende maande diens nie op meer siekteverlof met volle besoldiging as een werkdag, ten opsigte van elke voltooide maand diens, geregtig is nie;
- (ii) 'n werkgewer, as 'n voorwaarde vir die betaling deur hom van 'n bedrag wat kragten hierdie subklousule deur 'n werknemer geëis word, ten opsigte van afwesigheid van werk vir 'n tydperk wat oor meer as twee agtereenvolgende dae strek, moet vereis van so 'n werknemer om 'n sertifikaat te toon wat deur 'n mediese praktisyn onderteken is, en waarin die aard en duur van die werknemer se ongeskiktheid gemeld word;



- (iii) wanneer 'n werknemer gedurende 'n tydperk van hoogstens agt weke betaling ingevolge hierdie subklousule by twee of meer geleenthede ontvang het sonder om so 'n sertifikaat te toon, sy werkgever gedurende die tydperk van agt weke wat onmiddellik op die laaste sodanige geleentheid volg, van hom sal vereis om so 'n sertifikaat ten opsigte van enige afwesigheid van werk te toon.
- (2) Vir die toepassing van hierdie klousule—
  - (a) omvat "diens" ook 'n tydperk wat 'n werknemer—
    - (i) ingevolge klousule 8 van hierdie Ooreenkoms met verlof afwesig is;
    - (ii) ingevolge subklousule (1) met siekteverlof afwesig is;
    - (iii) op las of op versoek van sy werkgever van sy werk afwesig is;
    - (iv) militêre diens verrig;
 en wat in 'n bepaalde jaar altesaam hoogstens 10 weke beloop ten opsigte van die tydperke in subparagraaf (i), (ii) en (iii) bedoel, plus hoogstens vier maande vir 'n tydperk van militêre diens wat in subparagraaf (iv) bedoel word en wat in daardie jaar verrig is, en aaneenlopende diens wat 'n werknemer by dieselfde werkgever gehad het onmiddellik voor die datum van inwerkingtreding van hierdie Ooreenkoms, word vir die toepassing van hierdie klousule geag diens te wees, en siekteverlof met volle besoldiging wat gedurende sodanige tydperk aan sodanige werknemer toegestaan is, word vir die toepassing van hierdie klousule geag siekteverlof te wees wat ingevolge hierdie Ooreenkoms toegestaan is; en
  - (b) beteken "ongeskiktheid", onvermoë om te werk weens siekte of besering, uitgesonderd siekte of besering veroorsaak deur die werknemer se eie wangedrag: Met dien verstande dat, in die geval van ongelukke, slegs dié voordele betaalbaar is wat nie as vergoeding ingevolge die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993 of Multilaterale Motorvoertuigongelukkefondswet, 1989, betaalbaar is nie.
- (3) 'n Vroulike werknemer moet na onbetaalde kraamverlof van nie minder nie as vier weke voor die verwagte datum van die bevalling en agt weke na die bevalling, herindiensneming gewaarborg word.

#### 10. SPESIALE VERLOF

- (1) *Vaderskapverlof*: 'n Tydperk wat nie sewe dae betaalde verlof in enige kalenderjaar oorskry nie, sal toegestaan word aan 'n manlike werknemer na indiening van skriftelike bewys van die geboorte van sy kind. Sodanige verlof moet skriftelik met die werkgever gereël word.
  - (2) *Deernisverlof*: 'n Tydperk wat nie sewe dae betaalde verlof in enige kalenderjaar oorskry nie, word toegestaan aan enige werknemer alleenlik by die afsterwe van 'n onmiddellike familielid. Sodanige verlof word gereël tussen die werkgever en werknemer na indiening van die skriftelike bewys van sodanige familielid se dood.
  - (3) *Opleidingsverlof*: 'n Tydperk wat nie sewe dae betaalde verlof oorskry nie, word eenmalig aan 'n verkose werkplekverteenvoerder toegestaan vir die doeleindes van opleiding aan werkplekverteenvoerders. Daarna word 'n verdere drie dae betaalde verlof per kalenderjaar toegestaan vir die verdere opleiding van werkplekverteenvoerders.
- Sodanige verlof word tussen die werkgever en die werknemer gereël en moet skriftelik aangevra word.

#### 11. DIENSBEÏNDIGING

- (1) Behoudens—
  - (a) Die reg van 'n werkgever of 'n werknemer om diens op 'n regsgeldige rede sonder kennisgewing te beëindig; of
  - (b) die bepalinge van 'n skriftelike ooreenkoms tussen werkgever en werknemer wat 'n langer kennisgewingstermyn bepaal as dié waarvoor hierin voorsiening gemaak word, maar wat hoogstens 12 maande mag wees;
 en met inagneming van die omskrywing van 'n onbillike arbeidspraktyk, soos vervat in die Wet, moet 'n werkgever of sy werknemer, minstens twee weke skriftelike kennis verstrek om sy dienskontrak te beëindig.
- (2) Die kennisgewing tree in werking op die werksdag na die dag waarop sodanige kennis gegee is.
- (3) Kennis mag nie gegee word terwyl die werknemer ingevolge klousule 8 met verlof, of ingevolge klousule 9 met siekteverlof afwesig is.
- (4) Deur wedersydse skriftelike ooreenkoms tussen werkgever en werknemer kan die kennisgewingstermyn in (1) (b) bedoel, verkort word tot sodanige tydperk waarvoor ooreengekom is.
- (5) Indien 'n werkgever of 'n werknemer versuim om ingevolge subklousule (1) hiervan kennis te gee, moet die werkgever of werknemer, in plaas daarvan, 'n bedrag gelyk aan die loon wat die werknemer onmiddellik voor diensbeëindiging ontvang het, onderskeidelik betaal of verbeur: Met dien verstande dat, as 'n ooreenkoms ingevolge subklousule (1) (b) hiervan aangegaan is, die betaling of verbeuring in plaas van kennisgewing in verhouding moet wees tot die kennisgewingstermyn waarvoor ooreengekom is, wat hoogstens 12 maande mag wees.
- (6) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, het die werkgever die reg om, indien die bedrag wat die werknemer aan loon toekom, nie die volle bedrag van die verbeuring hierin bedoel dek nie, die verskil af te trek van ander voordele (as daar is), wat ten tyde van die werknemer se diensverlating in sy naam aan die oloop was.
- (7) Die kennisgewingstermyn in hierdie klousule bedoel, mag nie saamval met, en kennis mag ook nie gegee word gedurende, 'n werknemer se afwesigheid met jaarlikse of siekteverlof of 'n tydperk waarin die werknemer militêre diens ingevolge die Verdedigingswet, 1957, moet verrig nie.



(8) 'n Werkgewer kan aan 'n werknemer die loon betaal vir, en in plaas van, die kennisgewingstermyn soos voorgeskryf of waarvoor ingevolge subklousule (1) ooreengekom is.

(9) Elke werkgewer moet 'n dienssertifikaat uitreik aan 'n werknemer. Die sertifikaat moet in die vorm van Aanhangsel C van hierdie Ooreenkoms wees.

## 12. BUITEWERK

'n Werknemer, uitgesonderd 'n uurliks besoldigde werknemer, mag nie vir sy eie rekening, of ten behoeve van iemand of van iemand anders as sy werkgewer, diens is van 'n werkgewer in die Haarkappers en Kosmetologiebedryf—

- (a) bestellings werf of werk aanneem in die Haarkappers en Kosmetologiebedryf of enige ander bedryf nie,
- (b) vir verkoop, wins of beloning in enige salonbenodighede handel dryf, of werk aanvaar sonder die skriftelike goedkeuring van sy werkgewer nie.

## 13. BEVOEGDHEIDSERTIFIKAAT

(1) Wanneer 'n werkgewer of werknemer aansoek doen om 'n bevoegdheidsertifikaat kan hy hom beskikbaar stel om 'n vaktuets ingevolge artikel 28 van die Opleidingswet af te lê, of, so nie, aansoek doen om 'n eksamen af te lê.

(2) 'n Paneel van gekwalifiseerde vaktuetsseksaminators, goedgekeur deur die Raad, bestaande uit ten minste twee lede, waarvan een deur die werknemersorganisasie en een die vakverbond aangestel word, neem die eksamen en doen in verband met die uitreiking van Bevoegdheidsertifikate, aanbevelings aan die Raad.

(3) Die aansoeker stuur die bedrag van R300,00 aan die Raad (deur die Sekretaris), wat die aansoeker versoek om homself vir 'n eksamen aan te meld.

(4) 'n Aansoeker wat versuim om die eksamen af te lê sonder om 'n rede te verstrek wat vir die komitee bevredigend is, verbeur dié eksamengeld.

## 14. VRYSTELLINGS

(1) Behoudens die bepalings van die Wet kan die Raad om 'n goeie en afdoende rede aan iemand vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Die Raad moet ten opsigte van enigeen aan wie vrystelling kragtens subklousule (1) van hierdie klousule verleen word, die voorwaardes vasstel waarop die vrystelling verleen word en die geldigheidsduur van die vrystelling. Met dien verstande dat die Raad na goeie dinge en nadat 30 dae skriftelike kennis aan die betrokke persone gegee is, 'n vrystelling-sertifikaat kan intrek.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling ooreenkomstig subklousule (1) van hierdie klousule verleen is 'n vrystellingsertifikaat, deur hom onderteken, uitreik waarin die volgende vermeld word:

- (a) Die volle naam van die betrokke persoon;
- (b) dié bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes vasgestel ooreenkomstig subklousule (2), waarop sodanige vrystelling verleen word; en
- (d) die tydperk waarvoor die vrystelling van krag is.

(4) Die Sekretaris van die Raad moet—

- (a) 'n afskrif hou van elke sertifikaat wat uitgereik word, en 'n kopie aan die Afdelingsinspekteur, Departement van Arbeid, Posbus 393, Pretoria, 0001, stuur;
- (b) as vrystelling aan 'n werknemer verleen word, 'n kopie van die sertifikaat aan die betrokke werkgewer stuur.

## 15. UITGAWES VAN DIE RAAD EN DIE OPVOEDINGS- EN OPLEIDINGSRAAD VIR HAARVERSORG- EN KOSMETIEKDIENTE

(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer R16,20 per maand aftrek van die verdienste van sy werknemers vir wie lone in klousule 5 (1) (a), (c) en (d) voorgeskryf word en R11,40 per maand in die verdienste van werknemers vir wie lone in klousule 5 (1) (b) voorgeskryf word en R7,80 per maand vir vakleerlinge.

(2) Benewens bogenoemde moet alle werkgewers 'n bedrag van R60,00 per maand betaal.

(3) Elke saloneienaar moet maandeliks aan die Raad die heffings en/of enige ander gelde wat verskuldig mag wees aan die OOHKD oorbetal soos voorgeskryf ingevolge sy Konstitusie, of ooreenkomstig enige heffingskema van krag en gepubliseer deur die Minister.

(4) Die bedrae in subklousule (1), (2) en (3) bedoel, moet voor of op die sewende dag van elke maand, in die vorm soos voorgeskryf in Aanhangsel A van hierdie Ooreenkoms aan die Sekretaris van die Raad, Tweede Verdieping, Pretoriusstraat 424, Pretoria, 0002, of Posbus 26319, Arcadia, 0007, gestuur word, soos voorgelê deur die Nywerheidsraad.

(5) Alle gelde en boetes wat deur die werkgewers en die werknemers aan hul onderskeie liggame betaalbaar is, moet deur die Nywerheidsraad ingevorder word en moet binne 30 dae na ontvangs aan die onderskeie organisasies oorbetal word.

(6) Enige verhoging in die uitgawes van die Raad soos per subklousule (1), (2) en (3) word jaarliks onderhandel deur die betrokke partye by die Ooreenkoms.

## 16. BOETES

Indien 'n bedrag wat betaalbaar is ingevolge 'n klousule of ander bepaling van hierdie Ooreenkoms nie op die 15de dag van die maand wat volg op die maand waarvoor die bedrag betaalbaar is, ten volle deur die Raad ontvang is nie, moet die werkgewer 'n boete betaal bereken teen 'n koers van 10 persent van die kapitale bedrag wat onbetaald bly.

**17. VERTONING VAN OOREENKOMS**

Elke werkgewer moet op 'n opvallende plek in sy bedryfsinrigting, wat maklik toeganklik is vir sy werknemers, 'n leesbare eksemplaar van hierdie Ooreenkoms, in een van die amptelike tale en in die vorm soos in die regulasies ingevolge die Wet voorgeskryf, opplak en opgeplak hou.

**18. AGENTE**

Die Raad moet een of meer aangewese persone as agente aanstel om met die administrasie van hierdie Ooreenkoms behulpsaam te wees. Dit is die plig van elke werkgewer en elke werknemer om sodanige persone toe te laat om sodanige persele te betree, navrae te doen en te voltooi en boeke, dokumente, loonstate en loonbewyse te ondersoek en alles te doen wat nodig mag wees om vas te stel of hierdie Ooreenkoms nagekom word, en geen persoon mag aan 'n agent in die loop van sy ondersoek 'n valse verklaring doen nie.

**19. LIDMAATSKAP**

- (1) Geen werkgewer wat lid is van die werkgewersorganisasie mag 'n werknemer in diens hou—
  - (a) wat, terwyl hy tot lidmaatskap van die vakvereniging toelaatbaar is, nie op die datum waarop hierdie Ooreenkoms in werking tree lid van die vakvereniging is nie; of
  - (b) wat nie binne 'n tydperk van 90 dae vanaf sodanige datum lid van die vakvereniging word nie.
- (2) Geen lid van die vakvereniging mag, vanaf die datum van indienstreding waar die indienstreding geskied na die datum van inwerkingtreding van hierdie Ooreenkoms, in diens bly by 'n werkgewer—
  - (a) wat nie lid is van die werkgewersvereniging nie; of
  - (b) of wat nie binne 'n tydperk van 90 dae na sodanige datum, of na die datum van indiensneming van die betrokke werknemer, waar sodanige indiensneming na die datum van inwerkingtreding van hierdie Ooreenkoms geskied, lid van die werkgewersorganisasie word nie.
- (3) Hierdie klousule is nie van toepassing op persone wat ingevolge die vakvereniging of die werknemersvereniging se konstitusie nie vir lidmaatskap in aanmerking kom nie, of aan wie lidmaatskap daarvan geweier is of wat uit die vakvereniging of die werknemersorganisasie gesit is.

**20. VAKVERENIGINGVERTEENWOORDIGERS IN DIE RAAD**

Elke werkgewer moet aan enigeen van sy werknemers wat 'n verteenwoordiger of plaasvervanger in die Raad is, alle redelike fasiliteite verleen om sy pligte in verband met die Raad se werk na te kom.

**21. GELD BETAALBAAR AAN DIE WERKGEWERSORGANISASIE EN DIE VAKVERENIGING**

- (1) Elke werkgewer moet weekliks of maandeliks, na gelang van die geval, van die lone van sy werknemers die ledegeld en ander geld aftrek wat aan die vakvereniging verskuldig is ooreenkomstig sy konstitusie soos van tyd tot tyd deur die Sekretaris van die vakvereniging meegedeel, en moet die bedrag wat aldus afgetrek is in die vorm in Aanhangsel A hiervan voorgeskryf voor of op die sewende dag van elke maand wat volg op die maand waarin die aftrekkings gedoen is, aan die Sekretaris van die Raad, Tweede Verdieping, Pretoriusstraat 424, Pretoria, 0002, of Posbus 26319, Arcadia, 0007, stuur.
- (2) (a) Elke werkgewer wat lid van die werkgewersorganisasie is, moet gedurende die maand Desember van elke jaar, die jaarlikse ledegeld, ingevolge die konstitusie van die organisasie verskuldig aan die Sekretaris van die Raad stuur.
- (b) Elke werkgewer wat lid van die werkgewersorganisasie is, moet die maandelikse ledegeld, ontwikkelingsfonds- of ander heffings voor of op die sewende dag van elke maand in die vorm voorgeskryf in Aanhangsel A van hierdie Ooreenkoms aan die Sekretaris van die Raad stuur.
- (3) Alle bedrae wat die Raad ingevolge subklousules (1), en (2) ontvang, moet binne 30 dae na ontvangs aan onskadelik die vakvereniging en die werkgewersorganisasie oorbetal word.

**22. BEHEER OOR PERSELE**

Geen werkgewer mag die Haarkappers- en Kosmetologiebedryf uitoefen in 'n perseel—

- (a) wat nie behoorlik verlig en geventileer is nie en nie 'n toereikende toevoer van lopende koue en warm water het nie;
- (b) wat nie met geglasuurde wasbakke met afvoerpype en 'n stelsel vir die onskadelike afvoer van vuilwater toegerus is nie;
- (c) waarvan die mure en vloere vervaardig is van materiaal wat nie skoongehou kan word nie;
- (d) wat toegerus is met rakke, los of vaste toebehore wat nie van maklike afwasbare en duursame materiaal vervaardig is nie;
- (e) waarvan enige gedeelte as 'n slaapvertrek of 'n plek vir die bewaring of bereiding van voedsel gebruik word, tensy die gedeelte wat vir die Haarkappers- en Kosmetologiebedryf in gebruik is, van sodanige plek of vertrek afgeskei is deur 'n muur of mure sonder deure, vensters, openinge of ander verbindings daarmee.

**23. VERSKAFFING VAN UITRUSTING**

(1) (a) 'n Werkgewer moet vir die gebruik van elke haarkappersassistent alle gereedschap en uitrusting verskaf wat vir die verrigting van sy werk nodig is, uitgesonderd die volgende:

- (i) krultange;
- (ii) skêre;
- (iii) kamme;
- (iv) knippers;
- (v) skeermesse;
- (vi) nekborsels;
- (vii) slypstrop;
- (viii) skeermessslypsteen;
- (ix) handdroërs;
- (x) haarborsels.

(b) Waar die werkgewer kleredrag invoer wat by die kleurskema van sy salon pas, moet hy die nodige kledingstukke aan sy assistente verskaf.

(2) Alle werkgewers moet te alle tye voldoen aan die Gesondheidsregulasies en -wetgewing soos van toepassing in die betrokke area waar bedryf beoefen word.

**24. OORTREDING VAN OOREENKOMS**

Enige klousule van hierdie Ooreenkoms wat nie nagekom word deur die werkgewer of werknemer nie, is strafbaar in 'n geregshof.

**25. AANSTELLINGSBRIEF**

(1) Elke werkgewer moet 'n aanstellingsbrief ooreenkomstig Aanhangel D van die Ooreenkoms aan elke nuwe werknemer gee waarin minstens die volgende uiteengesit word:

Die werknemer se volle naam, aanvangsdatum van diens, werkbeskrywing, basiese salaris, gewone werkure en proeftydperk.

(2) 'n Afskrif van sodanige brief wat deur die werkgewer en werknemer onderteken is, moet deur die werkgewer en werknemer gehou word.

**26. ULTRA VIRES**

Indien 'n bepaling van hierdie Ooreenkoms deur 'n bevoegde geregshof *ultra vires* verklaar word, word die oorblywende bepalings van hierdie Ooreenkoms as die Ooreenkoms beskou en bly dit van krag vir die onverstreke tydperk van die Ooreenkoms.

**27. VERBOD OP INDIENSNEMING**

'n Werkgewer mag niemand onder die ouderdom van 16 jaar in diens neem nie.

**28. MEDIESE FONDS**

(1) Nademaal die Raad besluit het dat die werkgewers en die werknemers in die Haarkappers- en Kosmetologiebedryf kan deelneem aan 'n Mediese Skema wat ingevolge die Wet op Mediese Skemas, 1967, geregistreer is (hierna "die Skema" genoem), magtig hy hierby die invordering van bydraes ooreenkomstig die prosedure wat hieronder uiteengesit word, ten einde uitvoering te gee aan die doelstellings in die Reëls van die Skema vervat—

- (a) elke werkgewer moet elke week of maand, na gelang van die geval, van die loon van elkeen van sy werknemers wat vrywilliglik skriftelik aansoek gedoen het om in die Skema deel te neem, die bedrag aftrek wat ingevolge die Reëls van die Skema bereken is en waarvan die administrateurs van die Skema hom verwittig het. By die bedrag aldus afgetrek moet die werkgewer die bedrag, indien daar is, wat hy ingestem het om aan die Skema te betaal ten opsigte van elke lid van die Skema in sy diens, byvoeg;
- (b) die werkgewer moet die totaal van die bedrae in subklousule (2) bedoel aan die administrateurs van die Skema stuur voor of op die sewende dag van die maand wat volg op die maand waarin die aftrekkings gedoen is.

**29. PENSIOENFONDS**

Lidmaatskap van die Pensioenfonds van South Africa Hairdressers' Industrial Union is verpligtend—

- (1) elke werkgewer moet aan die einde van elke betaaltydperk van die loon van elke betrokke lid van die vakvereniging in sy diens 'n bedrag aftrek gelyk aan 90% van die ooreengekome bydrae tot die Pensioenfonds, ooreenkomstig die reëls van die Pensioenfonds van die the S.A. Hairdressers' Industrial Union, wat deur 'n Geregistreerde Versekeringmaatskappy onderskryf word;
- (2) elke werkgewer moet 'n bedrag gelyk aan 10% van die ooreengekome bydrae tot die Pensioenfonds van elke betrokke lid van die Vakvereniging in sy diens bydra ooreenkomstig die reëls van die Pensioenfonds van die S.A. Hairdressers' Industrial Union;
- (3) die bedrae aldus afgetrek in subklousule (1) en in subklousule (2) bygedra, moet binne sewe dae aan die Sekretaris van die Raad, Posbus 26319, Arcadia, 0007, oorbetaal word.



**30. UITLEG VAN OOREENKOMS**

(1) Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is en kan, ter leiding van die werkgewers en die werknemers, menings uitspreek wat nie met die bepalings daarvan onbestaanbaar is nie.

(2) Geskille wat in die Haarkappers- en Kosmetologiebedryf ontstaan, moet ingevolge die bepalings van die Wet vir beslissing na die Raad verwys word.

**31. ONTBINDING VAN DIE RAAD**

(1) Indien hierdie Ooreenkoms of 'n verlenging of hernuwing daarvan as gevolg van die verloop van tyd of om 'n ander rede verval, en 'n latere ooreenkoms wat voorsiening maak vir die voortsetting van die Trustrekening nie binne 'n tydperk van 12 maande vanaf sodanige vervaldatum aangegaan word nie, of indien die Trustrekening nie binne sodanige tydperk deur die Raad oorgedra word na 'n ander trustrekening, wat vir dieselfde doeleindes ingestel is as dié waarvoor die oorspronklike Trustrekening geopen is nie, of indien die Raad ontbind word, moet die geld wat in krediet van die Trustrekening oorbly, terugbetaal word aan die werkgewers en werknemers wat daartoe bygedra het.

(2) Die Trustrekening moet deur die Raad geadministreer word gedurende genoemde tydperk van 12 maande, of tot tyd en wyl dit oorgedra word na 'n ander trustrekening, soos hierbo bedoel, of by 'n latere ooreenkoms voortgesit word.

(3) Bedrae wat nie ingevolge hierdie klousule terugbetaal kan word nie, na 'n tydperk van ses maande vanaf die datum waarop dit betaalbaar geword het aan die persone wat daarop geregtig is, moet in die Raad se algemene fondse gestort word en, indien die Raad op dié datum ontbind is, moet daar ingevolge artikel 34 (4) van die Wet met dié bedrae gehandel word asof dit deel van die algemene fondse van die Raad uitmaak.

Vir en namens die partye op hede die dag 11de van Oktober 1996 te Pretoria onderteken.

**D. S. CLUTTON**

**Voorsitter van die Raad**

**J. WEINTRAUD**

**Ondervoorsitter van die Raad**

**J. P. FORBES**

**Sekretaris van die Raad**

**AANHANGSEL C****NYWERHEIDSRAAD VIR DIE HAARKAPPERS- EN KOSMETOLOGIEBEDRYF (PRETORIA)****AANHANGSEL A—MAANDELIKSE OPGAWE DEUR WERKGEWER**

**GEBRUIK ASSEBLIEF DIE VOLGENDE ADRES VIR KORRESPONDENSIE:**

POSBUS 26318

ARCADIA

0007

TELEFOON (012) 322-1692. FAKS: (012) 320-7824.

| Name van bydraer | Lid-nommer | Lid R. ID | Tipe van werk | Unie-bydrae | Unie-intrede | Salaris | Raadsfooi (werknemer) | Alg. heffing | Pensioenfonds |            | Totaal |
|------------------|------------|-----------|---------------|-------------|--------------|---------|-----------------------|--------------|---------------|------------|--------|
|                  |            |           |               |             |              |         |                       |              | Werk-gewer    | Werk-nemer |        |
|                  |            |           |               |             |              |         |                       |              |               |            |        |
|                  |            |           |               |             |              |         |                       |              |               |            |        |
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|                  |            |           |               |             |              |         |                       |              |               |            |        |

\*\*\*\*\* SUBTOTALE \*\*\*\*\*

|                           |                                           |   |
|---------------------------|-------------------------------------------|---|
| OPSOMMING VAN SALONKOSTE: | ONTWIKKELINGSHEFFING .....                | R |
|                           | BOETEHEFFING .....                        | R |
|                           | OOHKD-HEFFING .....                       | R |
|                           | SAHCA-DIVERSE .....                       | R |
|                           | SALONKOSTE .....                          | R |
|                           | WERKGEWERSTOELATINGSGELD .....            | R |
|                           | WERKNEMERSUBSKRIPSIE .....                | R |
|                           | SALONTOTAAL .....                         | R |
|                           | WERKNEMERSTOTAAL .....                    | R |
|                           | TOTALE BEDRAG VIR DIE LOPENDE MAAND ..... | R |

**Hierdie opgawe MOET veref-fen word voor die 7de maar beslis nie later nie as die 15de dag van die lopende maand waarvoor die opgawe voltooi is**

**UITSTAANDE REKENINGANALISE**

| 120 DAE | 90 DAE | 60 DAE | 30 DAE | LOPEND | TOTAAL |
|---------|--------|--------|--------|--------|--------|
|         |        |        |        |        |        |

SPESIALE OPMERKINGS: ..... (BETAAL ASSEBLIEF HIERDIE )  
BEDRAG)



## AANHANGSEL C

NYWERHEIDSRAAD VIR DIE HAARKAPPERS- &amp; KOSMETOLOGIEBEDRYF (PRETORIA)

## DIENSSERTIFIKAAT

No. ....

Naam van salon.....

Adres van salon.....

Volle naam van werknemer.....

Geslag..... Ouderdom.....

In diens as.....

Loon..... per week/maand.

Datum van indienstreding.....

Datum van diensverlating.....

Opmerkings.....

Handtekening van werkgever

Handtekening van werknemer

LW: 'n Afskrif van hierdie sertifikaat moet aan die Sekretaris van die Raad gestuur word.

No. R. 1688

18 October 1996

## LABOUR RELATIONS ACT, 1956

## LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: RE-ENACTMENT OF AGREEMENT FOR THE FOOTWEAR SECTION

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the 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 1997 upon the employers' organisation and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2, 3 and 7, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1997, upon employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

T. T. MBOWENI

Minister of Labour

## SCHEDULE

## NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

## FOOTWEAR SECTION

## AGREEMENT

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

(a) **Footwear Manufacturers' Federation of South Africa**

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

(b) **National Union of Leather Workers;**

and

**(c) South African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employeees" 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 Agreement of the Footwear Section published under Government Notice No. R. 1798 of 3 September 1982, as amended and renewed by Government Notices Nos. R. 2472 and R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2311 and R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 1553 of 12 July 1985, R. 2584 of 15 November 1985, R. 1224 of 26 June 1986, R. 2056 and R. 2057 of 26 September 1986, R. 1709 of 7 August 1987, R. 2611 of 20 November 1987, R. 147 and R. 148 of 3 February 1989, R. 888 and R. 889 of 27 April 1990, R. 3049 and R. 3050 of 4 January 1991, R. 3222 of 27 November 1992, R. 972 of 4 June 1993, R. 90 of 21 January 1994, R. 398 of 4 March 1994, R. 1678 of 7 October 1993, R. 1830 of 28 October 1994, R. 1483 of 29 September 1995 and R. 175 of 9 February 1996.

**PART I****1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry—

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

(b) in the Republic of South Africa, as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1994 (Act No. 200 of 1994).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to all employees for whom wages are prescribed in Annexure C to Part 1 and Annexure A to Part II of the Agreement published under Government Notice No. R. 1798 of 3 September 1982.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1997 or for such period as may be determined by him.

**3. SPECIAL PROVISIONS**

The provisions of clauses 14, 18 and 19 of Part 1 of the Agreement published under Government Notice No. R. 1798 of 3 September 1982, as renewed and amended by Government Notices Nos. R. 2472 and R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2311 and R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 1553 of 12 July 1985, R. 2584 of 15 November 1985, R. 1224 of 20 June 1985, R. 2056 and R. 2057 of 26 September 1986, R. 1709 of 7 August 1987, R. 2611 of 20 November 1987, R. 147 and R. 148 of 3 February 1989, R. 888 and R. 889 of 27 April 1990, R. 3049 and R. 3050 of 4 January 1991, R. 3222 of 27 November 1992, R. 972 of 4 June 1993, R. 90 of 21 January 1994, R. 398 of 4 March 1994, R. 1678 of 7 October 1994, R. 1830 of 28 October 1994, R. 1483 of 29 September 1995 and R. 175 of 9 February 1996 (hereinafter referred to as the "Former Agreement") as further extended, renewed and amended from time to time, shall apply to employers and employees.

**4. GENERAL PROVISIONS**

The provisions contained in clauses 4 to 13, 15 to 17 and 20 to 23 of the Former Agreement, as further extended, renewed and amended from time to time, shall apply to employers and employees.

**5. CLAUSE 4: WAGES AND WAGE RATES**

In subclause (7) (a), substitute the expression "25 June 1996" for the expression "15 June 1995".

**6. CLAUSE 9: HOLIDAYS, ANNUAL AND MATERNITY LEAVE**

In subclause (11) (i), substitute the expression "one years' employment" for the expression "two consecutive years' employment".

**7. CLAUSE 19: EMPLOYMENT OF MEMBERS OF TRADE UNIONS**

In subclause (4), substitute the expression "five working days' paid" for the expression "four working days' paid".

**8. ANNEXURE C TO PART I: WAGES**

Substitute the following for Annexure C to Part I:

## "ANNEXURE C TO PART I

## WAGES

|                                                                                                                                                                    | Column<br>A<br><br>Per<br>week | Column<br>B<br><br>Per<br>week |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------|
|                                                                                                                                                                    | R                              | R                              |
| A. Watchman .....                                                                                                                                                  | 309,45                         | 340,40                         |
| B. Storeman and/or warehouseman, despatch clerk .....                                                                                                              | 318,25                         | 350,08                         |
| C. Boiler attendant .....                                                                                                                                          | 309,45                         | 340,40                         |
| D. Motor vehicle driver driving a vehicle authorised to carry or haul a payload of—                                                                                |                                |                                |
| (i) under 2 722 kg .....                                                                                                                                           | 313,86                         | 345,25                         |
| (ii) 2 722 kg .....                                                                                                                                                | 318,25                         | 350,08                         |
| (iii) over 2 722 kg but not exceeding 4 546 kg .....                                                                                                               | 338,74                         | 372,61                         |
| (iv) over 4 546 kg but not exceeding 6 350 kg .....                                                                                                                | 402,25                         | 442,48                         |
| E. Minors employed in occupations for which rates have not been prescribed in this Agreement:                                                                      |                                |                                |
| First six months .....                                                                                                                                             | 192,87                         | 212,16                         |
| Second six months .....                                                                                                                                            | 217,31                         | 239,04                         |
| Third six months .....                                                                                                                                             | 242,86                         | 267,15                         |
| Thereafter .....                                                                                                                                                   | 309,45                         | 340,40                         |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                        |                                |                                |
| F. Cardboard box-making operations:                                                                                                                                |                                |                                |
| (i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—                                                                                   |                                |                                |
| (a) power .....                                                                                                                                                    | 459,62                         | 505,58                         |
| (b) hand .....                                                                                                                                                     | 370,52                         | 407,57                         |
| (ii) Cardboard box-makers .....                                                                                                                                    | 309,45                         | 340,40                         |
| (iii) Making cardboard boxes, according to experience:                                                                                                             |                                |                                |
| First six months .....                                                                                                                                             | 215,45                         | 237,00                         |
| Second six months .....                                                                                                                                            | 217,31                         | 239,04                         |
| Thereafter .....                                                                                                                                                   | 309,45                         | 340,40                         |
| Provided that an adult employee has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                            |                                |                                |
| G. Employees employed on hand typesetting and printing labels on a printing machine .....                                                                          | 416,01                         | 457,61                         |
| H. Employees employed on welt-making:                                                                                                                              |                                |                                |
| (i) Splitting, skiving, cutting, grooving and bevelling .....                                                                                                      | 309,45                         | 340,40                         |
| (ii) All other operations .....                                                                                                                                    | 309,45                         | 340,40                         |
| I. Packers .....                                                                                                                                                   | 309,45                         | 340,40                         |
| J. Employees employed on currying .....                                                                                                                            | 358,56                         | 394,42                         |
| K. Employees employed on spraying of leather .....                                                                                                                 | 415,17                         | 456,69                         |
| L. Employees employed on knife-making:                                                                                                                             |                                |                                |
| (i) Welding and/or brazing and/or silver soldering .....                                                                                                           | 500,07                         | 550,08                         |
| (ii) Finishing of joints after welding .....                                                                                                                       | 325,21                         | 357,73                         |
| (iii) Track and/or spot welding .....                                                                                                                              | 309,45                         | 340,40                         |
| (iv) Bending to templet and/or patterns; hand punching of size onto knife; marking and cutting of bracing steel; oxidising of finished articles and grinding ..... | 309,45                         | 340,40                         |

Note.—For the purpose of paragraph L, 'welding' means continuous drawing of weld on seams or joints but excludes tack and/or spot welding."

**PART II****9. CLAUSE 3: DIFFERENTIAL RATES**

In subclauses (1) and (2), substitute the expression "R309,45" for the expression "R287,19".

**10. ANNEXURE A TO PART II**

Substitute the following for Annexure A to Part II of the Agreement:

**"ANNEXURE A TO PART II****CLAUSE 1: FOOTWEAR NOT ELSEWHERE SPECIFIED****WAGES**

|                                                                                                                                                                                                                              | Column A | Column B |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                              | Per week | Per week |
|                                                                                                                                                                                                                              | R        | R        |
| <b>(A) PATTERN DEPARTMENT</b>                                                                                                                                                                                                |          |          |
| (i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsmen .....                                                                             | 520,58   | 572,64   |
| (ii) Qualified employees—                                                                                                                                                                                                    |          |          |
| (a) employed on hand grading but not restrictions and not producing original standards .....                                                                                                                                 | 439,95   | 483,95   |
| (b) employed on grading machines .....                                                                                                                                                                                       |          |          |
| (c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced .....                                                                                           |          |          |
| (iii) Qualified employees on any operation not specified in (i) and (ii) hereof .....                                                                                                                                        | 348,20   | 383,02   |
| <b>(B) CLICKING DEPARTMENT</b>                                                                                                                                                                                               |          |          |
| Qualified employees on:                                                                                                                                                                                                      |          |          |
| (i) Clicking and cutting uppers by hand or machine:                                                                                                                                                                          |          |          |
| (a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins .....                                                                                            | 515,84   | 567,42   |
| White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage) .....                                                    |          |          |
| Children's work, any material, all sizes up to and including size 1 $\frac{1}{2}$ , and all leather slippers (men's, women's and children's) .....                                                                           |          |          |
| (b) Any other materials .....                                                                                                                                                                                                | 515,84   | 567,42   |
| <i>[Ratio: For every four or part of four qualified clickers there may be employed not more than one learner.</i>                                                                                                            |          |          |
| <i>Part of four' means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>                                                                                          |          |          |
| (c) Upper leather sorter grading and/or sorting for quality for issue to clickers .....                                                                                                                                      | 520,58   | 572,64   |
| (d) Examining of cut leather components for quality .....                                                                                                                                                                    | 520,58   | 572,64   |
| (ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet .....                                                                   | 358,56   | 394,42   |
| <i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.</i> |          |          |
| Cutting from offal of inside tongues and narrow backstraps from children's, youths' and maids' stitchdowns or Oxford and Derby patterns .....                                                                                |          |          |
| All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof .....                                                                          |          |          |
| Strap cutting to length from continuous rolls or hanks of pre-prepared material .....                                                                                                                                        |          |          |
| <i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N) (i) of this Annexure.]</i>            |          |          |
| (iii) Cut-outs died out by Western type cut-out machine and automatic multipunch/slash ing machine/gang strap punching .....                                                                                                 | 318,25   | 350,08   |



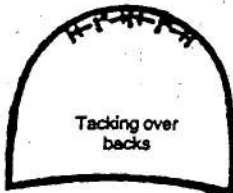
|                                                                                                                                                                                                                                                    | Column A | Column B |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                    | Per week | Per week |
|                                                                                                                                                                                                                                                    | R        | R        |
| (iv) Giving out patterns.....                                                                                                                                                                                                                      | 348,20   | 383,02   |
| Operating splitting machine .....                                                                                                                                                                                                                  |          |          |
| (v) Size stamping and/or painting.....                                                                                                                                                                                                             | 309,45   | 340,40   |
| Applying acme backing .....                                                                                                                                                                                                                        |          |          |
| (C) CLOSING DEPARTMENT                                                                                                                                                                                                                             |          |          |
| Qualified employees on:                                                                                                                                                                                                                            |          |          |
| (i) Puritan machining .....                                                                                                                                                                                                                        | 381,56   | 419,72   |
| (ii) Stitching aprons on uppers on out-sole stitching machines .....                                                                                                                                                                               |          |          |
| (iii) Pilot machining .....                                                                                                                                                                                                                        | 360,89   | 396,98   |
| (iv) Other machining:                                                                                                                                                                                                                              |          |          |
| (a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....                                                                                                                |          |          |
| White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage) .....                                                                    | 311,45   | 342,60   |
| (b) Operations on leathers other than those specified in (a):                                                                                                                                                                                      |          |          |
| Vamping .....                                                                                                                                                                                                                                      |          |          |
| Flat binding by machine.....                                                                                                                                                                                                                       |          |          |
| Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....                                                                                                                                                            |          |          |
| Golosh machining (whole goloshes) .....                                                                                                                                                                                                            |          |          |
| Fancy shoes on the held-together system, machined through (all classes).....                                                                                                                                                                       |          |          |
| Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers classes).....                                                                                                       | 327,31   | 360,04   |
| Running round or any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides .....                                                                                                                                      |          |          |
| Vamping shoes with quarters over vamps .....                                                                                                                                                                                                       |          |          |
| Conveyor belt console operator feeding individual operators .....                                                                                                                                                                                  |          |          |
| (c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including hand-lacing of two upper components to form a seam, and including examining for quality ..... |          |          |
| (d) All operations on children's work up to size 1-1/2 .....                                                                                                                                                                                       |          |          |
| All leather slippers (men's, women's and children's).....                                                                                                                                                                                          | 311,45   | 342,60   |
| All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type) .....                                                                                                                                 |          |          |
| (v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine .....                                                                                                                            | 327,31   | 360,04   |
| (vi) Bagging .....                                                                                                                                                                                                                                 |          |          |
| Turning of binding .....                                                                                                                                                                                                                           |          |          |
| Button fastening .....                                                                                                                                                                                                                             |          |          |
| Buttonholding .....                                                                                                                                                                                                                                |          |          |
| Lacing .....                                                                                                                                                                                                                                       |          |          |
| Hand punching .....                                                                                                                                                                                                                                |          |          |
| Portuguese seaming .....                                                                                                                                                                                                                           |          |          |
| Staying and taping .....                                                                                                                                                                                                                           | 309,45   | 340,40   |
| Seam rubbing .....                                                                                                                                                                                                                                 |          |          |
| Seam hammering .....                                                                                                                                                                                                                               |          |          |
| Sewing on bows and buckles by hand or machine .....                                                                                                                                                                                                |          |          |
| Silk screen printing.....                                                                                                                                                                                                                          |          |          |
| Table-hands.....                                                                                                                                                                                                                                   |          |          |
| Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....                                                                                                                                |          |          |

|                                                                                                                                                         | Column A | Column B |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|--|--|
|                                                                                                                                                         | Per week | Per week |  |  |
|                                                                                                                                                         | R        | R        |  |  |
| (D) ROUGH STUFF DEPARTMENT                                                                                                                              |          |          |  |  |
| Class I Operations                                                                                                                                      |          |          |  |  |
| Qualified employees:                                                                                                                                    |          |          |  |  |
| (i) On cutting sole from leather.....                                                                                                                   | 495,49   | 545,04   |  |  |
| On sorting, examining and fitting up ungraded and unstamped stock .....                                                                                 |          |          |  |  |
| On sorting and examining graded and stamped stock .....                                                                                                 |          |          |  |  |
| (ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather ..... | 435,92   | 479,51   |  |  |
| On reducing shaped rubber soles on the press.....                                                                                                       |          |          |  |  |
| [Ratio: See subclause (P).]                                                                                                                             |          |          |  |  |
| Class II Operations                                                                                                                                     |          |          |  |  |
| Qualified employees on:                                                                                                                                 |          |          |  |  |
| (i) Channelling:                                                                                                                                        |          |          |  |  |
| Welted insoles .....                                                                                                                                    | 358,56   | 394,42   |  |  |
| Other work.....                                                                                                                                         |          |          |  |  |
| (ii) Press cutting operations, other than those in Class I .....                                                                                        | 368,67   | 405,54   |  |  |
| (iii) Assembling from stock, whether or not sorted and/or graded .....                                                                                  | 348,20   | 383,02   |  |  |
| Attaching ribs to welted insoles .....                                                                                                                  |          |          |  |  |
| Flap splitting .....                                                                                                                                    |          |          |  |  |
| Gemming and taping .....                                                                                                                                |          |          |  |  |
| Heel breasting .....                                                                                                                                    |          |          |  |  |
| Heel building .....                                                                                                                                     |          |          |  |  |
| Heel compressing .....                                                                                                                                  |          |          |  |  |
| Slugging .....                                                                                                                                          |          |          |  |  |
| Sole and insole rounding .....                                                                                                                          |          |          |  |  |
| Sole grooving, sole roughening/and reducing on automatic machine .....                                                                                  |          |          |  |  |
| Tip filling .....                                                                                                                                       |          |          |  |  |
| [Ratio: See subclause (P).]                                                                                                                             |          |          |  |  |
| Class III Operations                                                                                                                                    |          |          |  |  |
| Qualified employees on:                                                                                                                                 |          |          |  |  |
| Channel opening.....                                                                                                                                    | 309,45   | 340,40   |  |  |
| Edge covering .....                                                                                                                                     |          |          |  |  |
| Edge reducing .....                                                                                                                                     |          |          |  |  |
| Automatic edge preparation machine operating for soles prior to attachment .....                                                                        |          |          |  |  |
| Flexing .....                                                                                                                                           |          |          |  |  |
| Insole feathering .....                                                                                                                                 |          |          |  |  |
| Insole grooving .....                                                                                                                                   |          |          |  |  |
| Insole slotting .....                                                                                                                                   |          |          |  |  |
| Insole marking.....                                                                                                                                     |          |          |  |  |
| Lift and/or rand tacking .....                                                                                                                          |          |          |  |  |
| Lip turning .....                                                                                                                                       |          |          |  |  |
| Press room scouring operations .....                                                                                                                    |          |          |  |  |
| Shank assembling.....                                                                                                                                   |          |          |  |  |
| Shank moulding .....                                                                                                                                    |          |          |  |  |
| Skiving .....                                                                                                                                           |          |          |  |  |
| Size stamping .....                                                                                                                                     |          |          |  |  |
| Sole, insole and stiffener moulding .....                                                                                                               |          |          |  |  |
| Sole and insole splitting .....                                                                                                                         |          |          |  |  |
| Sole grading machine operating .....                                                                                                                    |          |          |  |  |
| Sole roughening for stuck-on-work .....                                                                                                                 |          |          |  |  |
| Solutioning .....                                                                                                                                       |          |          |  |  |
| Staining and/or inking of insoles .....                                                                                                                 |          |          |  |  |
| Stiffener waxing and crimping .....                                                                                                                     |          |          |  |  |
| Welt preparation.....                                                                                                                                   |          |          |  |  |
| [Ratio: See subclause (P).]                                                                                                                             |          |          |  |  |

|                                                                                                                                                                                                                                                                                                                                                                                                                                | Column A | Column B |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                | Per week | Per week |
| (E) MAKING DEPARTMENT<br><i>Class I Operations</i>                                                                                                                                                                                                                                                                                                                                                                             | R        | R        |
| Qualified employees on:                                                                                                                                                                                                                                                                                                                                                                                                        |          |          |
| (i) Pulling over, Consol lasting and/or Littleway lasting:                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                              | 495,49   | 545,04   |
| (b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....                                                                                                                                                                                                                                                                                                                           | 435,92   | 479,51   |
| (c) Combined pulling over and forepart lasting.....                                                                                                                                                                                                                                                                                                                                                                            | 495,49   | 545,04   |
| (d) All other grades.....                                                                                                                                                                                                                                                                                                                                                                                                      |          |          |
| (ii) Bed lasting (toes only):                                                                                                                                                                                                                                                                                                                                                                                                  |          |          |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                              | 495,49   | 545,04   |
| (b) Other work.....                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (iii) Lasting of seats and sides by any machine:                                                                                                                                                                                                                                                                                                                                                                               |          |          |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                              | 395,23   | 434,75   |
| (b) Other work.....                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied. |          |          |
| (iv) Complete sole attaching by staple machine.....                                                                                                                                                                                                                                                                                                                                                                            | 355,28   | 390,81   |
| Staple welt attaching.....                                                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| (v) Welt sewing.....                                                                                                                                                                                                                                                                                                                                                                                                           |          |          |
| (vi) Rough rounding:                                                                                                                                                                                                                                                                                                                                                                                                           |          |          |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                              | 495,49   | 545,04   |
| (b) Stitchdowns.....                                                                                                                                                                                                                                                                                                                                                                                                           |          |          |
| (c) Other work.....                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (vii) Sole sewing by any machine.....                                                                                                                                                                                                                                                                                                                                                                                          |          |          |
| (viii) Sole stitching:                                                                                                                                                                                                                                                                                                                                                                                                         |          |          |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                              | 435,92   | 479,51   |
| (b) Sticking outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear.....                                                                                                                                                                                                                                                   | 495,49   | 545,04   |
| (c) Other work.....                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (ix) (a) Stitchdown staple lasting.....                                                                                                                                                                                                                                                                                                                                                                                        | 355,28   | 390,81   |
| (b) Stitchdown thread lasting.....                                                                                                                                                                                                                                                                                                                                                                                             |          |          |
| (c) Stitchdown to forming.....                                                                                                                                                                                                                                                                                                                                                                                                 |          |          |
| (d) Wiping platform covers by machine.....                                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| (e) Lasting operations on a Kamborian machine.....                                                                                                                                                                                                                                                                                                                                                                             |          |          |
| (f) String-lasting by hand.....                                                                                                                                                                                                                                                                                                                                                                                                |          |          |
| (x) Pounding:                                                                                                                                                                                                                                                                                                                                                                                                                  |          |          |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                              | 415,57   | 457,13   |
| (b) Miners' and miners' type and army type boots.....                                                                                                                                                                                                                                                                                                                                                                          | 455,45   | 501,00   |
| ('Army type boots' means the heavy type of boot involving the same strenuous pounding as contract army boots.)                                                                                                                                                                                                                                                                                                                 |          |          |
| (c) Other work.....                                                                                                                                                                                                                                                                                                                                                                                                            | 415,57   | 457,13   |
| Note.—No employee under the age of 18 years may be employed upon pounding.                                                                                                                                                                                                                                                                                                                                                     |          |          |
| (xi) Examining.....                                                                                                                                                                                                                                                                                                                                                                                                            | 495,49   | 545,04   |
| Ratios—Class 1 Operations: Marketing Department:                                                                                                                                                                                                                                                                                                                                                                               |          |          |
| (a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.                                                                                                                                                                                |          |          |
| (b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.                                                                                                                                                                                                                                                                                      |          |          |
| (c) 'Part of three' referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees has been divided by three.                                                                                                                                                                                                                                                                 |          |          |

|                                                                                                                                                                | Column A | Column B |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                | Per week | Per week |
|                                                                                                                                                                | R        | R        |
| <b>Class II Operations</b>                                                                                                                                     |          |          |
| Qualified employees on—                                                                                                                                        |          |          |
| (i) sole positioning on upper with pre-finished extended welt edge .....                                                                                       | 379,12   | 417,03   |
| (ii) positioning of pre-trimmed soles prior to and/or with stuck-on press .....                                                                                | 368,67   | 405,54   |
| (iii) stuck-on process work:                                                                                                                                   |          |          |
| Sole positioning on upper and press, operating in one operation .....                                                                                          |          |          |
| Sole positioning on upper at forepart and seat before pressing .....                                                                                           |          |          |
| Press operating with the sole previously positioned (see Class III for tracking at seat only) .....                                                            |          |          |
| Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miner's and miners' type footwear ..... | 348,20   | 383,02   |
| Stitchdown assembling or pulling over stitchdown work .....                                                                                                    |          |          |
| Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding .....                               |          |          |
| Hobnailing by hand or machine .....                                                                                                                            |          |          |
| Putting on toe plates and heel tips by hand or machine .....                                                                                                   |          |          |
| Heel attaching .....                                                                                                                                           |          |          |
| Football boot studding and barring .....                                                                                                                       |          |          |
| Hand levelling, other than stitchdown .....                                                                                                                    |          |          |
| Inseam trimming .....                                                                                                                                          |          |          |
| Jointing (clearing linings and tacking uppers down over joints) .....                                                                                          |          |          |
| Loose nailing or pegging foreparts and waists .....                                                                                                            |          |          |
| Louis flap trimming by hand .....                                                                                                                              |          |          |
| Machine levelling .....                                                                                                                                        |          |          |
| Screwing .....                                                                                                                                                 | 348,20   | 383,02   |
| Sole attaching machine-sewn, riveted and/or riveted and stitched work .....                                                                                    |          |          |
| Sole adhesive heat activating by machine .....                                                                                                                 |          |          |
| Stiffener cornering and tacking .....                                                                                                                          |          |          |
| Stitch separating .....                                                                                                                                        |          |          |
| String nailing .....                                                                                                                                           |          |          |
| Tacking forward of heel seats .....                                                                                                                            |          |          |
| Upper roughening .....                                                                                                                                         |          |          |
| Waist reducing after being sewn .....                                                                                                                          |          |          |
| Wooden heel fitting .....                                                                                                                                      |          |          |
| Welt butting and skiving .....                                                                                                                                 |          |          |
| Welt wheeling .....                                                                                                                                            |          |          |
| Rand welting by machine .....                                                                                                                                  |          |          |
| Slugging and gang slugging .....                                                                                                                               |          |          |
| Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine .....                                            |          |          |
| Back part and waist pre-moulding .....                                                                                                                         | 348,20   | 383,02   |
| Back part moulding .....                                                                                                                                       |          |          |
| (iv) Vulcanising process: .....                                                                                                                                |          |          |
| Vulcanising soles to lasted uppers .....                                                                                                                       |          |          |
| Rand welting by machine .....                                                                                                                                  |          |          |
| Moulding of sole units .....                                                                                                                                   |          |          |
| <b>Class III Operations</b>                                                                                                                                    |          |          |
| Qualified employees on:                                                                                                                                        |          |          |
| Beating .....                                                                                                                                                  | 309,45   | 340,40   |
| Application by machine of hardening resins to puffs .....                                                                                                      |          |          |
| Bottom filling .....                                                                                                                                           |          |          |
| Channel closing and edge raising .....                                                                                                                         |          |          |
| Feeding nails to heeling machines .....                                                                                                                        |          |          |
| Hand levelling of stitchdowns .....                                                                                                                            | 309,45   | 340,40   |
| Heel covering .....                                                                                                                                            |          |          |
| Inserting stiffeners and puffs .....                                                                                                                           |          |          |
| Louis heel flap clamping, Louis heel slicking .....                                                                                                            |          |          |
| Louis heel flap trimming by machine .....                                                                                                                      |          |          |



|                                                                                                                                                           | Column A | Column B |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                           | Per week | Per week |
|                                                                                                                                                           | R        | R        |
| Reverse seat moulding for stitchdowns.....                                                                                                                | 309,45   | 340,40   |
| Seat nailing and/or pegging .....                                                                                                                         |          |          |
| Seat rounding.....                                                                                                                                        |          |          |
| Shank attaching .....                                                                                                                                     |          |          |
| Sole tacking at seat for stuck-on process.....                                                                                                            |          |          |
| Solutioning, damping and pasting.....                                                                                                                     |          |          |
| Sorting hobs.....                                                                                                                                         |          |          |
| Sole laying welted work and/or rubber soles.....                                                                                                          |          |          |
| Sole tacking or sole fitting throughs and runners .....                                                                                                   |          |          |
| Tack pulling .....                                                                                                                                        |          |          |
| Tacking bottom stock to last .....                                                                                                                        | 309,45   | 340,40   |
| Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat (see illustration) |          |          |
|                                                                          |          |          |
| Tacking over sandal backs where no stiffener is inserted .....                                                                                            |          |          |
| Tacking top pieces on stitchdowns and sandals.....                                                                                                        |          |          |
| All other wire grip tacking.....                                                                                                                          |          |          |
| Upper stapling after lasting sides .....                                                                                                                  |          |          |
| Upper trimming .....                                                                                                                                      |          |          |
| Plastic pelletising and granulating .....                                                                                                                 |          |          |
| [Ratio: See subclause (P).]                                                                                                                               |          |          |
| HAND-LASTING OPERATIONS                                                                                                                                   |          |          |
| Qualified employees on:                                                                                                                                   |          |          |
| (i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear .....                                                                       | 439,95   | 483,95   |
| Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.                                  |          |          |
| (ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins                                                                | 348,20   | 383,02   |
| Hand-lasting seats of stitch downs .....                                                                                                                  |          |          |
| Hand-lasting in the manufacture of clogs .....                                                                                                            |          |          |
| Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip .....                                                     |          |          |
| Tacking leather straps to wooden soles.....                                                                                                               | 348,20   | 383,02   |
| [Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]                              |          |          |
| (F) FINISHING DEPARTMENT                                                                                                                                  |          |          |
| Class I Operations                                                                                                                                        |          |          |
| Qualified employees on:                                                                                                                                   |          |          |
| (i) Edge trimming:                                                                                                                                        |          |          |
| (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots .....                                                 | 435,92   | 479,51   |
| Rubber and rubber composition soles .....                                                                                                                 |          |          |
| Children's footwear, all sizes up to and including size 1½.....                                                                                           |          |          |
| All slippers (men's, women's and children's) .....                                                                                                        |          |          |
| Stitchdown footwear produced from box hide and willow hide .....                                                                                          |          |          |
| (b) All other work .....                                                                                                                                  | 495,49   | 545,04   |
| (ii) Edge setting:                                                                                                                                        |          |          |
| (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots .....                                                 | 355,28   | 390,81   |
| Through runners.....                                                                                                                                      |          |          |
| Waist and/or top pieces.....                                                                                                                              |          |          |
| Children's footwear, all sizes up to and including size 1½.....                                                                                           |          |          |
| All slippers (men's, women's and children's) .....                                                                                                        |          |          |
| Stitchdown footwear produced from box hide and willow hide .....                                                                                          |          |          |

|                                                                                                                                                      | Column A | Column B |
|------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                      | Per week | Per week |
|                                                                                                                                                      | R        | R        |
| (b) Automatic edge-setting machine, all grades .....                                                                                                 | 435,92   | 479,51   |
| (c) All other work .....                                                                                                                             | 355,28   | 390,81   |
| (iii) Heel trimming .....                                                                                                                            | 495,49   | 545,04   |
| (iv) Examining .....                                                                                                                                 |          |          |
| [Ratio: See subclause (P).]                                                                                                                          |          |          |
| <b>Class II Operations</b>                                                                                                                           |          |          |
| Qualified employees on:                                                                                                                              |          |          |
| Bitting by hand or machine .....                                                                                                                     |          |          |
| Bottom scouring .....                                                                                                                                |          |          |
| Heel scouring .....                                                                                                                                  |          |          |
| Heel spraying .....                                                                                                                                  |          |          |
| Ploughing out .....                                                                                                                                  |          |          |
| Complete finishing by hand .....                                                                                                                     | 348,20   | 383,02   |
| Top piece trimming .....                                                                                                                             |          |          |
| Bunk wheeling .....                                                                                                                                  |          |          |
| Louis flap ironing .....                                                                                                                             |          |          |
| Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge .....                     |          |          |
| Seat wheeling .....                                                                                                                                  |          |          |
| Top ironing, i.e. marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished ..... |          |          |
| Welt wheeling .....                                                                                                                                  |          |          |
| Decorative feather stitching by hand after the sole is permanently attached to the upper                                                             |          |          |
| [Ratio: See subclause (P).]                                                                                                                          |          |          |
| <b>Class III Operations</b>                                                                                                                          |          |          |
| Qualified employees on:                                                                                                                              |          |          |
| Brushing, padding and/or burnishing .....                                                                                                            |          |          |
| Crow wheeling .....                                                                                                                                  |          |          |
| Finger scouring .....                                                                                                                                |          |          |
| Heel-breast cornering .....                                                                                                                          | 309,45   | 340,40   |
| Inking, staining, waxing and damping .....                                                                                                           |          |          |
| Inserting, slipping and putting away lasts .....                                                                                                     |          |          |
| Ploughing (removing the scarf round under edge of sole) .....                                                                                        |          |          |
| Rubbing of edges and bottoms .....                                                                                                                   |          |          |
| Spew and/or flash trimming .....                                                                                                                     |          |          |
| Conveyor belt loading .....                                                                                                                          |          |          |
| [Ratio: See subclause (P).]                                                                                                                          |          |          |
| <b>(G) SHOE ROOM</b>                                                                                                                                 |          |          |
| Qualified employees on:                                                                                                                              |          |          |
| Faking .....                                                                                                                                         | 419,46   | 461,41   |
| Examining .....                                                                                                                                      |          |          |
| Patent repairing .....                                                                                                                               |          |          |
| Embossing and/or stamping .....                                                                                                                      |          |          |
| Boxing .....                                                                                                                                         |          |          |
| Dressing and/or sizing .....                                                                                                                         |          |          |
| Dressing by spray-gun .....                                                                                                                          |          |          |
| Hand polishing and cleaning .....                                                                                                                    | 309,45   | 340,40   |
| Ironing .....                                                                                                                                        |          |          |
| Labelling .....                                                                                                                                      |          |          |
| Lining trimming .....                                                                                                                                |          |          |
| Size stamping on footwear .....                                                                                                                      |          |          |
| Socking .....                                                                                                                                        |          |          |
| Stamping descriptions and sizes on labels .....                                                                                                      |          |          |
| Quarter forming by machine .....                                                                                                                     |          |          |
| Smoothing insole before socking or boxing .....                                                                                                      |          |          |

|                                                                                                                         | Column A | Column B |
|-------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                         | Per week | Per week |
| <b>(H) MILL-ROOM OPERATIONS</b>                                                                                         | <b>R</b> | <b>R</b> |
| Qualified employees on:                                                                                                 |          |          |
| (i) Group 2:                                                                                                            |          |          |
| Calender operating .....                                                                                                | 316,83   | 348,51   |
| Batch mass-measuring and assembling of chemicals.....                                                                   |          |          |
| Operating extruding machine.....                                                                                        |          |          |
| Operating an open mixing mill with a width of not less than 1,52 m.....                                                 |          |          |
| Operating internal mixer .....                                                                                          |          |          |
| Slabbing sheet rubber to gauge (stretching compound) .....                                                              |          |          |
| Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m.....                            |          |          |
| Warming compound on open mill .....                                                                                     |          |          |
| Hydraulic press operating .....                                                                                         |          |          |
| Operating splitting machine.....                                                                                        |          |          |
| (ii) Group 1:                                                                                                           |          |          |
| Issuing soles and heels .....                                                                                           | 309,45   | 340,40   |
| Press cutting blanks (clicking) .....                                                                                   |          |          |
| Attending autoclave .....                                                                                               |          |          |
| Assisting mass-measurer.....                                                                                            |          |          |
| Mould checking.....                                                                                                     |          |          |
| Operating an open mixing mill with a width of less than 1,01 m .....                                                    |          |          |
| Masticating, sheeting out, cracking or breaking compound .....                                                          |          |          |
| Buffing or scouring machine operations .....                                                                            |          |          |
| Feeding rubber into calender (feeding stretchers).....                                                                  |          |          |
| Grinding scrap by machine .....                                                                                         |          |          |
| Mould cleaning.....                                                                                                     |          |          |
| Trimming .....                                                                                                          |          |          |
| Blank cutting and mass-measuring to fixed standards.....                                                                |          |          |
| Extruding into trays .....                                                                                              |          |          |
| Bale cutting .....                                                                                                      |          |          |
| Sieving chemicals, buffings and grindings.....                                                                          |          |          |
| Stencilling or making bales .....                                                                                       |          |          |
| Applying powder .....                                                                                                   |          |          |
| Packing soles and heels .....                                                                                           |          |          |
| Granulating .....                                                                                                       |          |          |
| Assisting calender operator .....                                                                                       |          |          |
| Dipping machine operator.....                                                                                           |          |          |
| <i>(Ratio: For every three qualified employees employed in this section not more than one learner may be employed.)</i> |          |          |
| <b>(I) HIGH-FREQUENCY WELDING</b>                                                                                       |          |          |
| Qualified employees on:                                                                                                 |          |          |
| (i) High-frequency welding, embossing pre-cut uppers.....                                                               | 325,21   | 357,73   |
| (ii) High-frequency welding, embossing combined with cutting of uppers (cut welding) .....                              | 515,84   | 567,42   |
| (iii) High-frequency welding, embossing of socks and other components.....                                              | 309,45   | 340,40   |
| (iv) High-frequency welding, combined with cutting of socks and other components .....                                  | 358,56   | 394,42   |
| <i>(Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)</i>   |          |          |
| <b>(J) FLOW MOULDING</b>                                                                                                |          |          |
| Qualified employees on:                                                                                                 |          |          |
| (i) Flow moulding pre-cut uppers.....                                                                                   | 325,21   | 357,73   |
| (ii) Flow moulding pre-cut socks .....                                                                                  |          |          |
| (iii) Flow moulding where eventual upper is presented in liquid form.....                                               |          |          |
| (iv) Colour application to moulds prior to flow moulding .....                                                          |          |          |
| (v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....                |          |          |
| <i>(Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)</i>   |          |          |

|                                                                                                                                                                            | Column A | Column B |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                            | Per week | Per week |
|                                                                                                                                                                            | R        | R        |
| <b>(K) INJECTION MOULDING OR POURING OF ANY MATERIALS USED FOR SOLING AND UNIT CONVERTING</b>                                                                              |          |          |
| Qualified employees on:                                                                                                                                                    |          |          |
| Injection moulding of units to lasted uppers or string-lasting uppers or sole units:                                                                                       |          |          |
| (a) Where one employee is employed on an injection moulding machine.....                                                                                                   | 348,20   | 383,02   |
| (b) Where two employees are employed on an injection moulding machine each shall be paid.....                                                                              |          |          |
| (c) Every employee in excess of two employed on an injection moulding machine shall be paid.....                                                                           | 309,45   | 340,40   |
| <i>(Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)</i>                                                      |          |          |
| <b>(L) STRING/LASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE</b>                                                          |          |          |
| Qualified employees on:                                                                                                                                                    |          |          |
| (i) String-lasting of fabric uppers .....                                                                                                                                  | 348,20   | 383,02   |
| (ii) String-lasting of synthetic uppers .....                                                                                                                              |          |          |
| <i>(Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)</i>                                                      |          |          |
| <b>(M) WOODEN UNIT MANUFACTURING</b>                                                                                                                                       |          |          |
| Operations not provided for any other section clause 1 of Annexure A of Part II:                                                                                           |          |          |
| (a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):                                                               |          |          |
| Qualified employees on:                                                                                                                                                    |          |          |
| (i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....                                                      | 368,67   | 405,54   |
| (ii) Cutting of blanks prior to laminating in the preparation of layered heel covers                                                                                       |          |          |
| (iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers .....                                                | 309,45   | 340,40   |
| (iv) Cutting or guillotining of laminated blanks to produce heel covering material                                                                                         | 368,67   | 405,54   |
| (v) Cutting of heel covers to a pattern from layered heel covering material.....                                                                                           |          |          |
| (vi) (aa) Cross cutting of timber into lengths .....                                                                                                                       | 309,45   | 340,40   |
| (ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides .....                                                                                     |          |          |
| (ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides .....                                                                             |          |          |
| (ad) Cupping of heels to fit heel seats .....                                                                                                                              |          |          |
| (vii) Cementing heels and heel covers .....                                                                                                                                | 348,20   | 383,02   |
| (viii) Spotting of heel covers to heels and pressing .....                                                                                                                 |          |          |
| (xi) Trimming of heel covers .....                                                                                                                                         |          |          |
| (x) Top piece attaching.....                                                                                                                                               |          |          |
| (b) Manufacture of wooden units inclusive and/or exclusive of heels:                                                                                                       |          |          |
| Qualified employees on:                                                                                                                                                    |          |          |
| (i) Selecting and/or planning of raw timber .....                                                                                                                          | 309,45   | 340,40   |
| (ii) Measuring, marking and cutting timber into required lengths .....                                                                                                     |          |          |
| (iii) Marking top and side elevation for profile cutting of unit.....                                                                                                      | 348,20   | 383,02   |
| (iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base .....                                           |          |          |
| (v) Cutting or routing of a margin partly or right round a wooden unit to counter-sink lasting margin.....                                                                 | 309,45   | 340,40   |
| (vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance .....                                                               |          |          |
| (vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units                                                                                           | 348,20   | 383,02   |
| (viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles ..... | 309,45   | 340,40   |



|                                                                                                                                                                                                                                                               | Column A | Column B |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                               | Per week | Per week |
|                                                                                                                                                                                                                                                               | R        | R        |
| (ix) Attaching top pieces to heels .....                                                                                                                                                                                                                      | 348,20   | 383,02   |
| (x) (aa) Scouring units by automatic machines prior to or after sole attaching                                                                                                                                                                                | 309,45   | 340,40   |
| (ab) Scouring units by hand prior to or after sole attaching .....                                                                                                                                                                                            | 348,20   | 383,02   |
| (xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations .....                                                                                                                   | 309,45   | 340,40   |
| (xii) Examining for quality .....                                                                                                                                                                                                                             | 419,46   | 461,41   |
| (xiii) Repairing of units .....                                                                                                                                                                                                                               |          |          |
| (xiv) Size stamping .....                                                                                                                                                                                                                                     |          |          |
| (xv) Varnishing, painting, spraying or dipping units .....                                                                                                                                                                                                    | 309,45   | 340,40   |
| (xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting .....                                                                                                                                                      |          |          |
| (N) LEARNERS                                                                                                                                                                                                                                                  |          |          |
| (i) Learners employed on the operations referred to in clause 4 of Part II, according to experience:                                                                                                                                                          |          |          |
| First six months .....                                                                                                                                                                                                                                        | 257,19   | 282,91   |
| Second six months .....                                                                                                                                                                                                                                       | 285,76   | 314,34   |
| Third six months .....                                                                                                                                                                                                                                        | 315,80   | 347,38   |
| Fourth six months .....                                                                                                                                                                                                                                       | 339,62   | 373,58   |
| Fifth six months .....                                                                                                                                                                                                                                        | 381,09   | 419,20   |
| Thereafter, the prescribed rate.                                                                                                                                                                                                                              |          |          |
| (ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:                                                                                                                                                     |          |          |
| First six months .....                                                                                                                                                                                                                                        | 192,94   | 212,23   |
| Second six months .....                                                                                                                                                                                                                                       | 217,34   | 239,07   |
| Third six months .....                                                                                                                                                                                                                                        | 242,86   | 267,15   |
| Thereafter, the prescribed rate.                                                                                                                                                                                                                              |          |          |
| (iii) Learners employed on the operations referred to in subclause H, according to experience:                                                                                                                                                                |          |          |
| First six months .....                                                                                                                                                                                                                                        | 192,94   | 212,23   |
| Second six months .....                                                                                                                                                                                                                                       | 217,34   | 239,07   |
| Thereafter, the prescribed rate.                                                                                                                                                                                                                              |          |          |
| (iv) Other learners, according to experience:                                                                                                                                                                                                                 |          |          |
| First six months .....                                                                                                                                                                                                                                        | 192,94   | 212,23   |
| Second six months .....                                                                                                                                                                                                                                       | 217,34   | 239,07   |
| Third six months .....                                                                                                                                                                                                                                        | 242,86   | 267,15   |
| Fourth six months .....                                                                                                                                                                                                                                       | 271,35   | 298,49   |
| Fifth six months .....                                                                                                                                                                                                                                        | 307,18   | 337,90   |
| Thereafter, the prescribed rate:                                                                                                                                                                                                                              |          |          |
| Provided that—                                                                                                                                                                                                                                                |          |          |
| (i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;                                                                                                                             |          |          |
| (ii) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate of which he is engaged; |          |          |
| (iii) learners in the Closing Department of Shoe Room shall—                                                                                                                                                                                                  |          |          |
| (aa) after the third six months of experience become entitled to a wage of R309,45 per week if employed on operations for which this rate is prescribed:                                                                                                      |          |          |
| (ab) after the fourth six months of experience become entitled to a wage of R327,31 per week or R360,89 per week or R354,12 per week if employed on operations for which these rates are prescribed;                                                          |          |          |
| (iv) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R309,45.                                                                 |          |          |

|                                                                                                                                                                                                                                                                                                                                                                                                                                         | Column A | Column B |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                         | Per week | Per week |
| Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned. | R        | R        |
| (O) GENERAL WORKERS                                                                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| General workers.....                                                                                                                                                                                                                                                                                                                                                                                                                    | 309,45   | 340,40   |
| (P) RATIOS                                                                                                                                                                                                                                                                                                                                                                                                                              |          |          |
| <b>(i) Class I Operations in the Rough Stuff and Finishing Departments</b>                                                                                                                                                                                                                                                                                                                                                              |          |          |
| For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner.                                                                                                                                                                                                                                                  |          |          |
| 'Part of three' means a remainder of not less than two after the number of qualified employees has been divided by three.                                                                                                                                                                                                                                                                                                               |          |          |
| <b>(ii) Class II Operations in the Rough Stuff and Finishing Departments</b>                                                                                                                                                                                                                                                                                                                                                            |          |          |
| On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.                                                                                                                                                                                                                                                                                               |          |          |
| 'Part of three' for this purpose means a remainder of not less than two after the number of qualified employees has been divided by three.                                                                                                                                                                                                                                                                                              |          |          |
| <b>(iii) Class III Operations in the Rough Stuff and Finishing Departments</b>                                                                                                                                                                                                                                                                                                                                                          |          |          |
| On these operations all taken collectively there may be employed not more than two learners to each qualified employee.                                                                                                                                                                                                                                                                                                                 |          |          |
| (Q) MILK                                                                                                                                                                                                                                                                                                                                                                                                                                |          |          |
| All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.                                                                                                                                                                                                                                                                                                                     |          |          |

## CLAUSE 2: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder.]

**Group 1:** Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in Illustration 1 (a) and (b) and substantially similar in colour to the canvas uppers: Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/1Part 2): Provided further that—

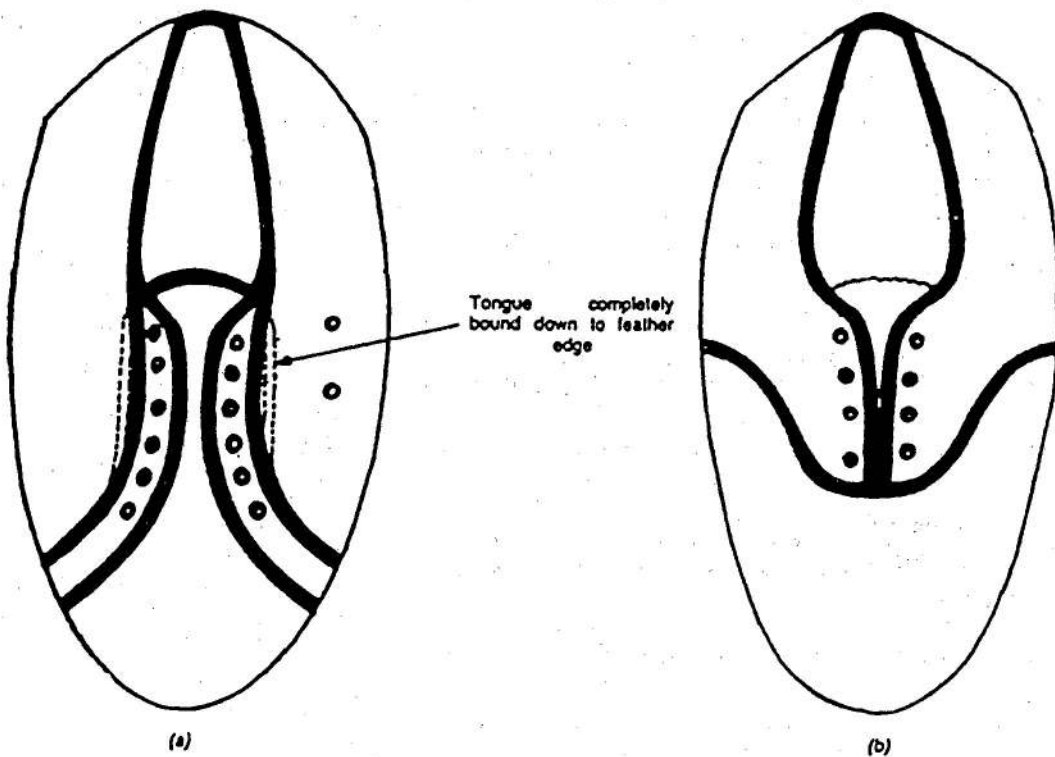
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1 (a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

**Group 2.**—Rubber footwear, either unlined or lined with fabrics.

**Group 3.**—Wholly moulded footwear.

**Group 4.**—Canvas fabric sandals.

ILLUSTRATION 1



|                                                                                                                     | Column A | Column B |
|---------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                     | Per week | Per week |
| (1) WAGES                                                                                                           | R        | R        |
| A. LACE-UP RUBBER BOOTS                                                                                             |          |          |
| Qualified employees on:                                                                                             |          |          |
| (i) Marking and/or cutting of textile fabrics.....                                                                  | 459,78   | 505,76   |
| (ii) Cutting of rubber uppers.....                                                                                  | 358,56   | 394,42   |
| (iii) Cutting of fabric impregnated with rubber .....                                                               |          |          |
| (iv) Closing Departments:                                                                                           |          |          |
| (a) Upper closing .....                                                                                             | 327,31   | 360,04   |
| (b) Lining closing.....                                                                                             |          |          |
| (c) Eyeletting.....                                                                                                 |          |          |
| (d) Buffing tongues .....                                                                                           | 309,45   | 340,40   |
| (e) Inserting tongues.....                                                                                          |          |          |
| (f) Securing tongues .....                                                                                          |          |          |
| (g) Table-hands.....                                                                                                |          |          |
| (v) All sole cutting operations, whether by band or press .....                                                     | 439,95   | 483,95   |
| (vi) All other press cutting operations (bottom stock only) .....                                                   | 309,45   | 340,40   |
| (vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole) ..... | 348,20   | 383,02   |
| (viii) Insole attaching.....                                                                                        | 309,45   | 340,40   |
| (ix) Placing material around the last .....                                                                         |          |          |
| (x) Sole attaching .....                                                                                            |          |          |
| (xi) Attending an autoclave .....                                                                                   |          |          |
| (xii) Solutioning by hand .....                                                                                     |          |          |
| (xiii) Solutioning by machine .....                                                                                 |          |          |
| (xiv) (a) Moulding of soles, heels and/or sole and heel units.....                                                  |          |          |
| (b) Moulding of boots other than in an autoclave.....                                                               |          |          |

|                                                                                  | Column<br>A | Column<br>B |
|----------------------------------------------------------------------------------|-------------|-------------|
|                                                                                  | Per<br>week | Per<br>week |
|                                                                                  | R           | R           |
| (xv) Hobnailing.....                                                             | 348,20      | 383,02      |
| (xvi) Sole roughing.....                                                         |             |             |
| (xvii) Upper roughing.....                                                       |             |             |
| (xviii) Edge trimming.....                                                       |             |             |
| (xix) Spew and/or flash trimming on moulded boots.....                           |             |             |
| (xx) Inserting laces.....                                                        |             |             |
| (xxi) Slipping and sorting lasts.....                                            |             |             |
| (xxii) Trimming linings.....                                                     |             |             |
| (xxiii) Rolling uppers.....                                                      | 309,45      | 340,40      |
| (xxiv) Cutting and/or inserting stays.....                                       |             |             |
| (xxv) Dressing.....                                                              |             |             |
| (xxvi) Cleaning.....                                                             |             |             |
| (xxvii) Stamping sizes on linings.....                                           |             |             |
| (xxviii) Loading trolley for autoclave.....                                      |             |             |
| (xxix) Pairing.....                                                              |             |             |
| (xxx) Attaching thoughts or insole covers.....                                   |             |             |
| (xxxi) Operations not specified in (i) to (xxx) above.....                       | 309,45      | 340,40      |
| (xxxii) General workers.....                                                     |             |             |
| <b>B. OTHER FOOTWEAR WITHIN THIS SECTION</b>                                     |             |             |
| Qualified employees on:                                                          |             |             |
| (i) Upper Cutting Department:                                                    |             |             |
| Group 1:                                                                         |             |             |
| Marking and/or cutting (from canvas or fabric).....                              | 459,77      | 505,75      |
| Group 2:                                                                         |             |             |
| Assisting clicker.....                                                           |             |             |
| Marking and/or cutting (from rubber and/or canvas impregnated with rubber).....  |             |             |
| 309,45                                                                           | 340,40      | gum boots   |
| Size marking.....                                                                |             |             |
| (ii) Closing Department:                                                         |             |             |
| Group 3:                                                                         |             |             |
| Attaching stays.....                                                             | 309,45      | 340,40      |
| Size stamping on linings.....                                                    |             |             |
| Tread trimming.....                                                              | 327,31      | 360,04      |
| All other Closing Room operations, including eyeletting, perforating and skiving |             |             |
| (iii) Bottom Stock Department:                                                   |             |             |
| Group 4:                                                                         |             |             |
| Sole cutting from rubber by press or by hand.....                                | 439,95      | 483,95      |
| Group 5:                                                                         |             |             |
| Cutting or extruding blanks for the moulding of soles and/or heels.....          | 309,45      | 340,40      |
| Group 6:                                                                         |             |             |
| All other press cutting operations.....                                          | 309,45      | 340,40      |
| (iv) Making Department:                                                          |             |             |
| Group 7:                                                                         |             |             |
| Applying insole filter.....                                                      | 309,45      | 340,40      |
| Size stamping insole.....                                                        |             |             |
| Hand-lasting, rubber sole attaching by hand.....                                 |             |             |
| Vulcanising soles to uppers.....                                                 | 309,45      | 340,40      |
| Solutioning by hand or machine.....                                              |             |             |
| Assembling.....                                                                  |             |             |



|                                                                                                                                                                                                                                                                    | Column<br>A | Column<br>B |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                    | Per<br>week | Per<br>week |
|                                                                                                                                                                                                                                                                    | R           | R           |
| Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:                                                                                                                                                                            |             |             |
| (a) Where one employee is employed on an injection moulding machine .....                                                                                                                                                                                          |             |             |
| (b) Where two employees are employed on an injection moulding machine, each shall be paid .....                                                                                                                                                                    | 348,20      | 383,02      |
| (c) Where more than two employees are employed on an injection moulding machine, each shall be paid .....                                                                                                                                                          |             |             |
| String-lasting .....                                                                                                                                                                                                                                               | 325,21      | 357,73      |
| Lasting operations on a Kamborian machine .....                                                                                                                                                                                                                    | 358,56      | 394,42      |
| Lasting seats on sides by any machine .....                                                                                                                                                                                                                        | 398,89      | 438,78      |
| Combined pulling over and forepart lasting .....                                                                                                                                                                                                                   | 500,07      | 550,08      |
| (v) Group 8:                                                                                                                                                                                                                                                       |             |             |
| Hobnailing by hand or machine .....                                                                                                                                                                                                                                | 348,20      | 383,02      |
| (vi) Group 9:                                                                                                                                                                                                                                                      |             |             |
| Attaching back strip .....                                                                                                                                                                                                                                         |             |             |
| Attaching foxing .....                                                                                                                                                                                                                                             |             |             |
| Attaching insole .....                                                                                                                                                                                                                                             |             |             |
| Attaching lining to upper .....                                                                                                                                                                                                                                    |             |             |
| Cementing .....                                                                                                                                                                                                                                                    |             |             |
| Cleaning soles .....                                                                                                                                                                                                                                               |             |             |
| Cutting foxing .....                                                                                                                                                                                                                                               |             |             |
| Feeding conveyer .....                                                                                                                                                                                                                                             |             |             |
| Granulating .....                                                                                                                                                                                                                                                  |             |             |
| Insulating the puffs .....                                                                                                                                                                                                                                         |             |             |
| Rolling uppers .....                                                                                                                                                                                                                                               | 309,45      | 340,40      |
| Slipping lasts .....                                                                                                                                                                                                                                               |             |             |
| Sole rolling .....                                                                                                                                                                                                                                                 |             |             |
| Supplying lasts .....                                                                                                                                                                                                                                              |             |             |
| Trimming uppers .....                                                                                                                                                                                                                                              |             |             |
| Mass-measuring pellets for direct moulding .....                                                                                                                                                                                                                   |             |             |
| Wheeling .....                                                                                                                                                                                                                                                     |             |             |
| Checking and repairing .....                                                                                                                                                                                                                                       |             |             |
| Edge scouring .....                                                                                                                                                                                                                                                |             |             |
| Silk screen printing .....                                                                                                                                                                                                                                         |             |             |
| (vii) Any operations not specified in (i) to (vi) above .....                                                                                                                                                                                                      | 309,45      | 340,40      |
| (viii) General workers .....                                                                                                                                                                                                                                       | 309,45      | 340,40      |
| (2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)                                                                                                                                                               |             |             |
| According to experience:                                                                                                                                                                                                                                           |             |             |
| First six months .....                                                                                                                                                                                                                                             | 192,87      | 212,16      |
| Second six months .....                                                                                                                                                                                                                                            | 217,34      | 239,07      |
| Thereafter, the prescribed rate:                                                                                                                                                                                                                                   |             |             |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                        |             |             |
| (3) RATIOS                                                                                                                                                                                                                                                         |             |             |
| (a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.                               |             |             |
| (b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed. |             |             |

|                                                                                                                                                                                                                                                                                                                                                                                                             | Column<br>A | Column<br>B |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                                                                                                                                             | Per<br>week | Per<br>week |
| (4) DIFFERENTIAL WORKING                                                                                                                                                                                                                                                                                                                                                                                    | R           | R           |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.                                                                                                                     |             |             |
| (5) DEFINITIONS                                                                                                                                                                                                                                                                                                                                                                                             |             |             |
| For the purposes of this clause—                                                                                                                                                                                                                                                                                                                                                                            |             |             |
| “ <b>rubber</b> ” includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;                                                                                                                                                                                                                                                                                        |             |             |
| “ <b>canvas fabric</b> ” means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness; |             |             |
| “ <b>one colour</b> ” is an entirely natural or bleached colour or of one solid shade or tone.                                                                                                                                                                                                                                                                                                              |             |             |
| <b>CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</b>                                                                                                                                                                                                                                                                                                                     |             |             |
| (1) WAGES                                                                                                                                                                                                                                                                                                                                                                                                   |             |             |
| Qualified employees on:                                                                                                                                                                                                                                                                                                                                                                                     |             |             |
| A. Upper Cutting Department:                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| (i) Upper cutting .....                                                                                                                                                                                                                                                                                                                                                                                     | 459,62      | 505,58      |
| (ii) Stock cutting and/or lining cutting .....                                                                                                                                                                                                                                                                                                                                                              | 358,56      | 394,42      |
| (iii) Upper assembling .....                                                                                                                                                                                                                                                                                                                                                                                | 358,56      | 394,42      |
| (iv) Marking and/or stamping .....                                                                                                                                                                                                                                                                                                                                                                          | 309,45      | 340,40      |
| B. Machining Department:                                                                                                                                                                                                                                                                                                                                                                                    |             |             |
| (i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholding, buttoning .....                                                                                                                                                                                                                                                                                                    | 311,45      | 342,60      |
| (ii) Machining of uppers, socks, pads and soft soles together .....                                                                                                                                                                                                                                                                                                                                         | 327,31      | 360,04      |
| (iii) Machining elastic bound edges of uppers to soft soles .....                                                                                                                                                                                                                                                                                                                                           | 327,31      | 360,04      |
| C. Rough Stuff Department:                                                                                                                                                                                                                                                                                                                                                                                  |             |             |
| (i) Sole cutting from leather .....                                                                                                                                                                                                                                                                                                                                                                         | 500,07      | 550,08      |
| (ii) Sole cutting from other than leather .....                                                                                                                                                                                                                                                                                                                                                             | 439,95      | 483,95      |
| (iii) Insole cutting and lift and top-piece cutting .....                                                                                                                                                                                                                                                                                                                                                   | 439,95      | 483,95      |
| (iv) Stamping .....                                                                                                                                                                                                                                                                                                                                                                                         | 309,45      | 340,40      |
| (v) Heel covering .....                                                                                                                                                                                                                                                                                                                                                                                     |             |             |
| D. Making Department:                                                                                                                                                                                                                                                                                                                                                                                       |             |             |
| (i) Slipper turn sewing .....                                                                                                                                                                                                                                                                                                                                                                               | 379,89      | 417,88      |
| (ii) Steaming and blocking into shape:                                                                                                                                                                                                                                                                                                                                                                      |             |             |
| (a) Felt work .....                                                                                                                                                                                                                                                                                                                                                                                         | 348,20      | 383,02      |
| (b) Leather work, fabric Cubans .....                                                                                                                                                                                                                                                                                                                                                                       |             |             |
| (iii) Stuck-on process:                                                                                                                                                                                                                                                                                                                                                                                     |             |             |
| (a) Hand-lasting .....                                                                                                                                                                                                                                                                                                                                                                                      | 348,20      | 383,02      |
| Sole roughening .....                                                                                                                                                                                                                                                                                                                                                                                       |             |             |
| Sole positioning on upper and press operating in one operating ....                                                                                                                                                                                                                                                                                                                                         |             |             |
| Sole positioning on upper and forepart seat before pressing .....                                                                                                                                                                                                                                                                                                                                           |             |             |
| Press operating with sole previously positioned .....                                                                                                                                                                                                                                                                                                                                                       | 309,45      | 340,40      |
| (b) Solutioning operation .....                                                                                                                                                                                                                                                                                                                                                                             |             |             |
| (c) Sole and insole tacking .....                                                                                                                                                                                                                                                                                                                                                                           |             |             |
| (iv) Vulcanising soles to lasted uppers .....                                                                                                                                                                                                                                                                                                                                                               | 348,20      | 383,02      |

|                                                                                                                                                                                                                                                                                                                                                                                                         | Column<br>A | Column<br>B |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                                                                                                                                         | Per<br>week | Per<br>week |
|                                                                                                                                                                                                                                                                                                                                                                                                         | R           | R           |
| (v) Slugging .....                                                                                                                                                                                                                                                                                                                                                                                      |             |             |
| (vi) Channelling .....                                                                                                                                                                                                                                                                                                                                                                                  |             |             |
| Hand-levelling.....                                                                                                                                                                                                                                                                                                                                                                                     |             |             |
| Heel attaching .....                                                                                                                                                                                                                                                                                                                                                                                    |             |             |
| Tacking backs.....                                                                                                                                                                                                                                                                                                                                                                                      | 309,45      | 340,40      |
| (vii) Slipper turning .....                                                                                                                                                                                                                                                                                                                                                                             |             |             |
| (viii) Fetching and putting away lasts.....                                                                                                                                                                                                                                                                                                                                                             |             |             |
| (ix) Inserting heel pads.....                                                                                                                                                                                                                                                                                                                                                                           |             |             |
| (x) Conveyor operating.....                                                                                                                                                                                                                                                                                                                                                                             |             |             |
| (xi) Direct injection moulding or pouring of any materials used for soiling and unit converting:                                                                                                                                                                                                                                                                                                        |             |             |
| Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:                                                                                                                                                                                                                                                                                          |             |             |
| (a) Where one employee is employed on an injection moulding machine .....                                                                                                                                                                                                                                                                                                                               |             |             |
| (b) Where two employees are employed on an injection moulding machine each shall be paid .....                                                                                                                                                                                                                                                                                                          | 348,20      | 383,20      |
| (c) Where more than two employees are employed on injection moulding machine each shall be paid .....                                                                                                                                                                                                                                                                                                   |             |             |
| E. Finishing Department:                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| Edge trimming.....                                                                                                                                                                                                                                                                                                                                                                                      | 439,95      | 483,95      |
| Edge setting.....                                                                                                                                                                                                                                                                                                                                                                                       | 358,95      | 394,42      |
| Heel trimming.....                                                                                                                                                                                                                                                                                                                                                                                      |             |             |
| Scouring operations.....                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| Inking, staining and brushing.....                                                                                                                                                                                                                                                                                                                                                                      |             |             |
| Slipping uppers.....                                                                                                                                                                                                                                                                                                                                                                                    | 309,45      | 340,40      |
| F. Shoe Room Department:                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| Examining .....                                                                                                                                                                                                                                                                                                                                                                                         |             |             |
| All other shoe Room operations .....                                                                                                                                                                                                                                                                                                                                                                    |             |             |
| (2) LEARNERS                                                                                                                                                                                                                                                                                                                                                                                            |             |             |
| According to experience:                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| First six months .....                                                                                                                                                                                                                                                                                                                                                                                  | 192,87      | 212,16      |
| Second six months .....                                                                                                                                                                                                                                                                                                                                                                                 | 217,31      | 239,04      |
| Third six months .....                                                                                                                                                                                                                                                                                                                                                                                  | 242,86      | 267,15      |
| Fourth six months .....                                                                                                                                                                                                                                                                                                                                                                                 | 271,36      | 298,50      |
| Fifth six months .....                                                                                                                                                                                                                                                                                                                                                                                  | 307,18      | 337,90      |
| Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:                                                                                                                                                                                                                                         |             |             |
| Provided further that learners on operations for which a wage rate of R309,45 is prescribed shall, after the third six months of experience, become entitled to this wage rate:                                                                                                                                                                                                                         |             |             |
| Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                                                                                                                                                     |             |             |
| (3) GENERAL WORKERS                                                                                                                                                                                                                                                                                                                                                                                     |             |             |
| General workers.....                                                                                                                                                                                                                                                                                                                                                                                    | 309,45      | 340,40      |
| (4) RATIO                                                                                                                                                                                                                                                                                                                                                                                               |             |             |
| For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed. |             |             |
| (5) DIFFERENTIAL WORKING                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.                                                                                                                  |             |             |

|                                                                                                                                                                                                                                                                                  | Column<br>A | Column<br>B |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                  | Per<br>week | Per<br>week |
| <b>CLAUSE 4: 'PLATNATE' AND 'DOPPERS'</b>                                                                                                                                                                                                                                        | R           | R           |
| <i>Note.</i> —'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempies or pitch thread.                                                                                                                                                            |             |             |
| Qualified employee on:                                                                                                                                                                                                                                                           |             |             |
| (i) Clicking .....                                                                                                                                                                                                                                                               | 347,66      | 382,43      |
| (ii) Machining by power.....                                                                                                                                                                                                                                                     | 311,45      | 342,60      |
| Machining other than by power .....                                                                                                                                                                                                                                              |             |             |
| Other Closing Department operations .....                                                                                                                                                                                                                                        |             |             |
| (iii) Sole cutting by power .....                                                                                                                                                                                                                                                | 411,37      | 452,51      |
| Sole cutting other than by power .....                                                                                                                                                                                                                                           | 309,45      | 340,40      |
| (iv) Pulling over by hand and/or hand-lasting.....                                                                                                                                                                                                                               |             |             |
| Stitching by hand .....                                                                                                                                                                                                                                                          | 350,88      | 385,97      |
| (v) Edge trimming by power .....                                                                                                                                                                                                                                                 |             |             |
| Edge trimming other than by power .....                                                                                                                                                                                                                                          | 309,45      | 340,40      |
| (vi) Pairing and/or size marking .....                                                                                                                                                                                                                                           |             |             |
| (vii) Any operation other than those specified in (i) to (vi) hereof .....                                                                                                                                                                                                       |             |             |
| <b>(2) LEARNERS</b>                                                                                                                                                                                                                                                              |             |             |
| <i>According to experience:</i>                                                                                                                                                                                                                                                  |             |             |
| First six months .....                                                                                                                                                                                                                                                           | 192,87      | 212,16      |
| Second six months .....                                                                                                                                                                                                                                                          | 217,31      | 239,04      |
| Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:                                                                                                                  |             |             |
| Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                              |             |             |
| <b>(3) GENERAL WORKERS</b>                                                                                                                                                                                                                                                       |             |             |
| General workers .....                                                                                                                                                                                                                                                            | 309,45      | 340,40      |
| <b>(4) RATIO</b>                                                                                                                                                                                                                                                                 |             |             |
| For every three employees receiving not less than R309,45 per week there may be employed not more than one employee at a wage of less than R309,45 per week.                                                                                                                     |             |             |
| <b>(5) DIFFERENTIAL WORKING</b>                                                                                                                                                                                                                                                  |             |             |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations." |             |             |

Signed at Port Elizabeth on behalf of the parties this 19th day of July 1996.

**D. J. F. LINDE**

Member of the Council

**A. A. VAN ROOYEN**

Member of the Council

**K. PERUMAL**

Member of the Council

**L. M. VAN LOGGERENBERG**

General Secretary of the Council



No. R. 1688

18 Oktober 1996

## WET OP ARBEIDSVERHOUDINGE, 1956

**LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: HERBEKRAGTING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3 en 7, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid Bedryf of Beroep in die gebiede in klousule 1 van die Ooreenkoms gespesifiseer.

**T. T. MBOWENI**

Minister van Arbeid

**BYLAE****NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA****SKOEISELSEKSIE****OOREENKOMS**

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

- (a) **Footwear Manufacturers' Federation of South Africa,**

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

- (b) **National Union of Leather Workers;**

en

- (c) **South African Clothing and Textile Workers' 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 Ooreenkoms vir die Skoeiselseksie gepubliseer by Goewermmentskennisgewing No. R. 1798 van 3 September 1982, soos gewysig en hernieu by Goewermmentskennisgewings Nos. R. 2472 en R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2311 en R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 1553 van 12 Julie 1985, R. 2584 van 15 November 1985, R. 1224 van 26 Junie 1986, R. 2056 en R. 2057 van 26 September 1986, R. 1709 van 7 Augustus 1987, R. 2611 van 20 November 1987, R. 147 en R. 148 van 3 Februarie 1989, R. 888 en R. 889 van 27 April 1990, R. 3049 en R. 3050 van 4 Januarie 1991, R. 3222 van 27 November 1992, R. 972 van 4 Junie 1993, R. 90 van 21 Januarie 1994, R. 398 van 4 Maart 1994, R. 1678 van 7 Oktober 1994, R. 1830 van 28 Oktober 1994, R. 1483 van 29 September 1995 en R. 175 van 9 Februarie 1996.

**DEEL I****1. TOEPASSINGSBESTEK VAN OOREENKOMS**

- (1) Hierdie Ooreenkoms moet in die Skoeiselseksie van die Leernywerheid nagekom word—

- (a) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is, en wat by bogenoemde seksie van die Nywerheid betrokke is en daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, soos dit bestaan het voor die datum van inwerkingtreding van die Grondwet van die Republiek, 1994 (Wet No. 200 van 1994).

- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op alle werknemers vir wie lere voorgeskryf word in Aanhangel C van Deel I en Aanhangel A van Deel II van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 1798 van 3 September 1982.

**2. GELDIGHEIDSDUUR VAN OOREENKOMS**

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 30 Junie 1997 of vir die tydperk wat hy bepaal.

**3. SPESIALE BEPALINGS**

Die bepalings soos vervat in klousule 14, 18 en 19 van Deel 1 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 1798 van 3 September 1982, soos hernieu en gewysig is deur Goewermmentskennisgewings Nos. R. 2472 en R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2311 en R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 1553 van 12 Julie 1985, R. 2584 van 15 November 1985, R. 1224 van 20 Junie 1985, R. 2056 en R. 2057 van 26 September 1986, R. 1709 van 7 Augustus 1987, R. 2611 van 20 November 1987, R. 147 en R. 148 van 3 Februarie 1989, R. 888 en R. 88 van 27 April 1990, R. 3049 en R. 3050 van 4 January 1991, R. 3222 van 27 November 1992, R. 972 van 4 Junie 1993, R. 90 van 21 Januarie 1994, R. 398 van 4 Maart 1994, R. 1678 van 7 Oktober 1994, R. 1830 van 28 Oktober 1994, R. 1483 van 29 September 1995 en R. 175 van 9 Februarie 1996 (hierna na die "Vorige Ooreenkoms" genoem) soos verdere verleng, hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

**4. ALGEMENE BEPALINGS**

Die bepalings soos vervat in klousules 4 tot 13, 15 tot 17 en 20 tot 23 van die Vorige Ooreenkoms soos verder verleng, hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

**5. KLOUSULE 4: LONE EN LOONSKALE**

In subklousule (7) (a), vervang in uitdrukking "15 Junie 1995" deur die uitdrukking "25 Junie 1996".

**6. KLOUSULE 9: VAKANSIEDAE, JAARLIKSE VERLOF EN KRAAMVERLOF**

In subklousule (11) (i), vervang die uitdrukking "twee ononderbroke agtereenvolgende jare in diens" deur die uitdrukking "een jaar in diens".

**7. KLOUSULE 19: INDIENSNEMING VAN VAKVERENIGINGLEDE**

In subklousule (4), vervang die uitdrukking "vier werksdae" deur die uitdrukking "vyf werksdae".

**8. AANHANGSEL C VAN DEEL I: LONE**

Vervang Aanhangsel C van Deel I deur die volgende:

**"AANHANGESEL C VAN DEEL I****LONE**

|                                                                                                                                                     | Kolom<br>A<br><br>Per<br>week | Kolom<br>B<br><br>Per<br>week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------|
|                                                                                                                                                     | R                             | R                             |
| A. Wag.....                                                                                                                                         | 309,45                        | 340,40                        |
| B. Magasynmeester en/of pakhuisman, versendingsklerk .....                                                                                          | 318,25                        | 350,08                        |
| C. Ketelbediener .....                                                                                                                              | 309,45                        | 340,40                        |
| D. Motorvoertuigdrywer wat 'n voertuig dryf wat gelisensieer is om 'n loonvrag te dra of te trek van—                                               |                               |                               |
| (i) minder as 2 722 kg .....                                                                                                                        | 313,86                        | 345,25                        |
| (ii) 2 722 kg .....                                                                                                                                 | 318,25                        | 350,08                        |
| (iii) meer as 2 722 kg maar hoogstens 4 546 kg .....                                                                                                | 338,74                        | 372,61                        |
| (iv) meer as 4 546 kg maar hoogstens 6 350 kg .....                                                                                                 | 402,25                        | 442,48                        |
| E. Minderjarige in diens in beroepe waarvoor daar nie in hierdie Ooreenkoms lone voorgeskryf word nie:                                              |                               |                               |
| Eerste ses maande .....                                                                                                                             | 192,87                        | 212,16                        |
| Tweede ses maande .....                                                                                                                             | 217,31                        | 239,04                        |
| Derde ses maande .....                                                                                                                              | 242,86                        | 267,15                        |
| Daarna .....                                                                                                                                        | 309,45                        | 340,40                        |
| Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het: |                               |                               |
| F. Werksaamhede in verband met maak van kartondose:                                                                                                 |                               |                               |
| (i) Guillotine en/of draaisnymes en/of kerfmasjien met—                                                                                             |                               |                               |
| (a) kragaandrywing .....                                                                                                                            | 459,62                        | 505,58                        |
| (b) handaandrywing .....                                                                                                                            | 370,52                        | 407,57                        |
| (ii) Kartondoosmakers .....                                                                                                                         | 309,45                        | 340,40                        |

|                                                                                                                                                                      | Kolom<br>A<br><br>Per<br>week | Kolom<br>B<br><br>Per<br>week |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------|
| (iii) Die maak van kartondose, volgens ondervinding:                                                                                                                 | R                             | R                             |
| Eerste ses maande .....                                                                                                                                              | 215,45                        | 237,00                        |
| Tweede ses maande .....                                                                                                                                              | 217,31                        | 239,04                        |
| Daarna .....                                                                                                                                                         | 309,45                        | 340,40                        |
| Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het.                  |                               |                               |
| G. Werknemers wat letters met die hand set en etikette met 'n drukmasjien druk.....                                                                                  | 416,01                        | 457,61                        |
| H. Werknemers wat kantstrokie maak:                                                                                                                                  |                               |                               |
| (i) Splits, skaaf, sny, groewe maak en afskuins .....                                                                                                                | 309,45                        | 340,40                        |
| (ii) Alle ander werksaamhede .....                                                                                                                                   | 309,45                        | 340,40                        |
| I. Verpakkers .....                                                                                                                                                  | 309,45                        | 340,40                        |
| J. Werknemers wat leer brei.....                                                                                                                                     | 358,56                        | 394,42                        |
| K. Werknemers wat spoeiverf aan leer aanbring.....                                                                                                                   | 415,17                        | 456,69                        |
| L. Werknemers wat messe maak:                                                                                                                                        |                               |                               |
| (i) Sweis- en/of sweissoldeer en/of silwersoldeerwerk .....                                                                                                          | 500,07                        | 550,08                        |
| (ii) Lasse afwerk ná sweising .....                                                                                                                                  | 325,21                        | 357,73                        |
| (iii) Heg- en/of puntsweiswerk .....                                                                                                                                 | 309,45                        | 340,40                        |
| (iv) Buikwerk volgens patroonplaat en/of modelle; grootte met die hand op messe pons; verspanstaal merk en sny; oksidering van afgewerkte artikels en slypwerk ..... | 309,45                        | 340,40                        |

*Opmerking.*—Vir die toepassing van paragraaf L beteken “sweiswerk” die deurlopende trek van 'n sweislas op nate en/of lasse maar nie heg- en puntsweiswerk nie.”.

## DEEL II

### 9. KLOUSULE 3: DIFFERENSIËLE LONE

In subklousule (1) en (2), vervang die uitdrukking “R287,19” deur die uitdrukking “R309,45.”.

### 10. AANHANGSEL A VAN DEEL II

Vervang Aanhangsel A van Deel II van die Ooreenkoms deur die volgende:

#### “AANHANGSEL A VAN DEEL II

#### KLOUSULE 1: SKOEISEL, NIE ELDERS GESPEFISEER NIE LONE

|                                                                                                                                                                     | Kolom A<br><br>Per week | Kolom B<br><br>Per week |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------|
| (A) PATROONAFDELING                                                                                                                                                 | R                       | R                       |
| (i) Gekwalifiseerde werknemers in diens as patroonsnyers wat oorspronklike ontwerpe produseer en volgens beperkings met die hand gradeer, en/of skoentekenaars..... | 520,58                  | 572,64                  |
| (ii) Gekwalifiseerde werknemers wat—                                                                                                                                |                         |                         |
| (a) met die hand, maar nie volgens beperkings nie, gradeer en wat die oorspronklike ontwerpe produseer nie .....                                                    | 439,95                  | 483,95                  |
| (b) met gradeermasjiene werk .....                                                                                                                                  |                         |                         |
| (c) oorspronklike voeringspatrone volgens boleerpatrone maak in gevalle waar daar geen leeskopieë of oorspronklike ontwerpe geproduseer word nie.....               |                         |                         |
| (iii) Gekwalifiseerde werknemers wat werksaamhede verrig wat nie in (i) en (ii) hiervan gespesifiseer word nie .....                                                | 348,20                  | 383,02                  |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Kolom A  | Kolom B  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Per week | Per week |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | R        | R        |
| <b>(B) UITSNYDINGSADFDELING</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |          |
| (i) Die uitsny en sny van boleer met die hand of 'n masjien:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |          |          |
| (a) Basgelooid of chroomgelooid splitsleer, basgelooid of halfchroomgelooid kalfsleer, chroomgelooid suèdekalfsvel en basgelooid skaap- en bokvelle Wit kalfsvel wat ten volle chroomgelooi is vir die vervaardiging van skoene uit een stuk gesny, slegs bluchers en velskoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van mynwerkstipe (almal in Suid-Afrika gelooi) Kinderskoeisel, alle soorte materiaal, alle nommers tot en met No. 1½ en alle leerpantoffels (vir mans, vroue en kinders) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 515,84   | 567,42   |
| (b) Alle ander materiale.....<br>[Getalsverhouding: Hoogstens een leerling mag in diens geneem word vir elke vier of gedeelte van vier gekwalifiseerde uitsnyers.<br>Gedeelte van vier beteken 'n res van minstens een nadat die totale getal gekwalifiseerde uitsnyers deur vier gedeel is.]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 515,84   | 567,42   |
| (c) Boleersorteerder wat gradeer en/of sorteer volgens gehalte vir uitreiking aan uitsnyders .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 520,58   | 572,64   |
| (d) Keuring van gesnyde leerkomponente vir gehalte .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 520,58   | 572,64   |
| (ii) Voering-, binnesool- en passnywerk en/of klein tooisels aangebring en/of uitsnydings met 'n uitsnyers, revolusiepers, eksentriekpers of houhamer uitgepons.....<br>Opmerking: 'n Tooisel is 'n versiering wat nie 'n noodsaaklike deel van die skoen se boleer uitmaak nie. As daar 'n geskil ontstaan oor wat 'n klein tooisel uitmaak, is die Raad se beslissing, na ondersoek, finaal.<br>Binnetonge en smal agterlisies uit afvalstukke sny vir buitenaatskoene van die Oxford- en Derby patroon vir kinders, seuns en meisies.....<br>Vir alle ander snywerk van tonge en agterlissies moet daar betaal word teen die skaal van toepassing op die uitsny van materiaal ooreenkomstig paragraaf (i) hiervan ....<br>Bandjies volgens lengte uit deurlopende rolle of stringe vooraf vervaardigde materiaal sny.....<br>[Getalsverhouding: Daar mag hoogstens twee leerlinge teen lene ooreenkomstig die skaal voorgeskryf vir leerlinge in subklousule (N) (i) van hierdie Aanhangsel in diens geneem word vir elke gekwalifiseerde werknemer in hierdie seksie.] | 358,56   | 394,42   |
| (iii) Uitsnydings met 'n uitsnymasjien van die Westerntipe en outomatiese multipons-/uittand masjien-/gangbanduitponsing .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 318,25   | 350,08   |
| (iv) Patrone uitreik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 348,20   | 383,02   |
| (v) Splitsmasjien bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |          |
| Nommers stempel en/of verf.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 309,45   | 340,40   |
| Acme-agterstukke aanbring .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| <b>(C) STIKAFDELING</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |          |
| (i) Puritan-masjienwerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 381,56   | 419,72   |
| (ii) Leerstroke op boleer met buitensoolstikmasjiene stik .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 360,89   | 396,98   |
| (iii) Proefnaaimasjienwerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (iv) Ander masjienwerk:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |          |
| (a) Alle stikwerk, aan bas- en chroomgelooid splitsleer, bas- en half-chroomgelooid kalfsvel-, suède- en chroomgelooid kalfsvelvoeringmasjienwerk... Wit kalfsvel wat ten volle chroomgelooi is vir die vervaardiging van slegs eenstukleerskoene, bluchers en velskoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika..... gelooi).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 311,45   | 342,60   |



|                                                                                                                                                                                                                                                                                     | Kolom A  | Kolom B  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                     | Per week | Per week |
|                                                                                                                                                                                                                                                                                     | R        | R        |
| (b) Werksaamhede in verband met ander soorte leer as dié in (a) gespesifiseer                                                                                                                                                                                                       |          |          |
| Vorstukke vasstik .....                                                                                                                                                                                                                                                             |          |          |
| Plat bindwerk met 'n masjien .....                                                                                                                                                                                                                                                  |          |          |
| Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien gestik .....                                                                                                                                                                                       |          |          |
| Oorskoene masjineer (hele oorskoene) .....                                                                                                                                                                                                                                          |          |          |
| Fantasieskoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte) .....                                                                                                                                                                                          |          |          |
| Fantasiemasjienwerk volgens die saamhoustelsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers                                                                                                                                                 |          |          |
| Rantwerk of enige werksaamheid met natoomasjien uitgesonderd Derby-sykante van die Oxford- en Derbypatroon .....                                                                                                                                                                    | 327,31   | 360,04   |
| Vorstukke van skoene vasstik met hielstukke oor die voorstukke ....                                                                                                                                                                                                                 |          |          |
| Bediener van 'n vervoerbandkonsole wat individuele bedieners voer ....                                                                                                                                                                                                              |          |          |
| (c) Werksaamhede, uitgesonderd dié in (a) en (b) hierbo gespesifiseer, met inbegrip van die aanbring van bindstukke vir Franse bindwerk op plat- of afwerkmasjiene en die vasryg van twee boonste komponente met die hand om 'n naat te vorm, insluitende keuring vir gehalte ..... |          |          |
| (d) Alle werksaamhede in verband met kinderskoeisel tot No. 1½ .....                                                                                                                                                                                                                |          |          |
| Alle leerpantoffels (vir mans, vroue en kinders) .....                                                                                                                                                                                                                              |          |          |
| Alle werksaamhede in verband met swart en bruin kalfsleer (uitgesonderd stikwerk aan oorskoene, fantasiewerk en werk aan skoeisel vir mynwerkers en/of skoeisel van die mynwerkerstipe) .....                                                                                       | 311,45   | 342,60   |
| (v) Vetergate maak, klinkwerk doen, perforeerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien en plooiwerk met 'n masjien doen .....                                                                                                                                    | 327,31   | 360,04   |
| (vi) Omdopping .....                                                                                                                                                                                                                                                                |          |          |
| Bindwerk omdraai .....                                                                                                                                                                                                                                                              |          |          |
| Knope aanwerk .....                                                                                                                                                                                                                                                                 |          |          |
| Knoopsgate maak .....                                                                                                                                                                                                                                                               |          |          |
| Vasrygwerk .....                                                                                                                                                                                                                                                                    |          |          |
| Handponswerk .....                                                                                                                                                                                                                                                                  |          |          |
| Portugese naatmaak .....                                                                                                                                                                                                                                                            |          |          |
| Stutte en bande aanwerk .....                                                                                                                                                                                                                                                       |          |          |
| Naatvryfwerk .....                                                                                                                                                                                                                                                                  | 309,45   | 340,40   |
| Naatplatslaanwerk .....                                                                                                                                                                                                                                                             |          |          |
| Strikke en gespes met die hand of 'n masjien vaswerk .....                                                                                                                                                                                                                          |          |          |
| Syskermdrukwerk .....                                                                                                                                                                                                                                                               |          |          |
| Tafelwerkers .....                                                                                                                                                                                                                                                                  |          |          |
| Die laai van ander stikvoeders, maar uitgesonderd 'n bediener van 'n vervoerbandkonsole (wat individuele bedieners voer) .....                                                                                                                                                      |          |          |
| (D) SOOL-EN-HAKAFDELING                                                                                                                                                                                                                                                             |          |          |
| <b>Klas I-werksaamhede</b>                                                                                                                                                                                                                                                          |          |          |
| Gekwalifiseerde werknemers in diens:                                                                                                                                                                                                                                                |          |          |
| (i) Om sole uit leer te sny .....                                                                                                                                                                                                                                                   |          |          |
| Om ongegradeerde en ongestempelde voorrade te sorteer, te ondersoek en te pas ....                                                                                                                                                                                                  | 495,49   | 545,04   |
| Om gegradeerde en gestempelde voorrade te sorteer en te ondersoek .....                                                                                                                                                                                                             |          |          |
| (ii) Om binnesole, verstywers, deurlopers, middelsole en neusverstywings uit ander leer as splitleer te sny, en om sole uit ander materiaal as leer te sny .....                                                                                                                    | 435,92   | 479,51   |
| Om gefatsoeneerde rubbersole op 'n pers dunner te maak .....                                                                                                                                                                                                                        |          |          |
| [Gatelsverhouding: Kyk subklousule (P).]                                                                                                                                                                                                                                            |          |          |
| <b>Klas II-werksaamhede</b>                                                                                                                                                                                                                                                         |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                                                                                            |          |          |
| (i) Groefsnywerk:                                                                                                                                                                                                                                                                   |          |          |
| Kantstrookies aan binnesole vasnaai .....                                                                                                                                                                                                                                           |          |          |
| Ander werk .....                                                                                                                                                                                                                                                                    | 358,56   | 394,42   |

|                                                                                                                                                                   |  | Kolom A  | Kolom B  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|----------|----------|
|                                                                                                                                                                   |  | Per week | Per week |
|                                                                                                                                                                   |  | R        | R        |
| (ii) Perssnywerk uitgesonderd dié in Klas I .....                                                                                                                 |  | 368,67   | 405,54   |
| (iii) Monteerwerk uit voorrade, afgesien daarvan of dit gesorteer en/of gegradeer is of nie Ribbes aangebring aan binnesole waarvan kantstrookies genaai is ..... |  |          |          |
| Klapsplitswerk .....                                                                                                                                              |  |          |          |
| Versterkings en bande aanbring .....                                                                                                                              |  | 348,20   | 383,02   |
| Hakvormwerk .....                                                                                                                                                 |  |          |          |
| Hakke maak .....                                                                                                                                                  |  |          |          |
| Hakke pers .....                                                                                                                                                  |  |          |          |
| Polvydraad inslaan .....                                                                                                                                          |  |          |          |
| Sole en binnesole afrond .....                                                                                                                                    |  | 348,20   | 383,02   |
| Met 'n outomatiese masjien groewe in sole maak, en sole grof en dunner maak .....                                                                                 |  |          |          |
| Punte vul .....                                                                                                                                                   |  |          |          |
| [Getaalverhouding: Kyk subklousule (P).]                                                                                                                          |  |          |          |
| <b>Klas III-werksaamhede</b>                                                                                                                                      |  |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                          |  |          |          |
| Groewe oopsny .....                                                                                                                                               |  |          |          |
| Rande bedek .....                                                                                                                                                 |  |          |          |
| Rande afwerk .....                                                                                                                                                |  |          |          |
| Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word .....                                                          |  |          |          |
| Buigwerk .....                                                                                                                                                    |  |          |          |
| Binnesole afwerk .....                                                                                                                                            |  |          |          |
| Groewe in binnesole maak .....                                                                                                                                    |  |          |          |
| Gleuwe in binnesole maak .....                                                                                                                                    |  |          |          |
| Binnesole merk .....                                                                                                                                              |  |          |          |
| Haklagies en/of hakstrookies vasspyker .....                                                                                                                      |  |          |          |
| Rande omkeer .....                                                                                                                                                |  |          |          |
| Skuurwerk in perskamer .....                                                                                                                                      |  | 309,45   | 340,40   |
| Brugstukke aanmekaarsit .....                                                                                                                                     |  |          |          |
| Brugstukke giet .....                                                                                                                                             |  |          |          |
| Skaafwerk .....                                                                                                                                                   |  |          |          |
| Nommers stempel .....                                                                                                                                             |  |          |          |
| Sole, binnesole en verstywers giet .....                                                                                                                          |  |          |          |
| Sole en binnesole splits .....                                                                                                                                    |  |          |          |
| Soolgradeermasjien bedien .....                                                                                                                                   |  |          |          |
| Sole vir aanplakwerk rofmaak .....                                                                                                                                |  |          |          |
| Rubberlym aansmeer .....                                                                                                                                          |  |          |          |
| Beitswerk en/of inwerk aan binnesole .....                                                                                                                        |  |          |          |
| Was aan hakkappe smeer en dit krimp .....                                                                                                                         |  |          |          |
| Kantstrookies berei .....                                                                                                                                         |  |          |          |
| [Getaalverhouding: Kyk subklousule (P).]                                                                                                                          |  |          |          |
| (E) MAAKAFDELING                                                                                                                                                  |  |          |          |
| <b>Klas I-werksaamhede</b>                                                                                                                                        |  |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                          |  |          |          |
| (i) Oortrekwerk, Consol-leeswerk en/of Littleway-leeswerk:                                                                                                        |  |          |          |
| (a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgeheg .....                                                                  |  | 495,49   | 545,04   |
| (b) Klinkwerk en/of klink- en stikwerk, uitgesonderd in verband met skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe en militêre stewels .....          |  | 435,92   | 479,51   |
| (c) Gekombineerde oortrekwerk en leeswerk aan voorkante .....                                                                                                     |  | 495,49   | 545,04   |
| (d) Alle ander grade .....                                                                                                                                        |  |          |          |
| (ii) Leeswerk aan beddings (slegs neuse):                                                                                                                         |  |          |          |
| (a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit .....                                                                  |  | 495,49   | 545,04   |
| (b) Ander werk .....                                                                                                                                              |  |          |          |

|                                                                                                                                                                                                                                                                                                                           | Kolom A  | Kolom B  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                           | Per week | Per week |
| (iii) Leeswerk aan hakbeddings en kante met enige masjien:                                                                                                                                                                                                                                                                | R        | R        |
| (a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....                                                                                                                                                                                                                           | 395,23   | 434,75   |
| (b) Ander werk.....                                                                                                                                                                                                                                                                                                       |          |          |
| <i>Opmerking:</i> As daar van 'n leesmasjienbediener vereis word om die hakbeddings en/of kante en neuse van stewels en skoene te lees, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.                                                                                       |          |          |
| As daar van 'n oortrek-of Consul-leesmasjienbediener vereis word om op 'n bepaalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.                                                                       |          |          |
| (iv) Hele sole met 'n krammasjien vassit .....                                                                                                                                                                                                                                                                            | 355,28   | 390,81   |
| Randsole vaskram .....                                                                                                                                                                                                                                                                                                    |          |          |
| (v) Kantsrookies vasnaai .....                                                                                                                                                                                                                                                                                            |          |          |
| (vi) Ruwe afronding:                                                                                                                                                                                                                                                                                                      |          |          |
| (a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....                                                                                                                                                                                                                           |          |          |
| (b) Buitenaatskoene .....                                                                                                                                                                                                                                                                                                 |          |          |
| (c) Ander werk.....                                                                                                                                                                                                                                                                                                       | 495,49   | 545,04   |
| (vii) Sole vasnaai met enige masjien .....                                                                                                                                                                                                                                                                                |          |          |
| (viii) Sole vasstik:                                                                                                                                                                                                                                                                                                      |          |          |
| (a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....                                                                                                                                                                                                                           |          |          |
| (b) Buitesole aan middelsole van Indiërsandale op 'n No. 6-tuigstikmasjien stik en middelsole of deurlopers aan die boleer van die mokassintipe skoeisel stik .....                                                                                                                                                       | 435,92   | 479,51   |
| (c) Ander werk.....                                                                                                                                                                                                                                                                                                       | 495,49   | 545,04   |
| (ix) (a) Boleer aansole op 'n lees vaskram .....                                                                                                                                                                                                                                                                          |          |          |
| (b) Boleer aan sole op 'n lees met gare vaswerk .....                                                                                                                                                                                                                                                                     |          |          |
| (c) Neuse van buitenaatskoene vorm .....                                                                                                                                                                                                                                                                                  |          |          |
| (d) Buitesoolbedekkings met 'n masjien aanvee .....                                                                                                                                                                                                                                                                       | 355,28   | 390,81   |
| (e) Leeswerk op 'n Kamborian-masjien .....                                                                                                                                                                                                                                                                                |          |          |
| (f) Touleeswerk met die hand .....                                                                                                                                                                                                                                                                                        |          |          |
| (x) Klopwerk:                                                                                                                                                                                                                                                                                                             |          |          |
| (a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....                                                                                                                                                                                                                           | 415,57   | 457,13   |
| (b) Skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en stewels van die militêre tipe .....                                                                                                                                                                                                                     | 455,45   | 501,00   |
| ('Stewels van die militêre tipe' beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kontrak gemaak word.)                                                                                                                                      |          |          |
| (c) Ander werk.....                                                                                                                                                                                                                                                                                                       | 415,57   | 457,13   |
| <i>Opmerking.</i> —Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.                                                                                                                                                                                                                                 |          |          |
| (xi) Keuring.....                                                                                                                                                                                                                                                                                                         | 495,49   | 545,04   |
| <i>Getalsverhouding—Klas 1-werksaamhede: Maakafdeling:</i>                                                                                                                                                                                                                                                                |          |          |
| (a) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat oortrekwerk, masjienleeswerk en/of leeswerk aan beddings (uitgesonder leeswerk aan hakbeddings en kantstukke), naaiwerk aan kantstrookies en/of sole, stikwerk en ruwe afrondingswerk verrig, mag daar hoogstens een leerling in diens geneem word. |          |          |
| (b) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat ander werksaamhede verrig as dié in (a) vermeld, mag daar een leerling in diens geneem word.                                                                                                                                                        |          |          |
| (c) 'Gedeelte van drie' in (a) en (b) bedoel, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeel is.                                                                                                                                                                     |          |          |
| <b>Klas II-werksaamhede</b>                                                                                                                                                                                                                                                                                               |          |          |
| Gekwalifiseerde werknemers wat—                                                                                                                                                                                                                                                                                           |          |          |
| (i) sole op boleer in posisie plaas met vooraf-afgewerkte kantstrokie met 'n verlengde rand                                                                                                                                                                                                                               | 379,12   | 417,03   |
| (ii) vooraf-afgewerkte sole in posisie plaas voordat en/of wanneer dit met 'n pers vasgelym word.....                                                                                                                                                                                                                     | 368,67   | 405,54   |

|                                                                                                                                                                                            | Kolom A  | Kolom B  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                            | Per week | Per week |
|                                                                                                                                                                                            | R        | R        |
| (iii) vaslymwerk verrig:                                                                                                                                                                   |          |          |
| Sole tegelykertyd op boleer en pers in posisie plaas .....                                                                                                                                 |          |          |
| Sole op voorkant en hakbedding van boleer in posisie plaas voordat dit gepers word .....                                                                                                   |          |          |
| 'n Pers bedien, waar sole vooraf in posisie geplaas is (kyk Klas III vir vasspyker van slegs hakbedding) .....                                                                             | 348,20   | 383,02   |
| Sole met 'n ander masjien as 'n snelstikmasjien aanmeekaarstik voordat dit aan die skoen vasgeheg word, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe ..... |          |          |
| Buitenaatskoene aanmeekaarsit of oortrek .....                                                                                                                                             |          |          |
| Oortolligboleer-, binnesool- en deurlopermateriaal op buitenaatskoene afsky voordat sole vasgeheg en/of ru afgerond word .....                                                             |          |          |
| Dikkopspykers met die hand of 'n masjien slaan .....                                                                                                                                       |          |          |
| Neusplate en hakskerms met die hand of 'n masjien aanbring .....                                                                                                                           |          |          |
| Hakke aansit .....                                                                                                                                                                         |          |          |
| Soolknoppies en dwarsstrokies aan voetbalstewels sit .....                                                                                                                                 |          |          |
| Gelykmaking met die hand, uitgesonderd buitenaatskoene .....                                                                                                                               |          |          |
| Binnenate afwerk .....                                                                                                                                                                     |          |          |
| Voegwerk (Voering skoonmaak en boleer oor voeë vasspyker) .....                                                                                                                            |          |          |
| Voorkante van middelstukke los vasspyker of vaspen .....                                                                                                                                   |          |          |
| Louis-klappe met die hand afwerk .....                                                                                                                                                     |          |          |
| Gelykmaking met 'n masjien .....                                                                                                                                                           | 348,20   | 383,02   |
| Vasskroefwerk .....                                                                                                                                                                        |          |          |
| Masjiengenaai, geklinkte en gestikte sole vassit .....                                                                                                                                     |          |          |
| Sole aanplak met kleefmiddels deur 'n masjien verhit .....                                                                                                                                 |          |          |
| Hoeke van verstywers maak en verstywers vasspyker .....                                                                                                                                    |          |          |
| Steke skei .....                                                                                                                                                                           |          |          |
| Draadspykerwerk .....                                                                                                                                                                      |          |          |
| Hakbeddings vorentoe vasspyker .....                                                                                                                                                       |          |          |
| Rofmaak van boleer .....                                                                                                                                                                   |          |          |
| Middelstukke kleiner maak nadat dit genaai is .....                                                                                                                                        |          |          |
| Houthakke pas .....                                                                                                                                                                        |          |          |
| Kantstrokies uitklop en skaaf .....                                                                                                                                                        |          |          |
| Kantstrokies met 'n aftrekwieltjie versier .....                                                                                                                                           |          |          |
| Kantstrokies met 'n masjien aan hakstrokies heg .....                                                                                                                                      |          |          |
| Polvydraad inslaan en polvydraad bondelsgewys inslaan .....                                                                                                                                |          |          |
| Kantstrokies of sierstrokies, hetsy vertikaal of horisontaal of 'n kombinasie daarvan, met die hand of 'n masjien vasheg .....                                                             | 348,20   | 383,02   |
| Voorgietwerk aan agterkant en middelstuk .....                                                                                                                                             |          |          |
| Agterkante fatsoeneer .....                                                                                                                                                                |          |          |
| (iv) .....                                                                                                                                                                                 |          |          |
| Vulkaniseerproses:                                                                                                                                                                         |          |          |
| Sole aan geleeste boleer vulkaniseer .....                                                                                                                                                 |          |          |
| Kantstrokies met 'n masjien aan hakke heg .....                                                                                                                                            |          |          |
| Soleenhede giet .....                                                                                                                                                                      |          |          |
| <b>Klas III-werksaamhede</b>                                                                                                                                                               |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                   |          |          |
| Klopwerk .....                                                                                                                                                                             | 309,45   | 340,40   |
| Verhardingsharse aan neusverstywing met 'n masjien aanbring .....                                                                                                                          |          |          |
| Ondersole vul .....                                                                                                                                                                        |          |          |
| Groewe toemaak en rande op lig .....                                                                                                                                                       |          |          |
| Spykers voer aan 'n masjien wat hakke vassit .....                                                                                                                                         |          |          |
| Buitenate met die hand gelykmaak .....                                                                                                                                                     | 309,45   | 340,40   |
| Hakke oortrek .....                                                                                                                                                                        |          |          |
| Verstywers en neusverstywings insit .....                                                                                                                                                  |          |          |
| Louis-hakklappe klamp en Louis hakke gladmaak .....                                                                                                                                        |          |          |
| Louis-hakklappe met die masjien afwerk .....                                                                                                                                               |          |          |



|                                                                                                                                                                                                                     | Kolom A  | Kolom B  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                     | Per week | Per week |
| Aweregse bevestiging van boleer op hakbedding .....                                                                                                                                                                 | R        | R        |
| Hakbeddings vasspyker en/of vaspen .....                                                                                                                                                                            |          |          |
| Hakbeddings afrond .....                                                                                                                                                                                            |          |          |
| Brugstukke aansit .....                                                                                                                                                                                             |          |          |
| Sool aan hakbedding spyker vir vaslymproses .....                                                                                                                                                                   |          |          |
| Aansmeer vir rubberlyn, bevogting en vasplak .....                                                                                                                                                                  | 309,45   | 340,40   |
| Dikkopspykers sorteer .....                                                                                                                                                                                         |          |          |
| Soollêwerk in verband met kantstrokies en/of rubbersole .....                                                                                                                                                       |          |          |
| Deurlopers en middelsole aan sole vasspyker of vassit .....                                                                                                                                                         |          |          |
| Spykers uittrek .....                                                                                                                                                                                               |          |          |
| Onderwerk van lees vasspyker .....                                                                                                                                                                                  |          |          |
| Spykers inslaan in agterstukke voordat dit oorgetrek word op skoene met toe agter-<br>stukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die<br>hakbedding geplaas word (kyk tekening) ..... |          |          |
|                                                                                                                                    | 309,45   | 340,40   |
| Spyker inslaan in sandaal-agterstukke, waar geen verstywers in gesit word nie .....                                                                                                                                 |          |          |
| Bostukke aan buitenaatskoene en sandale vasspyker .....                                                                                                                                                             |          |          |
| Alle ander draadkramwerk .....                                                                                                                                                                                      |          |          |
| Boleer vaskram nadat kantstukke gelees is .....                                                                                                                                                                     |          |          |
| Boleer afwerk .....                                                                                                                                                                                                 |          |          |
| Pastilleer en granuleer van plastiek .....                                                                                                                                                                          |          |          |
| [Getalsverhouding: Kyk subklousule (P).]                                                                                                                                                                            |          |          |
| <b>HANDLEESWERKSAAMHEDE</b>                                                                                                                                                                                         |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                            |          |          |
| (i) Oortrekwerk met die hand en/of handleeswerk aan skoeisel vir mynwerkers of skoei-<br>sel van die mynwerkerstipe .....                                                                                           | 439,95   | 483,95   |
| <i>Opmerking:</i> Daar is geen kwantum of aanvullende loon vir handleeswerk aan skoei-<br>sel vir mynwerkers of skoeisel van die mynwerkerstipe nie.                                                                |          |          |
| (ii) Ander oortrekwerk met die hand en/of handleeswerk, met inbegrip van geforseerde<br>leeswerk aan mokassintipe skoene .....                                                                                      |          |          |
| Handleeswerk aan hakbeddings van buitenaatskoene .....                                                                                                                                                              |          |          |
| Handleeswerk by die vervaardiging van houtsoolskoene .....                                                                                                                                                          |          |          |
| Bankwerk soos klinkwerk, die aansit van sole en/of hakke met die hand, met<br>inbegrip van rubberhielstukpunte .....                                                                                                | 348,20   | 383,02   |
| Leerbandjies aan houtsole vasspyker .....                                                                                                                                                                           |          |          |
| <i>Getalsverhoudinge: Hoogstens een leerling mag in diens geneem word vir elke gekwalifi-<br/>seerde werknemer wat werksaamhede gespesifiseer in (i) en (ii) verrig.</i>                                            |          |          |
| <b>(F) AFWERKAFDELING</b>                                                                                                                                                                                           |          |          |
| <b>Klas I-werksaamhede</b>                                                                                                                                                                                          |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                            |          |          |
| (i) Gladsny van rande:                                                                                                                                                                                              |          |          |
| (a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir myn-<br>werkers en skoeisel van die mynwerkerstipe en militêre stewels .....                                                             |          |          |
| Rubbersole en rubberkomposisiesole .....                                                                                                                                                                            |          |          |
| Kinderskoeisel, alle nommers tot en met No. 1½ .....                                                                                                                                                                | 435,92   | 479,51   |
| Alle pantoffels (vir mans, vroue en kinders) .....                                                                                                                                                                  |          |          |
| Buitenaatskoeisel uit swart en bruin kalfsleer vervaardig .....                                                                                                                                                     |          |          |

|                                                                                                                                                                      | Kolom A  | Kolom B  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                      | Per week | Per week |
|                                                                                                                                                                      | R        | R        |
| (b) Alle ander .....                                                                                                                                                 | 495,49   | 545,04   |
| (ii) Afwerk van rande:                                                                                                                                               |          |          |
| (a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels .....                   |          |          |
| Deurloop-middelsole .....                                                                                                                                            |          |          |
| Middelstukke en/of bostukke .....                                                                                                                                    | 355,28   | 390,81   |
| Kinderskoeisel, alle nommers tot en met No. 1½ .....                                                                                                                 |          |          |
| Alle pantoffels (vir mans, vroue en kinders) .....                                                                                                                   |          |          |
| Buitenaatskoeisel uit swart en bruin kalfsleer vervaardig .....                                                                                                      |          |          |
| (b) Outomatiese randafwerkmasjiene, alle grade .....                                                                                                                 | 435,92   | 479,51   |
| (c) Alle ander werk .....                                                                                                                                            | 355,28   | 390,81   |
| (iii) Afwerk van hakke .....                                                                                                                                         | 495,49   | 545,04   |
| (iv) Keuring .....                                                                                                                                                   |          |          |
| [Getalsverhouding: Kyk subklousule (P).]                                                                                                                             |          |          |
| <b>Klas II-werksaamhede</b>                                                                                                                                          |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                             |          |          |
| Betingslagwerk met die hand of 'n masjien .....                                                                                                                      |          |          |
| Skuur van ondersole .....                                                                                                                                            |          |          |
| Skuur van hakke .....                                                                                                                                                |          |          |
| Spuitwerk aan hakke .....                                                                                                                                            |          |          |
| Uitholwerk .....                                                                                                                                                     |          |          |
| Volledige afwerking met die hand .....                                                                                                                               |          |          |
| Gladsny van bostukke .....                                                                                                                                           | 348,20   | 383,02   |
| Loopvlak van skoene met 'n aftrekwieletjie versier .....                                                                                                             |          |          |
| Stryk van Louis-klappe .....                                                                                                                                         |          |          |
| Platvryf van rande en ondersole, herstel van gebreke aan rande, hakke, middelstukke en hoeke van ondersole en afwerk van rande .....                                 |          |          |
| Hakbedding met aftrekwieletjie versier .....                                                                                                                         |          |          |
| Merk van rand van voorkant of middelstuk van sool met 'n masjien of handgereedskap, hetsy voor- of nadat ondersole met was gesmeer of gepoleer is (E. "Top ironing") |          |          |
| Kantstrook met aftrekwieletjie versier .....                                                                                                                         |          |          |
| Versierende veerstikwerk met die hand nadat die sool permanent aan die boeler geheg is                                                                               |          |          |
| [Getalsverhouding: Kyk subklousule (P).]                                                                                                                             |          |          |
| <b>Klas III-werksaamhede</b>                                                                                                                                         |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                             |          |          |
| Borsel, opstop en/of bruining .....                                                                                                                                  |          |          |
| Gedrewe werk op sole doen .....                                                                                                                                      |          |          |
| Skuurwerk met die vingers .....                                                                                                                                      |          |          |
| Afronding van hakvoorlyn .....                                                                                                                                       |          |          |
| Inwerk, beitswerk, waswerk en bevogting .....                                                                                                                        | 309,45   | 340,40   |
| Die insit, uittrek en wegbêre van leeste .....                                                                                                                       |          |          |
| Uitholwerk (verwydering van lip rondom onderkant van sool) .....                                                                                                     |          |          |
| Die afvryf van rande en ondersole .....                                                                                                                              |          |          |
| Eksudaatverwydering en/of naatpoetsing .....                                                                                                                         |          |          |
| Vervoerbande laai .....                                                                                                                                              |          |          |
| [Getalsverhouding: Kyk subklousule (P).]                                                                                                                             |          |          |
| <b>(G) SKOENMAKER</b>                                                                                                                                                |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                             |          |          |
| Wassmering .....                                                                                                                                                     | 419,46   | 461,41   |
| Keuring .....                                                                                                                                                        |          |          |

|                                                                                                                                               | Kolom A  | Kolom B  |
|-----------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                               | Per week | Per week |
| Herstelwerk en lakleerskoeisel .....                                                                                                          | R        | R        |
| Bosseleer- en/of stempelwerk .....                                                                                                            |          |          |
| Verpakking in dose .....                                                                                                                      |          |          |
| Afwerking en/of sortering volgens nommers .....                                                                                               |          |          |
| Afwerking met sproeispuut .....                                                                                                               |          |          |
| Poleerwerk en skoonmaak met die hand .....                                                                                                    |          |          |
| Strykwerk .....                                                                                                                               |          |          |
| Etikettering .....                                                                                                                            | 309,45   | 340,40   |
| Voeringafwerking .....                                                                                                                        |          |          |
| Stempel van nommers op skoeisel .....                                                                                                         |          |          |
| Inset van binnesole .....                                                                                                                     |          |          |
| Beskrywing en nommers op etikette stempel .....                                                                                               |          |          |
| Hielstukvorming met 'n masjien .....                                                                                                          |          |          |
| Gladmaak van binnesole voordat dit ingesit of in dose verpak word .....                                                                       |          |          |
| (H) MEULKAMERWERKSAAMHEDE                                                                                                                     |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                      |          |          |
| (i) Groep 2:                                                                                                                                  |          |          |
| 'n Kalandermasjien bedien .....                                                                                                               |          |          |
| Lotte massameet en chemikalieë bymekaarmaak .....                                                                                             |          |          |
| Uitpersmasjien bedien .....                                                                                                                   |          |          |
| 'n Oop mengmeul met 'n wydte van minstens 1,52 m bedien .....                                                                                 |          |          |
| 'n Binnemenger bedien .....                                                                                                                   |          |          |
| Bladrubber volgens maat in platblokke vorm (rekmengsel) .....                                                                                 | 316,83   | 348,51   |
| 'n Oop mengmeul met 'n wydte van minder as 1,52 m maar minstens 1,01 m bedien                                                                 |          |          |
| Mengsel warmmaak op oop meul .....                                                                                                            |          |          |
| 'n Hidrouliese pers bedien .....                                                                                                              |          |          |
| Splitmasjien bedien .....                                                                                                                     |          |          |
| (ii) Groep 1:                                                                                                                                 |          |          |
| Sole en hakke uitreik .....                                                                                                                   |          |          |
| Ru-stukke met 'n pers uitsny (uitsnywerk) .....                                                                                               |          |          |
| 'n Outoklaaf bedien .....                                                                                                                     |          |          |
| Massameter bystaan .....                                                                                                                      |          |          |
| Gietforms nagaan .....                                                                                                                        |          |          |
| 'n Oop mengmeul met 'n wydte van minder as 1,01 m bedien .....                                                                                |          |          |
| Mengsel fynmaak, in plate vorm, kraak of breek .....                                                                                          |          |          |
| Fynskuur- of afskuurmasjienwerkzaamhede .....                                                                                                 |          |          |
| Rubber in 'n kalender voer (rekmengsel voer) .....                                                                                            |          |          |
| Afvalmateriaal met 'n masjien maal .....                                                                                                      |          |          |
| Gietvorms skoonmaak .....                                                                                                                     |          |          |
| Afwerking .....                                                                                                                               | 309,45   | 340,40   |
| Ru-stukke volgens vasgestelde standarde sny en massameet .....                                                                                |          |          |
| Uitpers in bakke .....                                                                                                                        |          |          |
| Bale sny .....                                                                                                                                |          |          |
| Chemikalieë, fyngeskuurde en gemaalde stukke sif .....                                                                                        |          |          |
| Bale sjabloneer of merk .....                                                                                                                 |          |          |
| Poeier aanwend .....                                                                                                                          |          |          |
| Sole en hakke verpak .....                                                                                                                    |          |          |
| Granulering .....                                                                                                                             |          |          |
| 'n Kalenderbediener bystaan .....                                                                                                             |          |          |
| 'n Indoopmasjien bedien .....                                                                                                                 |          |          |
| (Getelsverhouding: Vir elke drie gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.) |          |          |

|                                                                                                                                               | Kolom A  | Kolom B  |
|-----------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                               | Per week | Per week |
|                                                                                                                                               | R        | R        |
| (I) HOËFREKWENSIESMEEWERK                                                                                                                     |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                      |          |          |
| (i) Hoëfrekwensiesmeewerk, vooraf gesnyde boleer bosseleer .....                                                                              | 325,21   | 357,73   |
| (ii) Hoëfrekwensiesmeewerk, bosseleer saam met die sny van boleer (snysmeewerk) ..                                                            | 515,84   | 567,42   |
| (iii) Hoëfrekwensiesmeewerk, die bosseleer van binnesole en ander komponente.....                                                             | 309,45   | 340,40   |
| (iv) Hoëfrekwensiesmeewerk, saam met die sny van binnesole en ander komponente.....                                                           | 358,56   | 394,42   |
| (Getalsverhouding: Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.) |          |          |
| (J) VLOEIVORMINGSWERK                                                                                                                         |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                      |          |          |
| (i) Die vloei vorming van vooraf gesnyde boleer .....                                                                                         | 325,21   | 357,73   |
| (ii) Die vloei vorming van vooraf gesnyde binnesole .....                                                                                     |          |          |
| (iii) Vloei vormingswerk waar die boleer in vloei bare vorm voorkom.....                                                                      |          |          |
| (iv) Kleuraanwending aan vorms voor die vloei vormingswerk.....                                                                               |          |          |
| (v) Vormvervaardiging van vorms vir vloei vormingswerk uit silikoonrubber of 'n ander geskikte materiaal .....                                |          |          |
| (Getalsverhouding: Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.) |          |          |
| (K) INSPIJTVORMING OF GIET VAN STOWWE WAT VIR VERSOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD                                           |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                      |          |          |
| Insputvorming van eenhede aan boleer wat op 'n lees vasgewerk is of wat met tou aan 'n lees vasgewerk is of van sooleenhede:                  |          |          |
| (a) Waar een werknemer met 'n insputvormmasjien werksaam is.....                                                                              | 348,20   | 383,02   |
| (b) Waar meer as twee werknemers met 'n insputvormmasjien werksaam is, moet elkeen soos volg betaal word .....                                |          |          |
| (c) Waar meer as twee werknemers met 'n insputvormmasjien werksaam is, moet elkeen soos volg betaal word .....                                |          |          |
| (Getalsverhouding: Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.) |          |          |
| (L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHULP VAN 'N ANDER TOESTEL                               |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                      |          |          |
| (i) Touleeswerk aan boleer van doekmateriaal .....                                                                                            | 348,20   | 383,02   |
| (ii) Touleeswerk aan sintetiese boleer .....                                                                                                  |          |          |
| (Getalsverhouding: Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.) |          |          |
| (M) HOUTEENHEIDVERVAARDIGING                                                                                                                  |          |          |
| Werksaamhede waarvoor daar in geen ander seksie van klousule 1 van Aanhangsel A van Deel II voorsiening gemaak word nie:                      |          |          |
| (a) Die vervaardiging van oorgetrekte of onoorgetrekte houthakke (insluitende die prosesering van gelamelleerde gelaagde oortreksels:         |          |          |
| Gekwalifiseerde werknemers in diens vir:                                                                                                      |          |          |
| (i) Masjienopstelwerk om die outomatiese of half-outomatiese werking van alle masjiene in hierdie seksie te verseker.....                     | 368,67   | 405,54   |
| (ii) Ru-stukke sny voor lamellering by die voorbereiding van gelaagde hakoor-treksel.....                                                     |          |          |
| (iii) Die skuur, sementering, in posisie plaas en pers van ru-stukke voor die sny of sny met 'n guillotine van gelaagde oortreksels.....      | 309,45   | 340,40   |



|                                                                                                                                                                                   | Kolom A  | Kolom B  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                   | Per week | Per week |
|                                                                                                                                                                                   | R        | R        |
| (iv) Gelamelleerde ru-stukke sny of met 'n guillotine sny om hakoortrekma-<br>riaal .....                                                                                         | 368,67   | 405,54   |
| (v) Hakoortreksels volgens 'n patroon sny uit gelaagde hakoortrek materiaal.....                                                                                                  |          |          |
| (vi) (aa) Hout en lengtes dwarssaag.....                                                                                                                                          |          |          |
| (ab) Hakke en hakvoorlyne vorm met gebruikmaking van patroonplate<br>en/of setmate en/of leirame .....                                                                            |          |          |
| (ac) Sny of skuur om die helling van hakke reg te kry, met gebruikmaking van<br>en/of patroonplate en/of setmate en/of leirame .....                                              | 309,45   | 340,40   |
| (ad) Hakke uithol om hakbeddings aan te sit .....                                                                                                                                 |          |          |
| (vii) Hakke en hakoortreksels sementeer .....                                                                                                                                     |          |          |
| (viii) Hakoortreksels aan hakke puntsweis en vaspers .....                                                                                                                        |          |          |
| (xi) Hakoortreksels afwerk .....                                                                                                                                                  |          |          |
| (x) Bostukke vassit .....                                                                                                                                                         | 348,20   | 383,02   |
| (b) Die vervaardiging van houteenhede met of sonder hakke:<br>Gekwalifiseerde werknemers in diens vir:                                                                            |          |          |
| (i) Die selekteer en/of skaaf van rouhout .....                                                                                                                                   |          |          |
| (ii) Die meet, merk en saag van hout in vereiste lengtes .....                                                                                                                    | 309,45   | 340,40   |
| (iii) Die merk van boonste en kantaansig vir profielsny van eenheid .....                                                                                                         |          |          |
| (iv) Die sny en fatsoeneer uit hout van 'n gekombineerde eenheid wat 'n voet-<br>vormige basis vorm en die sny van sieruitsnydings op die basis .....                             | 348,20   | 383,02   |
| (v) Die sny of uitskaaf van 'n rand gedeeltelik of heeltemal rondom 'n houten-<br>heid om leeswerkrand te versink .....                                                           |          |          |
| (vi) Die sementeer of rubberlym en lamineer van twee of meer stukke hout<br>om finale substansie te vermeerder .....                                                              | 309,45   | 340,40   |
| (vii) Die posisie plaas en pers van vooraf afgewerkte of onafgewerkte sole aan<br>houteenhede .....                                                                               | 348,20   | 383,02   |
| (viii) Die rubberlym of sementeer en vassit van hakstukke aan sole voor vassit<br>aan houteenhede, mits sodanige stukke nie groter is as die substansie van<br>die sole nie ..... | 309,45   | 340,40   |
| (ix) Die vassit van bostukke aan hakke .....                                                                                                                                      | 348,20   | 383,02   |
| (x) (aa) Die skuur van eenhede met 'n outomatiese masjien voor of na die<br>vassit van die sole .....                                                                             | 309,45   | 340,40   |
| (ab) Die skuur van eenhede met die hand voor of na die vassit van die<br>sole .....                                                                                               | 348,20   | 383,02   |
| (xi) Die poleer van eenhede met skuurpapier en/of was na die aanwending<br>van ernis, verf of spuitverf of tussen die aanwending daarvan .....                                    | 309,45   | 340,40   |
| (xii) Keuring van gehalte .....                                                                                                                                                   | 419,46   | 461,41   |
| (xiii) Die herstel vir eenhede .....                                                                                                                                              |          |          |
| (xiv) Die stempel van nommers .....                                                                                                                                               |          |          |
| (xv) Die vernis, verf, spuitverf of indoop van eenhede .....                                                                                                                      | 309,45   | 340,40   |
| (xvi) Die vassit van dekoratiewe soolknoppies en/of spykers en/of klinknaels en/of<br>hegspsykers aan eenhede na leeswerk .....                                                   |          |          |
| (N) LEERLINGE                                                                                                                                                                     |          |          |
| (i) Leerlinge wat die werksaamhede verrig wat in klousule 4 van Deel II, bedoel<br>word—volgens ondervinding:                                                                     |          |          |
| Eerste ses maande .....                                                                                                                                                           | 257,19   | 282,91   |
| Tweede ses maande .....                                                                                                                                                           | 285,76   | 314,34   |
| Derde ses maande .....                                                                                                                                                            | 315,80   | 347,38   |
| Vierde ses maande .....                                                                                                                                                           | 339,62   | 373,58   |
| Vyfde ses maande .....                                                                                                                                                            | 381,09   | 419,20   |
| Daarna, die voorgeskrewe loon.                                                                                                                                                    |          |          |
| (ii) Leerlinge in Klas III in die Sool-en-hakafdeling en die Maak- en Afwerk-<br>afdelings, volgens ondervinding:                                                                 |          |          |
| Eerste ses maande .....                                                                                                                                                           | 192,94   | 212,23   |
| Tweede ses maande .....                                                                                                                                                           | 217,34   | 239,07   |
| Derde ses maande .....                                                                                                                                                            | 242,86   | 267,15   |
| Daarna, die voorgeskrewe loon.                                                                                                                                                    |          |          |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Kolom A  | Kolom B  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Per week | Per week |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | R        | R        |
| (iii) Leerlinge wat die werksaamhede verrig wat in subklousule H bedoel word, volgens ondervinding:                                                                                                                                                                                                                                                                                                                                                                                                             |          |          |
| Eerste ses maande.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 192,94   | 212,23   |
| Tweede ses maande .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 217,34   | 239,07   |
| Daarna, die voorgeskrewe loon.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |          |
| (iv) Ander leerlinge, volgens ondervinding:                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| Eerste ses maande.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 192,94   | 212,23   |
| Tweede ses maande .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 217,34   | 239,07   |
| Derde ses maande .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 242,86   | 267,15   |
| Vierde ses maande.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 271,35   | 298,49   |
| Vyfde ses maande .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 307,18   | 337,90   |
| Daarna, die voorgeskrewe loon:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |          |
| Met dien verstande dat—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |          |
| (i) 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het;                                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| (ii) 'n leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem word as dié wat vir iemand met sy ondervinding voorgeskryf is, inkremende betaal moet word asof hy volgens ondervinding geregtig is om die loon te betaal te word waarteen hy in diens geneem is;                                                                                                                                                                                                   |          |          |
| (iii) leerlinge in die Stikafdeling en die Skoenkamer—                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |          |
| (aa) na die derde ses maande ondervinding geregtig is op 'n loon van R309,45 per week indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;                                                                                                                                                                                                                                                                                                                                         |          |          |
| (ab) na die vierde ses maande ondervinding geregtig is op 'n loon van R327,31 per week of R360,89 per week of R381,56 per week indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;                                                                                                                                                                                                                                                                                                |          |          |
| (iv) leerlinge in die Uitsnyafdeling wat nommers stempel en/of verwerk doen en/of acme-agterstukke aanbring, na die derde ses maande ondervinding geregtig is op 'n loon van R309,45 per week.                                                                                                                                                                                                                                                                                                                  |          |          |
| Werwing van 'n leerling vir 'n Klas I- of Klas II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as daar geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werk-nemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word. |          |          |
| (O) ALGEMENE WERKERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| Algemene werkers .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 309,45   | 340,40   |
| (P) GETALSVERHOUDINGS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |          |          |
| (i) <b>Klas I-werksaamhede in die Sool-en-hakafdeling en die Afwerkafdeling</b>                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |          |
| Vir elke drie of gedeelte van drie gekwalifiseerde werknemers vir Klas I-werksaamhede in sowel die Sool-en-hakafdeling as in die Afwerkafdeling verrig, kan daar hoogstens een leerling in diens wees.                                                                                                                                                                                                                                                                                                          |          |          |
| 'Gedeelte van drie' beteken 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.                                                                                                                                                                                                                                                                                                                                                                                            |          |          |
| (ii) <b>Klas II-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdeling</b>                                                                                                                                                                                                                                                                                                                                                                                                                  |          |          |
| Vir al hierdie werksaamhede gesamentlik mag daar hoogstens een leerling vir elke drie of gedeelte van drie gekwalifiseerde werknemers in diens wees.                                                                                                                                                                                                                                                                                                                                                            |          |          |
| 'Gedeelte van drie' beteken vir hierdie doel 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.                                                                                                                                                                                                                                                                                                                                                                           |          |          |
| (iii) <b>Klas III-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdeling</b>                                                                                                                                                                                                                                                                                                                                                                                                                |          |          |
| Vir al hierdie werksaamhede gesamentlik mag daar hoogstens twee leerlinge vir elke gekwalifiseerde werknemer in diens wees.                                                                                                                                                                                                                                                                                                                                                                                     |          |          |
| (Q) MELK                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |          |
| Daar moet 'n halwe liter melk per dag verskaf word aan alle werknemers in die melkkamer en alle werknemers wat perssnywerksaamhede verrig.                                                                                                                                                                                                                                                                                                                                                                      |          |          |

**KLOUSULE 2: SKOEISEL SOOS HIERONDER GESPEFISEER**

[Vir toepaslike omskrywings, sien subklousule (5) hieronder.]

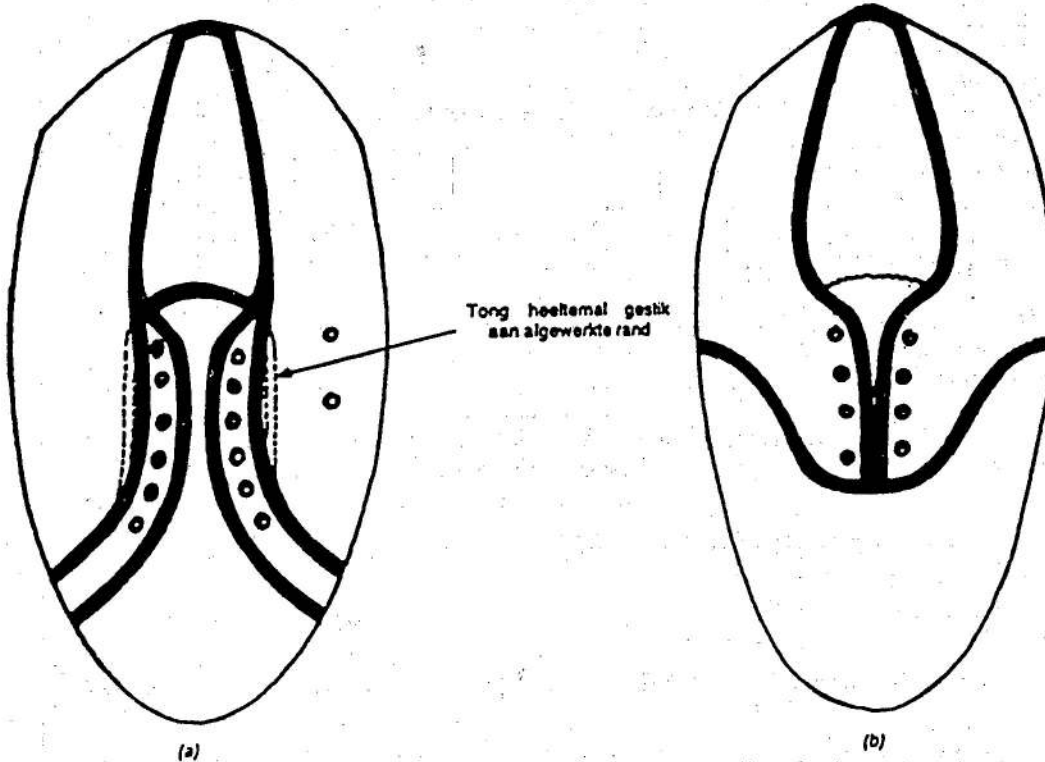
**Groep 1:** Skoeisel ontwerp vir aktiewe deelname aan sport en wat gemaak is met boeler van seildoek en waar nodig saam met randing, gieting, skutte en neus uitsluitlik van rubber gemaak, alles in een kleur, waarvan die bindwerk nie meer beslaan nie as die bindwerk soos afgebeeld in die lyntekeninge van Afbeelding 1 (a) en (b) en wat hoofsaaklik van dieselfde kleur is as die seildoekboeler: Met dien verstande dat waar daar 'n verskil in diepte bestaan tussen die kleurskakering van die boeler en die bindwerk, sodanige verskil nie groter moet wees nie as die verskil soos weergegee deur Graad 3 van die "Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/1/Part 2)": Voorts met dien verstande dat—

- (i) die sool moet bestaan uit rubber wat óf in 'n outoklaaf gevulkaniseer óf regstreeks gegiet is;
- (ii) die skoeisel soos omskryf aan die voet gehou kan word deur dit vas te ryg deur metaal-/of nie-metaalogies wat gewoonlik bo-op die boeler sit soos weergegee in Afbeelding 1 (a) en (b);
- (iii) waar skoolknoppe en/of balkies verskaf word, hulle hoogstens ses millimeter onder die sool moet uitsteek;
- (iv) waar daar 'n hak is, dit hoogstens ses millimeter, gemeet vanaf die oppervlakte van die sool by die middelstuk moet uitsteek;
- (v) gemelde bindwerk uit seildoek vervaardig moet wees maar dat die massa daarvan minder as 400 gram per vierkante meter mag wees.

**Groep 2.**—Rubberskoeisel, nie uitgevoer nie of met seildoek uitgevoer.

**Groep 3.**—Skoeisel wat ten volle gegiet is.

**Groep 4.**—Seildoeksandale.



|                                                                                                                          | Kolom<br>A  | Kolom<br>B  |
|--------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                          | Per<br>week | Per<br>week |
| (1) LONE                                                                                                                 | R           | R           |
| A. TOERYGSTEWELS VAN RUBBER                                                                                              |             |             |
| Gekwalifiseerde werknemers in diens vir:                                                                                 |             |             |
| (i) Die merk en/of sny van tekstielstowwe .....                                                                          | 459,78      | 505,76      |
| (ii) Die sny van rubberboleer .....                                                                                      | 358,56      | 394,42      |
| (iii) Die sny van kleedstof met rubber geïmpregneer .....                                                                |             |             |
| (iv) In die Stikafdeling:                                                                                                |             |             |
| (a) Stik van boleer .....                                                                                                | 327,31      | 360,04      |
| (b) Stik van voering .....                                                                                               |             |             |
| (c) Die maak van vetergate .....                                                                                         |             |             |
| (d) Tonge poleer .....                                                                                                   |             |             |
| (e) Tonge insit .....                                                                                                    | 309,45      | 340,40      |
| (f) Tonge vassit .....                                                                                                   |             |             |
| (g) Tafelwerkers .....                                                                                                   |             |             |
| (v) Alle soolsnywerkzaamhede, hetsy met die hand of met 'n pers .....                                                    | 439,95      | 483,95      |
| (vi) Alle ander perssnywerkzaamhede (slegs onderwerk) .....                                                              | 309,45      | 340,40      |
| (vii) Handleeswerk (d.w.s. die oortrek van die bereide boleer oor die lees en die vassit daarvan aan die binnesool ..... | 348,20      | 383,02      |
| (viii) Binnesole vassit .....                                                                                            | 309,45      | 340,40      |
| (ix) Materiaal rondom die lees plaas .....                                                                               |             |             |
| (x) Sole vassit .....                                                                                                    |             |             |
| (xi) 'n Outoklaaf bedien .....                                                                                           |             |             |
| (xii) Rubberlymwerk met die hand .....                                                                                   | 309,45      | 340,40      |
| (xiii) Rubberlymwerk met 'n masjien .....                                                                                |             |             |
| (xiv) (a) Die giet van sole, hakke en/of sool- en hakeenhede .....                                                       | 348,20      | 383,02      |
| (b) Die giet van stewels, uitgesonderd in 'n outoklaaf .....                                                             |             |             |
| (xv) Die inslaan van dikkopspekers .....                                                                                 | 348,20      | 383,02      |
| (xvi) Die rofmaak van sole .....                                                                                         |             |             |
| (xvii) Die rofmaak van boleer .....                                                                                      |             |             |
| (xviii) Die gladsny van rande .....                                                                                      |             |             |
| (xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is .....                                             | 309,45      | 340,40      |
| (xx) Die insit van veters .....                                                                                          |             |             |
| (xxi) Die uittrek van sortering van leeste .....                                                                         |             |             |
| (xxii) Die regsny van voerings .....                                                                                     |             |             |
| (xxiii) Boleer rol .....                                                                                                 |             |             |
| (xxiv) Steunstukke sny en/of insit .....                                                                                 |             |             |
| (xxv) Poets .....                                                                                                        |             |             |
| (xxvi) Skoonmaak .....                                                                                                   |             |             |
| (xxvii) Nommers op voerings stempel .....                                                                                |             |             |
| (xxviii) 'n Trollie vir die outoklaaf laai .....                                                                         |             |             |
| (xxix) Pare uitsoek .....                                                                                                | 309,45      | 340,40      |
| (xxx) Deurlopende binnesole of bedekkings vir binnesole vassit .....                                                     |             |             |
| (xxxi) Alle werkzaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie .....                                             |             |             |
| (xxxii) Algemene werkers .....                                                                                           |             |             |
| B. ANDER SKOEISEL IN HIERDIE SEKSIE                                                                                      |             |             |
| Gekwalifiseerde werknemers in diens:                                                                                     |             |             |
| (i) In die Boleersnyafdeling:                                                                                            |             |             |
| Groep 1:                                                                                                                 |             |             |
| Merk en/of sny (uit seildoek of kleedstof) .....                                                                         | 459,77      | 505,75      |
| Groep 2:                                                                                                                 |             |             |
| Die snyer bestaan .....                                                                                                  | 309,45      | 340,40      |
| Rubberstewels merk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer) .....                                   |             |             |
| Nommers merk .....                                                                                                       |             |             |
| (ii) In die Stikafdeling:                                                                                                |             |             |
| Groep 3:                                                                                                                 |             |             |
| Steunstukke vassit .....                                                                                                 | 309,45      | 340,40      |
| Nommers op voerings stempel .....                                                                                        |             |             |
| Drade afknip .....                                                                                                       |             |             |



|                                                                                                          |                                                                                                                               | Kolom<br>A  | Kolom<br>B  |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                          |                                                                                                                               | Per<br>week | Per<br>week |
|                                                                                                          |                                                                                                                               | R           | R           |
| Alle ander Stikkamerwerkzaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk ..... |                                                                                                                               | 327,31      | 360,04      |
| (iii)                                                                                                    | In die Onderwerkafdeling:                                                                                                     |             |             |
|                                                                                                          | Groep 4:                                                                                                                      |             |             |
|                                                                                                          | Die sny van sole uit rubber met 'n pers of met die hand .....                                                                 | 439,95      | 483,95      |
|                                                                                                          | Groep 5:                                                                                                                      |             |             |
|                                                                                                          | Die sny of uitpers van ru-stukke vir die giet van sole en/of hakke .....                                                      | 309,45      | 340,40      |
|                                                                                                          | Groep 6:                                                                                                                      |             |             |
|                                                                                                          | Alle ander perssnywerkzaamhede .....                                                                                          | 309,45      | 340,40      |
| (iv)                                                                                                     | In die Maakafdeling:                                                                                                          |             |             |
|                                                                                                          | Groep 7:                                                                                                                      |             |             |
|                                                                                                          | Vulmateriaal vir binnesole aanbring .....                                                                                     | 309,45      | 340,40      |
|                                                                                                          | Nommers op binnesole stempel .....                                                                                            |             |             |
|                                                                                                          | Handleeswerk, die vassit van rubbersole met die hand .....                                                                    | 309,45      | 340,40      |
|                                                                                                          | Sole aan boleer vulkaniseer .....                                                                                             |             |             |
|                                                                                                          | Rubberlym met die hand of 'n masjien aanbring .....                                                                           | 325,21      | 357,73      |
|                                                                                                          | Montering .....                                                                                                               |             |             |
|                                                                                                          | Regstreekse giet van sole aan seilboleer .....                                                                                | 325,21      | 357,73      |
|                                                                                                          | Inspuitgiet van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of van sooleenhede: |             |             |
|                                                                                                          | (a) Waar een werknemer met 'n inspuitgietmasjien werkzaam is .....                                                            | 348,20      | 383,02      |
|                                                                                                          | (b) Waar twee werknemers met 'n inspuitgietmasjien werkzaam is moet elkeen soos volg betaal word .....                        |             |             |
|                                                                                                          | (c) Waar meer as twee werknemers met 'n inspuitgietmasjien werkzaam is, moet elkeen soos volg betaal word .....               |             |             |
|                                                                                                          | Op lees met tou vaswerk .....                                                                                                 | 325,21      | 357,73      |
|                                                                                                          | Leeswerk op 'n Kamborian-masjien .....                                                                                        | 358,56      | 394,42      |
|                                                                                                          | Leeswerk van hakbeddings en kante met enige soort masjien .....                                                               | 398,89      | 438,78      |
|                                                                                                          | Gekombineerde oortrek- en puntleeswerk .....                                                                                  | 500,07      | 550,08      |
| (v)                                                                                                      | Groep 8:                                                                                                                      |             |             |
|                                                                                                          | Dikkopspekers met die hand of met 'n masjien inslaan .....                                                                    | 348,20      | 383,02      |
| (vi)                                                                                                     | Groep 9:                                                                                                                      |             |             |
|                                                                                                          | Agterstroke vassit .....                                                                                                      | 309,45      | 340,40      |
|                                                                                                          | Sierstrokies vassit .....                                                                                                     |             |             |
|                                                                                                          | Binnesole vassit .....                                                                                                        |             |             |
|                                                                                                          | Voering aan boleer vassit .....                                                                                               |             |             |
|                                                                                                          | Sementering .....                                                                                                             |             |             |
|                                                                                                          | Sole skoonmaak .....                                                                                                          |             |             |
|                                                                                                          | Sierstrokies sny .....                                                                                                        |             |             |
|                                                                                                          | 'n Vervoerband voer .....                                                                                                     |             |             |
|                                                                                                          | Granulering .....                                                                                                             |             |             |
|                                                                                                          | Neusverstywers insit .....                                                                                                    |             |             |
|                                                                                                          | Boleer rol .....                                                                                                              |             |             |
|                                                                                                          | Leeste uittrek .....                                                                                                          |             |             |
|                                                                                                          | Sole rol .....                                                                                                                |             |             |
|                                                                                                          | Leeste verskaf .....                                                                                                          |             |             |
|                                                                                                          | Boleer regsny .....                                                                                                           |             |             |
|                                                                                                          | Pastille massameet om regstreeks gegiet te word .....                                                                         |             |             |
|                                                                                                          | Werk met aftrekwieleetjie .....                                                                                               |             |             |
|                                                                                                          | Nagaan- en herstelwerk .....                                                                                                  |             |             |
|                                                                                                          | Rande skuur .....                                                                                                             |             |             |
|                                                                                                          | Syskermdrukwerk .....                                                                                                         |             |             |
| (vii)                                                                                                    | Werkzaamhede nie in (i) tot (vi) hierbo gespesifiseer nie .....                                                               | 309,45      | 340,40      |
| (viii)                                                                                                   | Algemene werkers .....                                                                                                        | 309,45      | 340,40      |

|                                                                                                                                                                                                                                                                                                                                                                             | Kolom<br>A  | Kolom<br>B  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                                                                                                             | Per<br>week | Per<br>week |
| (2) LEERLINGE IN DIENS IN VERBAND MET WERKSAAMHEDE IN SUBKLOUSULE<br>(1) A EN B BEDOEL (UITGESONDERD ALGEMENE WERKNEMERS)                                                                                                                                                                                                                                                   | R           | R           |
| Volgens ondervinding:                                                                                                                                                                                                                                                                                                                                                       |             |             |
| Eerste ses maande .....                                                                                                                                                                                                                                                                                                                                                     | 192,87      | 212,16      |
| Tweede ses maande .....                                                                                                                                                                                                                                                                                                                                                     | 217,34      | 239,07      |
| Daarna, die voorgeskrewe loon:                                                                                                                                                                                                                                                                                                                                              |             |             |
| Met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding<br>nietemin geag moet word 12 maande ondervinding te gehad het.                                                                                                                                                                                                                           |             |             |
| (3) GETALSVIRHOUDINGS                                                                                                                                                                                                                                                                                                                                                       |             |             |
| (a) Voordat 'n leerling in diens geneem mag word vir enigeen van die werksaamhede in<br>subklousule (1) A bedoel, moet daar een gekwalifiseerde werknemer in diens wees,<br>en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag daar hoogstens<br>twee leerlinge in diens geneem word.                                                                     |             |             |
| (b) Voordat 'n leerling in diens geneem mag word in enigeen van die nege groepe<br>werksaamhede in subklousule (1) B bedoel, moet daar een gekwalifiseerde werk-<br>nemer in daardie groep in diens wees, en vir elke een gekwalifiseerde werknemer<br>wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.                                       |             |             |
| (4) DIFFERENSIËLE WERK                                                                                                                                                                                                                                                                                                                                                      |             |             |
| 'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede<br>verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal<br>word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het,<br>uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.        |             |             |
| (5) WOORDOMSKRYWING                                                                                                                                                                                                                                                                                                                                                         |             |             |
| Vir die toepassing van hierdie klousule—                                                                                                                                                                                                                                                                                                                                    |             |             |
| omvat "rubber" 'n natuurlike en sintetiese rubber asook alle termoplastiese organiese<br>stowwe of verbindinge daarvan;                                                                                                                                                                                                                                                     |             |             |
| beteken "seildoek" 'n kledstof gewef van garingdraad wat vervaardig is van katoen<br>en/of kunsvesel wat dieselfde voorkoms het as katoenstof, welke stof, versterk<br>of onversterk, hoogstens 1,36 millimeter per 1 kilopascal of 1,32 millimeter per<br>5 kilopascal is, en sy massa minstens 400 gram per vierkante meter en sy<br>eienskappe sterkte en stewigheid is; |             |             |
| is "een kleur" 'n algeheel natuurlike en gebleikte kleur of 'n soliede kleurskakering of<br>kleurtoon.                                                                                                                                                                                                                                                                      |             |             |
| <b>KLOUSULE 3: PANTOFFELS WAARVAN DIE BOLEER VAN ANDER STOWWE AS<br/>LEER GEMAAK IS</b>                                                                                                                                                                                                                                                                                     |             |             |
| (1) LONE                                                                                                                                                                                                                                                                                                                                                                    |             |             |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                                                                                                                                                                                    |             |             |
| A. Boleersnyafdeling:                                                                                                                                                                                                                                                                                                                                                       |             |             |
| (i) Sny van boleer .....                                                                                                                                                                                                                                                                                                                                                    | 459,62      | 505,58      |
| (ii) Sny van binnesole en/of sny van voerings .....                                                                                                                                                                                                                                                                                                                         | 358,56      | 394,42      |
| (iii) Inmekaarsit van boleer .....                                                                                                                                                                                                                                                                                                                                          | 358,56      | 394,42      |
| (iv) Merk en/of stempel .....                                                                                                                                                                                                                                                                                                                                               | 309,45      | 340,40      |
| B. Masjienstikafdeling:                                                                                                                                                                                                                                                                                                                                                     |             |             |
| (i) Neuse, krae, nate, omboorsel, tonge, binnesole en stopsels vasstik, knoops-<br>gate maak en knope aanwerk .....                                                                                                                                                                                                                                                         | 311,45      | 342,60      |
| (ii) Boleer, binnesole, stopsels en sagte sole met 'n masjien aanmekaarsit .....                                                                                                                                                                                                                                                                                            | 327,31      | 360,04      |
| (iii) Gomlastiekgebonde rande van boleer aan sagte sole met 'n masjien vasstik.                                                                                                                                                                                                                                                                                             | 327,31      | 360,04      |
| C. Skool-en-hakafdeling:                                                                                                                                                                                                                                                                                                                                                    |             |             |
| (i) Sole uit leer sny .....                                                                                                                                                                                                                                                                                                                                                 | 500,07      | 550,08      |
| (ii) Sole uit ander materiaal as leer sny .....                                                                                                                                                                                                                                                                                                                             | 439,95      | 483,95      |
| (iii) Binnesole, haklagies en bostukke sny .....                                                                                                                                                                                                                                                                                                                            | 439,95      | 483,95      |
| (iv) Stempelwerk .....                                                                                                                                                                                                                                                                                                                                                      | 309,45      | 340,40      |
| (v) Hakke oortrek .....                                                                                                                                                                                                                                                                                                                                                     |             |             |

|                                                                                                                                                                    | Kolom<br>A  | Kolom<br>B  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                    | Per<br>week | Per<br>week |
|                                                                                                                                                                    | R           | R           |
| D. Maakafdeling:                                                                                                                                                   |             |             |
| (i) Omkeernaaiwerk aan pantoffels.....                                                                                                                             | 379,89      | 417,88      |
| (ii) Fatsoenering met stoom en uitklophamer:                                                                                                                       |             |             |
| (a) Viltwerk.....                                                                                                                                                  | 348,20      | 383,02      |
| (b) Keerwerk, Kubaanse hakke van kleedstof .....                                                                                                                   |             |             |
| (iii) Vaslymwerk:                                                                                                                                                  |             |             |
| (a) Handleeswerk .....                                                                                                                                             | 348,20      | 383,02      |
| Die rofmaak van sole .....                                                                                                                                         |             |             |
| Sool in posisie plaas op boleer en tergelykertyd 'n pers bedien .....                                                                                              |             |             |
| Sool in posisie plaas op boleer by voorkanthakbedding voordat<br>perswerk verrig word .....                                                                        |             |             |
| 'n Pers bedien waar die sole vooraf in posisie geplaas is.....                                                                                                     |             |             |
| (b) Rubberlymwerk.....                                                                                                                                             | 309,45      | 340,40      |
| (c) Vasspyker van sole en binnesole .....                                                                                                                          |             |             |
| (iv) Vulkanisering van sole op geleeste boleer.....                                                                                                                | 348,20      | 383,02      |
| (v) Polydraad inslaan .....                                                                                                                                        | 309,45      | 340,40      |
| (vi) Groefsnywerk .....                                                                                                                                            |             |             |
| Gelykmaak met die hand .....                                                                                                                                       |             |             |
| Vassit van hakke .....                                                                                                                                             |             |             |
| Vasspyker van agterstukke .....                                                                                                                                    |             |             |
| (vii) Omkeer van pantoffels .....                                                                                                                                  |             |             |
| (viii) Leeste gaan haal en bêre .....                                                                                                                              |             |             |
| (ix) Hakkussinkies insit.....                                                                                                                                      |             |             |
| (x) Vervoerbande bedien .....                                                                                                                                      |             |             |
| (xi) Regstreekse inspuitvorm of giet van stowwe wat vir versoolwerk en vir die<br>ombou van eenhede gebruik word:                                                  |             |             |
| Regstreekse inspuitvorm van eenhede aan boleer wat op 'n lees vasgewerk<br>is of wat met 'n tou aan 'n lees vasgewerk is of boleer met vasgestikte binne-<br>sool: |             |             |
| (a) Waar een werknemer met 'n inspuitvormmasjien werksaam is.....                                                                                                  | 348,20      | 383,20      |
| (b) Waar twee werknemers met 'n inspuitvormmasjien werksaam is,<br>moet elkeen soos volg betaal word .....                                                         |             |             |
| (c) Waar meer as twee werknemers met 'n inspuitvormmasjien werk-<br>saam is, moet elkeen soos volg betaal word.....                                                |             |             |
| E. Afwerkafdeling:                                                                                                                                                 |             |             |
| Rande gladsny.....                                                                                                                                                 | 439,95      | 483,95      |
| Rande afwerk.....                                                                                                                                                  | 358,95      | 394,42      |
| Hakke afwerk.....                                                                                                                                                  | 309,45      | 340,40      |
| Skuurwerksaamhede .....                                                                                                                                            |             |             |
| Inwerk, beitswerk en borselwerk .....                                                                                                                              |             |             |
| Boleer van lees afhaal .....                                                                                                                                       |             |             |
| F. Skoenkamerafdeling:                                                                                                                                             |             |             |
| Keuring .....                                                                                                                                                      |             |             |
| Alle ander Skoenkamerwerksaamhede .....                                                                                                                            |             |             |
| (2) LEERLINGE                                                                                                                                                      |             |             |
| Volgens ondervinding:                                                                                                                                              |             |             |
| Eerste ses maande.....                                                                                                                                             | 192,87      | 212,16      |
| Tweede ses maande .....                                                                                                                                            | 217,31      | 239,04      |
| Derde ses maande .....                                                                                                                                             | 242,86      | 267,15      |
| Vierde ses maande.....                                                                                                                                             | 271,36      | 298,50      |
| Vyfde ses maande .....                                                                                                                                             | 307,18      | 337,90      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Kolom<br>A  | Kolom<br>B  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Per<br>week | Per<br>week |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | R           | R           |
| Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat die werksaamheid verrig waarvoor sodanige leerling in diens is nie:                                                                                                                                                                                                                                                               |             |             |
| Voorts met dien verstande dat leerlinge wat werksaamhede verrig waarvoor 'n loonskaal van R309,45 voorgeskryf word, na afloop van hul derde ses maande ondervinding vir genoemde loonskaal kwalifiseer:                                                                                                                                                                                                                                                             |             |             |
| Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.                                                                                                                                                                                                                                                                                                               |             |             |
| (3) ALGEMENE WERKERS                                                                                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| Algemene werkers .....                                                                                                                                                                                                                                                                                                                                                                                                                                              | 309,45      | 340,40      |
| (4) GETALSVERHOUDING                                                                                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| Vir elke een gekwalifiseerde werknemer wat die werksaamhede verrig wat in subklousule (1) hiervan gespesifiseer word, mag daar hoogstens twee leerlinge in diens geneem word teen die loonskaal vir leerlinge ingevolge subklousule (2) hiervan voorgeskryf: Met dien verstande dat daar een werknemer wat die loon ontvang wat vir 'n gekwalifiseerde werknemer voorgeskryf word in elke afdeling in diens moet wees voordat 'n leerling in diens geneem kan word. |             |             |
| (5) DIFFERENSIËLE WERK                                                                                                                                                                                                                                                                                                                                                                                                                                              |             |             |
| 'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word.                                                                                                         |             |             |
| <b>KLOUSULE 4: 'PLATNATE' EN 'DOPPERS'</b>                                                                                                                                                                                                                                                                                                                                                                                                                          |             |             |
| <i>Opmerking.</i> —'Platnate' en 'doppers' beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.                                                                                                                                                                                                                                                                                                                  |             |             |
| Gekwalifiseerde werknemers in diens vir:                                                                                                                                                                                                                                                                                                                                                                                                                            |             |             |
| (i) Uitsnywerk .....                                                                                                                                                                                                                                                                                                                                                                                                                                                | 347,66      | 382,43      |
| (ii) Kragmasjienwerk .....                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |             |
| Masjienwerk, uitgesonderd kragmasjienwerk .....                                                                                                                                                                                                                                                                                                                                                                                                                     | 311,45      | 342,60      |
| Ander werksaamhede in die stikafdeling .....                                                                                                                                                                                                                                                                                                                                                                                                                        |             |             |
| (iii) Soolsnywerk met 'n kragmasjien .....                                                                                                                                                                                                                                                                                                                                                                                                                          | 411,37      | 452,51      |
| Soolsnywerk, uitgesonderd met 'n kragmasjien .....                                                                                                                                                                                                                                                                                                                                                                                                                  |             |             |
| (iv) Oortrek met die hand en/of handleeswerk .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 309,45      | 340,40      |
| Stikwerk met die hand .....                                                                                                                                                                                                                                                                                                                                                                                                                                         |             |             |
| (v) Randafwerking met 'n kragmasjien .....                                                                                                                                                                                                                                                                                                                                                                                                                          | 350,88      | 385,97      |
| Randafwerking, uitgesonderd met 'n kragmasjien .....                                                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| (vi) Pare uitsoek en/of nommers merk .....                                                                                                                                                                                                                                                                                                                                                                                                                          | 309,45      | 340,40      |
| (vii) Alle werksaamhede, uitgesonderd dié in (i) tot (vi) hiervan gespesifiseer .....                                                                                                                                                                                                                                                                                                                                                                               |             |             |
| (2) LEERLINGE                                                                                                                                                                                                                                                                                                                                                                                                                                                       |             |             |
| <i>Volgens ondervinding:</i>                                                                                                                                                                                                                                                                                                                                                                                                                                        |             |             |
| Eerste ses maande .....                                                                                                                                                                                                                                                                                                                                                                                                                                             | 192,87      | 212,16      |
| Tweede ses maande .....                                                                                                                                                                                                                                                                                                                                                                                                                                             | 217,31      | 239,04      |
| Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamheid verrig waarvoor sodanige leerling in diens is nie:                                                                                                                                                                                                                                                         |             |             |
| Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.                                                                                                                                                                                                                                                                                                               |             |             |
| (3) ALGEMENE WERKERS                                                                                                                                                                                                                                                                                                                                                                                                                                                |             |             |
| Algemene werkers .....                                                                                                                                                                                                                                                                                                                                                                                                                                              | 309,45      | 340,40      |



|                                                                                                                                                                                                                                                                                                                                                                                        | Kolom<br>A  | Kolom<br>B  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                                                                                                                        | Per<br>week | Per<br>week |
| (4) GETALSVERRHOUDING<br>Vir elke drie werknemers wat minstens R309,45 per week verdien, mag daar hoogstens een werknemer teen 'n loon van minder as R309,45 per week in diens geneem word.                                                                                                                                                                                            | R           | R           |
| (5) DIFFERENSIËLE WERK<br>'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou ontvang het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word." |             |             |

Namens die partye op hede die 19de dag van Julie 1996 te Port Elizabeth onderteken.

**D. J. F. LINDE**

Lid van die Raad

**A. A. VAN ROOYEN**

Lid van die Raad

**K. PERUMAL**

Lid van die Raad

**L. M. VAN LOGGERENBERG**

Hoofsekretaris van die Raad

**No. R. 1689**

**18 October 1996**

**LABOUR RELATIONS ACT, 1956**

**LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: RE-ENACTMENT OF AGREEMENT  
FOR THE HANDBAG SECTION**

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the 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 1997, upon the employers' organisation and the trade union which entered into the said 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 said Agreement, excluding those contained in clause 1 (1) (a), 2, 3 and 7 shall be binding, with effect from the second Monday after the date of publication of this notice for the period ending 30 June 1997, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

**T. T. MBOWENI**

Minister of Labour

**SCHEDULE**

**NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA  
HANDBAG SECTION  
AGREEMENT**

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

- (a) **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 the

- (b) **National Union of Leather Workers**

(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 Agreement for the Handbag Section published under Government Notice No. R. 1794 of 3 September 1982, as renewed and amended by Government Notices Nos. R. 2480 and R. 2481 of 11 November 1983, R. 2022 and R. 2023 of 14 September 1984, R. 2758 and R. 2760 of 13 December 1985, R. 2713 and R. 2714 of 24 December 1986, R. 1844 of 28 August 1987, R. 2609 of 20 November 1987, R. 1622 of 12 August 1988, R. 2314 of 18 November 1988, R. 572 of 31 March

1989, R. 1949 and R. 1950 of 17 August 1990, R. 3052 of 4 January 1991, R. 2238 of 13 September 1991, R. 1677 of 19 June 1992, R. 2421 of 28 August 1992, R. 3143 of 20 November 1992, R. 971 of 4 June 1993, R. 570 and R. 571 of 25 March 1994, R. 1701 of 7 October 1994, R. 2251 of 23 December 1994, R. 1380 of 8 September 1995, R. 748 of 10 May 1996 and R. 1046 of 28 June 1996.

### 1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Handbag Section of the Leather Industry—
  - (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are engaged and employed in the above Section of the Leather Industry, respectively;
  - (b) in the Republic of South Africa, on the operations set forth in paragraph (1) (b) and (c) of the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice No. R. 1794 of 3 September 1982, in so far as they relate to the said Section; and
  - (c) in the Magisterial Districts of Bellville, 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 Districts of Durban, Goodwood, Johannesburg and The Cape, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of the said Agreement.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in Annexure C to the Agreement published under Government Notice No. R. 1794 of 3 September 1982 and to the employers of such employees.
- (3) Notwithstanding anything to the contrary contained herein, the terms of this Agreement shall not apply to travellers, salesmen and clerical employees other than despatch clerks.

### 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1997 or for such period as the Minister may determine.

### 3. SPECIAL PROVISIONS

The provisions of clauses 2, 13, 17 and 18 (1) and (2) of the agreement published under Government Notice No. R. 1794 of 3 September 1982 as renewed and amended by Government Notices Nos. R. 2480 and R. 2481 of 11 November 1983, R. 2022 and R. 2023 of 14 September 1984, R. 2758 and R. 2760 of 13 December 1985, R. 2713 and R. 2714 of 24 December 1986, R. 1844 of 28 August of 1987, R. 2609 of 20 November 1987, R. 1622 of 12 August 1988, R. 2314 of 18 November 1988, R. 572 of 31 March 1989, R. 1949 and R. 1950 of 17 August 1990, R. 3052 of 4 January 1991, R. 2238 of 13 September 1991, R. 1677 of 19 June 1992, R. 2421 of 28 August 1992, R. 3143 of 20 November 1992, R. 971 of 4 June 1993, R. 570 and R. 571 of 25 March 1994, R. 1701 of 7 October 1994, R. 2251 of 23 December 1994, R. 1380 of 8 September 1995, R. 748 of 10 May 1996 and R. 1046 of 28 June 1996 (hereafter referred to as the "Former Agreement") as further renewed and amended from time to time, shall apply to employers and employees.

### 4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 12, 14 to 16, 19 to 25 of Part I and 1 and 2 of Part II of the Former Agreement, as further renewed and amended from time to time, shall apply to employers and employees.

### 5. CLAUSE 4: WAGES AND RATES

In subclause (7) (a), substitute the expression "27 June 1996" for the expression "28 September 1995".

### 6. CLAUSE 5: HOURS OF WORK

Add the following proviso to subclause (4):

"Provided further that female employees during the last three months of their pregnancy shall be entitled to three half days' paid leave of absence for the purpose of attending pre-natal clinics."

### 7. CLAUSE 7: SHORT TIME

Add the following to subclause (1):

"Prior to giving notification of short time, the employer shall consult with the shop stewards on the matter."

### 8. CLAUSE 8: HOLIDAYS, ANNUAL AND MATERNITY LEAVE

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

"(1) Every employer shall, not earlier than the 10th day and not later than the 24th day of December of each year, grant to every employee employed by him, other than a night watchman, leave of absence of not less than two consecutive weeks and four days and pay such employee not later than three days before the commencement of such leave, as a leave allowance, an amount equal to one twelfth of the wages he would earn in two weeks and four days for every month of employment with the employer: Provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment,
- (b) if any public holiday referred to in subclause (7) of this clause falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave, and the employee shall be paid in respect of such public holiday, at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours.

**Note:** For the purpose of calculating the leave pay due in terms of this clause, the pay for 'four days' shall be four fifths of the weekly wage."

(2) Substitute the following for subclause (5) (a):

(5) (a) "Notwithstanding the provisions of subclause (1), an employer shall, in the case of a night watchman, grant to such an employee 23 consecutive calendar days' leave in respect of every completed period of 12 months of employment and shall pay such employee not later than the last working day before the commencement of such leave, an amount, of not less than three times the weekly wage plus one day's additional wage to which he is entitled as from the first day of leave."

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

(11) "On submitting satisfactory proof of parenthood to the employer, male employees shall be entitled to one day's paid and one day's unpaid paternity leave."

#### 9. CLAUSE 10: TERMINATION OF EMPLOYMENT

Add the following to subclause (9):

"In addition, the trade union may negotiate severance pay with the employer concerned in terms of clause 27 (3)."

#### 7. ANNEXURE C

Substitute the following for clause 1:

#### "1. WAGES

|                                                                                                                                              | Column A | Column B |
|----------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                              | Per week | Per week |
|                                                                                                                                              | R        | R        |
| (a) Foreman.....                                                                                                                             | 437,96   | 481,76   |
| (b) Storeman.....                                                                                                                            | 280,09   | 308,10   |
| (c) Despatch clerk.....                                                                                                                      | 280,09   | 308,10   |
| (d) Packer.....                                                                                                                              | 216,73   | 238,40   |
| (e) Driver of a delivery vehicle, the unladen mass of which—                                                                                 |          |          |
| (i) does not exceed 2 722 kg.....                                                                                                            | 235,77   | 259,35   |
| (ii) exceeds 2 722 kg, but does not exceed 4 536 kg.....                                                                                     | 332,75   | 366,03   |
| (iii) exceeds 4 536 kg.....                                                                                                                  | 385,46   | 424,01   |
| Fork-lift driver.....                                                                                                                        | 385,46   | 424,01   |
| (f) Nightwatchman.....                                                                                                                       | 235,77   | 259,35   |
| (g) General worker.....                                                                                                                      | 216,73   | 238,40   |
| (h) Qualified employees:                                                                                                                     |          |          |
| (i) Cutter, Class I.....                                                                                                                     | 353,80   | 389,18   |
| (ii) Cutter, Class II.....                                                                                                                   | 269,63   | 296,59   |
| (iii) Machinist engaged on all sewing machine operations.....                                                                                | 279,54   | 307,49   |
| (iv) Skivers.....                                                                                                                            | 235,77   | 259,35   |
| (v) Splitters.....                                                                                                                           | 235,77   | 259,35   |
| (vi) Handbag framers.....                                                                                                                    | 269,63   | 296,59   |
| (vii) Grade I employees.....                                                                                                                 | 216,73   | 238,40   |
| (viii) Grade II employees.....                                                                                                               | 216,73   | 238,40   |
| (i) Learners employed in the categories for which wages are prescribed in (h) above:                                                         |          |          |
| During the first six months of experience.....                                                                                               | 153,04   | 168,34   |
| During the second six months of experience.....                                                                                              | 170,12   | 187,13   |
| During the third six months of experience.....                                                                                               | 189,37   | 208,31   |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience." |          |          |

Signed at Port Elizabeth, on behalf of the parties, this 19th day of July 1996.

**R. GAYLARD**

Member of the Council

**A. A. VAN ROOYEN**

Member of the Council

**L. M. VAN LOGGERENBERG**

General Secretary of the Council

No. R. 1689

18 Oktober 1996

WET OP ARBEIDSVERHOUDINGE, 1956

**LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: HERBEKRAGTIGING VAN OOREENKOMS  
VIR DIE HANDSAKSEKSIE**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), 2, 3 en 7 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

**T. T. MBOWENI**

Minister van Arbeid

**BYLAE**

**NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA  
HANDSAKSEKSIE  
OOREENKOMS**

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

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

- (b) **National Union of Leather Workers**

(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 ooreenkoms vir die Handsakseksie gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982, soos hernieu en gewysig by Goewermentskennisgewings Nos. R. 2480 en R. 2481 van 11 November 1983, R. 2022 en R. 2023 van 14 September 1984, R. 2758 en R. 2760 van 13 Desember 1985, R. 2713 en R. 2714 van 24 Desember 1986, R. 1844 van 28 Augustus 1987, R. 2609 van 20 November 1987, R. 1622 van 12 Augustus 1988, R. 2314 van 18 November 1988, R. 572 van 31 Maart 1989, R. 1949 en R. 1950 of 17 Augustus 1990, R. 3052 van 4 Januarie 1991, R. 2238 van 13 September 1991, R. 1677 van 19 Junie 1992, R. 2421 van 28 Augustus 1992, R. 3143 van 20 November 1992, R. 971 van 4 Junie 1993, R. 570 en R. 571 van 25 Maart 1994, R. 1701 van 7 Oktober 1994, R. 2251 van 23 Desember 1994, R. 1380 van 8 September 1995, R. 748 van 10 Mei 1996 en R. 1046 van 28 Junie 1996.

**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

- (1) Hierdie Ooreenkoms moet in die Handsakseksie van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke en daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, in verband met die werksaamhede uiteengesit in paragraaf (1) (b) en (c) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982, vir sover hulle betrekking het op genoemde Seksie; en
- (c) in die landdrosdistrikte Bellville, Die Kaap, 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, Goodwood en Johannesburg in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone voorgeskryf word in Aanhangsel C van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982 en op die werkgewers van sodanige werknemers.

(3) Ondanks andersluidende bepalings hierin, is hierdie Ooreenkoms nie op handelsreisigers, verkoopsmanne en klerke, uitgesonderd versendingsklerke, van toepassing nie.



## 2. GELDIGHEIDSDUUR VAN DIE OOREENKOMS

Hierdie ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag tot 30 Junie 1997 of vir die tydperk wat die Minister bepaal.

## 3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 2, 13, 17 en 18 (1) en (2) van die ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982 soos hernieu en gewysig is deur Goewermentskennisgewings Nos. R. 2480 en R. 2481 van 11 November 1983, R. 2022 en R. 2023 van 14 September 1984, R. 2758 en R. 2760 van 13 Desember 1985, R. 2713 en R. 2714 van 24 Desember 1986, R. 1844 van 28 Augustus van 1987, R. 2609 van 20 November 1987, R. 1622 van 12 Augustus 1988, R. 2314 van 18 November 1988, R. 572 van 31 Maart 1989, R. 1949 en R. 1950 van 17 Augustus 1990, R. 3052 van 4 Januarie 1991, R. 2238 van 13 September 1991, R. 1677 van 19 Junie 1992, R. 2421 van 28 Augustus 1992, R. 3143 van 20 November 1992, R. 971 van 4 Junie 1993, R. 570 en R. 571 van 25 Maart 1994, R. 1701 van 7 Oktober 1994, R. 2251 van 23 Desember 1994, R. 1380 van 8 September 1995, R. 748 van 10 Mei 1996 en R. 1046 van 28 Junie 1996 (hierna die "Vorige Ooreenkoms" genoem) soos verder hernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

## 4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot en met 12, 14 tot en met 16, 19 tot en met 25 van Deel I en 1 en 2 van Deel II van die Vorige ooreenkoms soos verder hernieu van tyd tot tyd, is van toepassing op werkgewers sowel as werknemers.

## 5. KLOUSULE 4: LONE EN LOONSKALE

Vervang in subklousule (7) (a) die uitdrukking "28 September 1995" deur die uitdrukking "27 Junie 1996".

## 6. KLOUSULE 5: WERKURE

Voeg die volgende voorbehoud by subklousule (4):

"Met dien verstande voorts dat vroulike werknemers gedurende die laaste drie maande van hul swangerskap op drie halwe dae betaalde verlof geregtig is ten einde voorgeboorte-klinieke te besoek."

## 7. KLOUSULE 7: KORTTYD

Voeg die volgende by subklousule (1):

"Voordat hy kennis van korttyd gee, moet die werkgewer met die vakbondverteenvoordigers oor die aangeleentheid oorleg pleeg."

## 8. KLOUSULE 8: VAKANSIES, JAARLIKSE VERLOF EN KRAAMVERLOF

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

"(1) Elke werkgewer moet nie vroeër nie as die 10de dag en nie later nie as die 24ste dag van Desember elke jaar aan elke werknemer in sy diens, uitgesonderd 'n nagwag, afwesighedsverlof van minstens twee agtereenvolgende weke en vier dae toestaan en sodanige werknemer voor of op die laaste werkdag voordat sodanige verlof begin, ten opsigte van elke maand diens by hom 'n verloftoelae betaal, gelyk aan een twaalfde van die loon wat hy in twee weke en vier dae sou verdien het: Met dien verstande dat—

- (a) die tydperk van sodanige verlof nie mag saamval met enige diensopseggingstermyn;
- (b) indien 'n openbare vakansiedag in subklousule (7) van hierdie klousule bedoel, binne die tydperk van sodanige verlof val, sodanige openbare vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof en dat die werknemer vir sodanige openbare vakansiedag, en gelyktydig met die verloftoelae, 'n bedrag betaal moet word wat gelyk is aan die loon wat hy sou verdien het as hy op sodanige openbare vakansiedag sy gemiddelde getal gewone daaglikse werkure gewerk het.

**Opmerking:** Vir die berekening van die verlofbesoldiging wat ingevolge hierdie klousule betaalbaar is, beteken besoldiging vir 'vier dae' vier vyftes van die weekloon."

(2) Vervang subklousule (5) (a) met die volgende:

(5) (a) "Ondanks subklousule (1) moet 'n werkgewer 'n nagwag 23 agtereenvolgende kalenderdae verlof toestaan vir elke voltooide tydperk van 12 maande diens, en moet hy, voor of op die laaste werkdag voordat sodanige verlof begin, sodanige werknemer 'n bedrag betaal van minstens drie maal die weekloon plus een addisionele dag se loon waarop hy geregtig is vanaf die eerste dag van sy verlof."

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

(11) "Met die voorlegging van voldoende bewys van ouerskap aan die werkgewer is manlike werknemers geregtig op een dag betaalde en een dag onbetaalde vaderskapverlof."

## 9. KLOUSULE 10: DIENSBEEÏNDIGING

Voeg die volgende by subklousule (9):

"Verder mag die vakbond die uittreeloon met die werkgewer onderhandel ingevolge klousule 27 (3)."

## 7. AANHANGSEL C

Vervang klousule 1 deur die volgende:

## "1. LONE

|                                                                                                                                         | Kolom A  | Kolom B  |
|-----------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
|                                                                                                                                         | Per week | Per week |
|                                                                                                                                         | R        | R        |
| (a) Voorman.....                                                                                                                        | 437,96   | 481,76   |
| (b) Magasynmeester.....                                                                                                                 | 280,09   | 308,10   |
| (c) Versendingsklerk.....                                                                                                               | 280,09   | 308,10   |
| (d) Verpakker.....                                                                                                                      | 216,73   | 238,40   |
| (e) Drywer van 'n afleweringervoertuig waarvan die onbelaste massa—                                                                     |          |          |
| (i) hoogstens 2 722 kg is.....                                                                                                          | 235,77   | 259,35   |
| (ii) meer as 2 722 kg, maar hoogstens 4 536 kg is.....                                                                                  | 332,75   | 366,03   |
| (iii) meer as 4 536 kg is.....                                                                                                          | 385,46   | 424,01   |
| Vurkhyserdrywer.....                                                                                                                    | 385,46   | 424,01   |
| (f) Nagwag.....                                                                                                                         | 235,77   | 259,35   |
| (g) Algemene werker.....                                                                                                                | 216,73   | 238,40   |
| (h) Gekwalifiseerde werknemers:                                                                                                         |          |          |
| (i) Snyer, klas I.....                                                                                                                  | 353,80   | 389,18   |
| (ii) Snyer, klas II.....                                                                                                                | 269,63   | 296,59   |
| (iii) Masjienwerkers betrokke by alle naaimasjienwerksaamhede.....                                                                      | 279,54   | 307,49   |
| (iv) Skawers.....                                                                                                                       | 235,77   | 259,35   |
| (v) Splitsters.....                                                                                                                     | 235,77   | 259,35   |
| (vi) Handsakraamwerkers.....                                                                                                            | 269,63   | 296,59   |
| (vii) Werknemers graad I.....                                                                                                           | 216,73   | 238,40   |
| (viii) Werknemers graad II.....                                                                                                         | 216,73   | 238,40   |
| (i) Leerlinge wat werksaam is in die kategorieë waarvoor lone in (h) hierbo voorgeskryf word:                                           |          |          |
| Gedurende die eerste ses maande ondervinding.....                                                                                       | 153,04   | 168,34   |
| Gedurende die tweede ses maande ondervinding.....                                                                                       | 170,12   | 187,13   |
| Gedurende die derde ses maande ondervinding.....                                                                                        | 189,37   | 208,31   |
| Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nogtans geag word 12 maande ondervinding te hê." |          |          |

Namens die partye op hede die 19de dag van Julie 1996 te Port Elizabeth onderteken.

**R. GAYLARD**

Lid van die Raad

**A. A. VAN ROOYEN**

Lid van die Raad

**L. M. VAN LOGGERENBERG**

Sekretaris van die Raad

**DEPARTMENT OF TRADE AND INDUSTRY**  
**DEPARTEMENT VAN HANDEL EN NYWERHEID**

**No. R. 1696****18 October 1996**

STANDARDS ACT, 1993

**COMPULSORY SPECIFICATION FOR REPLACEMENT SECONDARY LIGHTS FOR MOTOR VEHICLES**

I, Alec Erwin, Minister of Trade and Industry, hereby under section 22 (1) (a) (ii) of the Standards Act, 1993 (Act No. 29 of 1993), and on the recommendation of the Council of the South African Bureau of Standards, declare the specification contained in the Schedule to be a compulsory specification for replacement secondary lights for motor vehicles with effect from the date two months after publication of this notice.

**A. ERWIN**

Minister of Trade and Industry

**SCHEDULE****PROPOSED COMPULSORY SPECIFICATION FOR REPLACEMENT SECONDARY LIGHTS FOR MOTOR VEHICLES****1. Scope**

**1.1** This specification covers secondary lights offered for sale as replacement parts for use in motor vehicles of categories M, N and O. It covers all universal secondary lights as well as secondary lights designed for specific vehicle models homologated after July 1987.

The following secondary lights are covered:

- position lights;
- stop lights, but excluding high mounted stop lights;
- direction indicator lights, but excluding side indicator lights; and
- any combination of these.

**1.2** This specification does not cover secondary lights for off-road vehicles such as agricultural or earthmoving machines. Secondary lights supplied as parts of new vehicles are covered by the compulsory specifications for new vehicles.

**2. Definitions**

For the purposes of this specification the following definitions apply:

**Secondary light:** A light fitted to a vehicle and used to emit a luminous signal.

**Universal secondary light:** A secondary light intended for mounting on flat or slightly curved surfaces and of a design such that it will not limited its use to a specific model vehicle.

**3. Requirements**

A secondary light shall comply with the relevant of the following requirements of SABS 1375-3, *Lights for motor vehicles—Part 3: Secondary lights* (as amended), as published in Government Notice No. 2328 of 18 October 1985:

- 3.1 General construction
- 3.2 Lamps
- 3.3 Grouped, combined and incorporated lights
- 3.5 Colour
- 3.6 Chromaticity co-ordinates
- 3.7 Initial power
- 3.9 Photometric properties
- 4.1 Marking

A universal direction indicator light shall be identified as a front, rear or side direction-indicator.

**4. Equivalent requirements**

Secondary lights marked with the SABS mark, the E mark, or other recognized approval mark and complying with the appropriate specification, may be deemed to comply with the requirements of this specification.

**No. R. 1696****18 Oktober 1996**

WET OP STANDAARDE, 1993

**VERPLIGTE SPESIFIKASIE VIR VERVANGINGSSEKONDÊRE LIGTE VIR MOTORVOERTUIG**

Ek, Alec Erwin, Minister van Handel en Nywerheid, verklaar hierby kragtens artikel 22 (1) (a) (ii) van die Wet op Standaarde, 1993 (Wet No. 29 van 1993), en op aanbeveling van die Raad van die Suid-Afrikaanse Buro vir Standaarde, die spesifikasie in die Bylae vervat tot 'n verpligte spesifikasie vir vervangingssekondêre ligte vir motorvoertuie, met ingang van die datum twee maande na die publikasie van hierdie kennisgewing.

**A. ERWIN****Minister van Handel en Nywerheid****BYLAE****VERPLIGTE SPESIFIKASIE VIR SEKONDÊRE LIGTE VIR MOTORVOERTUIG****1. Bestek**

**1.1** Hierdie spesifikasie dek sekondêre ligte wat te koop aangebied word as vervangingsonderdele vir gebruik in kategorie M-, N- en O-motorvoertuie. Dit dek alle universele sekondêre ligte en sekondêre ligte wat ontwerp is vir bepaalde voertuigmodelle wat na Julie 1987 gehomologeer is.

Die volgende sekondêre ligte word gedek:

- posisieligte;
- stopligte (maar uitgesonderd hooggemonteerde stopligte);
- rigtingwyserligte (maar uitgesonderd kantrigtingwyserligte); en
- enige kombinasie van bogenoemde.

1.2 Hierdie spesifikasie dek nie sekondêre ligte vir niepadvoertuie soos landbou- of grondverskuiwingsmasjiene nie. Sekondêre ligte wat as onderdele van nuwe voertuie verskaf word, word gedek deur die verpligte spesifikasie vir nuwe voertuie.

## 2. Woordbepaling

Die volgende woordbepalings geld vir die doel van hierdie spesifikasie:

**Sekondere lig:** 'n Lig wat aan 'n voertuig aangebring word en wat gebruik word om 'n ligsein uit te straal.

**Universele sekondêre lig:** 'n Sekondêre lig wat bedoel is om op plat of effens geboë oppervlakke aangebring te word en met sodanige ontwerp dat die gebruik van die sekondêre lig nie beperk sal wees tot 'n bepaalde voertuigmodel nie.

## 3. Vereistes

'n Sekondêre lig moet voldoen aan die volgende toepaslike vereistes van SABS 1376-3, *Ligte vir motorvoertuie—Deel 3: Sekondêre ligte* (soos gewysig), soos gepubliseer by Goewermentskennisgewing No. 2328 van 18 Oktober 1985:

- 3.1 Algemene konstruksie
- 3.2 Lampe
- 3.3 Gegroepeerde, gekombineerde en ingesluite ligte
- 3.5 Kleur
- 3.6 Chromatisiteitskoördinate
- 3.7 Aanvanklike drywing
- 3.9 Fotometriese eienskappe
- 4.1 Merke

'n Universele rigtingwyserlig moet as 'n voor-, agter- of kantrigtingwyser geïdentifiseer wees.

## 4. Ekwivalente vereistes

Sekondêre ligte wat die SABS-merk, die E-merk, of 'n ander erkende goedkeuringsmerk dra wat voldoening aan 'n ekwivalente spesifikasie aandui, kan geag word aan die vereistes van hierdie spesifikasie te voldoen.

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## Save a drop — and save a million

**W**ater conservation is very important to the community and industry to ensure their survival. So save water!



## Spaar 'n druppel — en vul die dam

**I**ndien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad

# Keep South Africa Clean

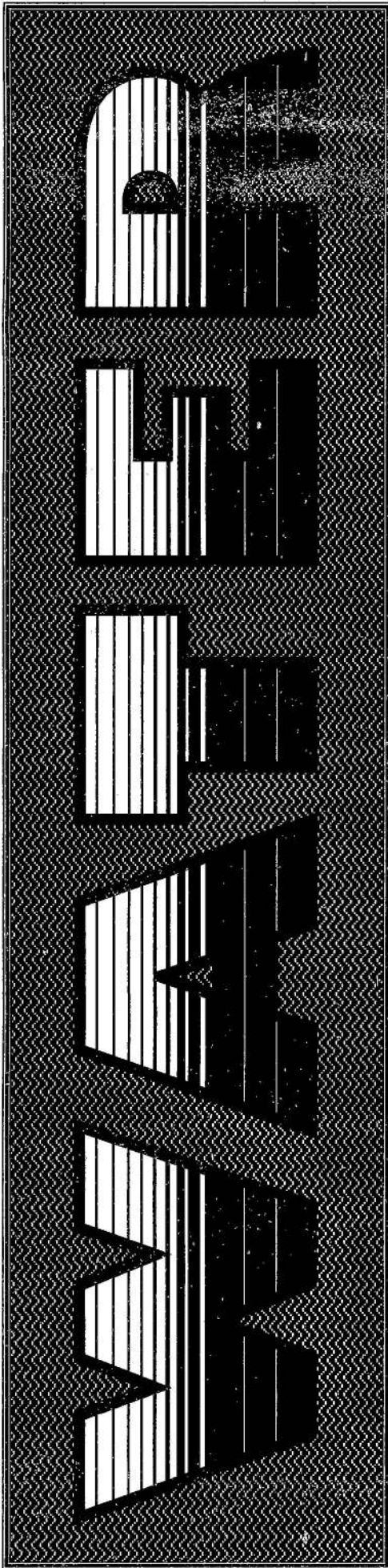


## Throw trash where it belongs

# Hou Suid-Afrika Skoon



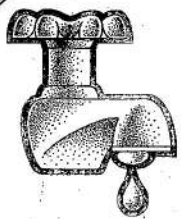
**Gooi rommel waar dit hoort**



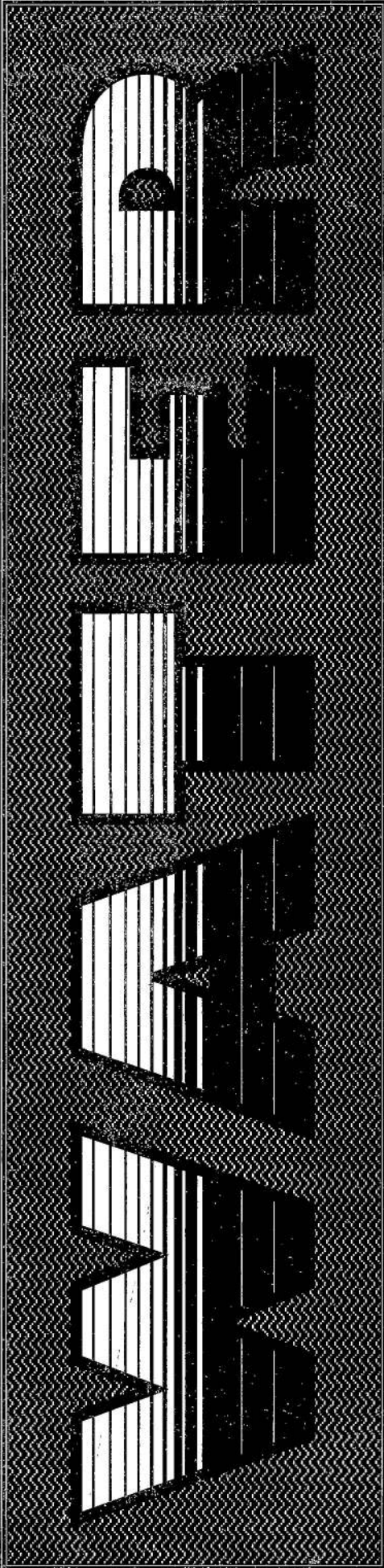
**DON'T**

**WASTE**

**It!**



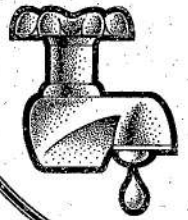




**WERK**

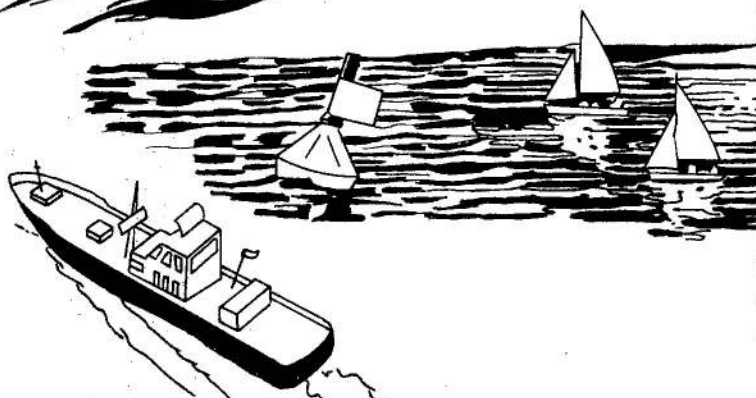
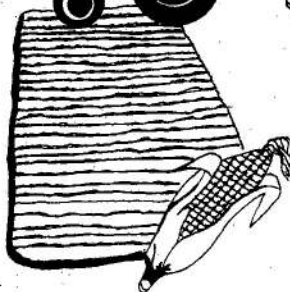
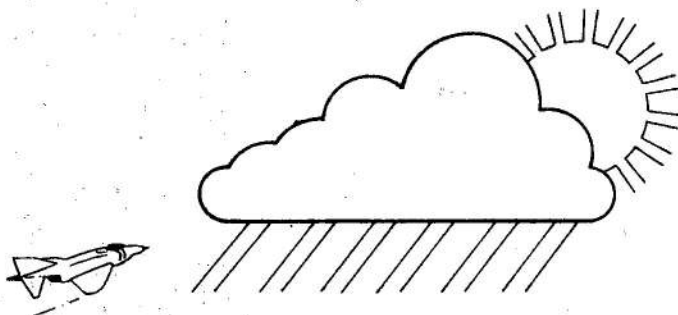
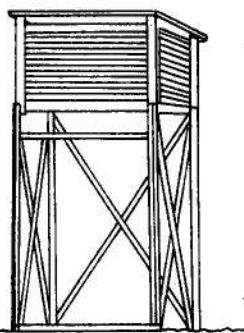
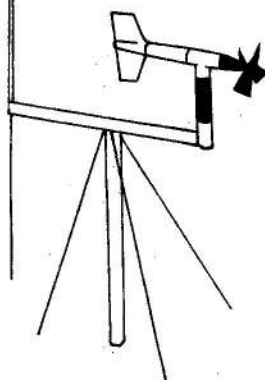
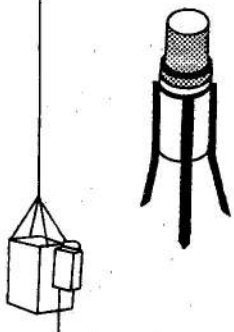
**SPAARSAAM**

**DAARMEE !**



# SA WEATHER BUREAU SA WEERBURO

## WEATHER SERVICES WEERDIENSTE



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