

REPUBLIC
OF
SOUTH AFRICA



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DESEMBER 1998

No. 19533

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTEMENT OF EDUCATION DEPARTEMENT VAN ONDERWYS

No. R. 1532

4 December 1998

NATIONAL EDUCATION POLICY ACT, 1996 (ACT NO. 27 OF 1996)

NOTICE OF DETERMINATION OF POLICY

I, Sibusiso Mandlenkosi Emmanuel Bengu, Minister of Education, hereby give notice in terms of *Section 7 of the National Education Policy Act, 1996 (Act No. 27 of 1996)*, that I have determined national policy in terms of *Section 3(4)(l)* of the said Act to be applied in respect of curriculum frameworks, core syllabuses and education programmes, learning standards, examinations and the certification of qualifications as far as this relates to the matters referred to in the Schedule hereto.

S. M. E. BENGU

MINISTER OF EDUCATION

SCHEDULE

Approval that:

the mark allocation for all Official Languages, Higher Grade be reviewed, and that it be changed to 400 marks for all Official Second Languages, Higher Grade syllabuses.

No. R. 1532

4 Desember 1998

WET OP NASIONALE ONDERWYSBELEID, 1996 (WET NO 27 VAN 1996)

KENNISGEWING VAN BELEIDSBEPALING

Ek, Sibusiso Mandlenkosi Emmanuel Bengu, Minister van Onderwys, gee hierby ingevolge *Artikel 7 van die Wet op Nasionale Onderwysbeleid, 1996 (Wet No. 27 van 1996)*, kennis dat ek kragtens *Artikel 3(4)(l)* van genoemde Wet die nasionale beleid bepaal het wat gevolg moet word ten opsigte van kurrikulumraamwerke, kernsillabusse en onderwysprogramme, leerstandaarde, eksamens en die sertifisering van kwalifikasies sover dit betrekking het op die aangeleenthede in die Bylae hiervan vermeld.

S. M. E. BENGU

MINISTER VAN ONDERWYS

BYLAE

Goedkeuring dat:

die puntetoekenning vir alle Amptelike Tale, Hoër Graad hersien moet word en dat die groototaal gewysig word na 400 punte vir alle Amptelike Tale, Hoër Graadsillabusse.

No. R. 1533

4 December 1998

NATIONAL EDUCATION POLICY ACT, 1996 (ACT NO. 27 OF 1996)**NOTICE OF DETERMINATION OF POLICY**

I, Sibusiso Mandlenkosi Emmanuel Bengu, Minister of Education, hereby give notice in terms of *Section 7 of the National Education Policy Act, 1996 (Act No. 27 of 1996)*, that I have determined national policy in terms of *Section 3(4)(l)* of the said Act to be applied in respect of curriculum frameworks, core syllabuses and education programmes, learning standards, examinations and the certification of qualifications as far as this relates to the matters referred to in the Schedule hereto.

S. M. E. BENGU**MINISTER OF EDUCATION****SCHEDULE**

Approval that:

- (a) the mark allocation for African Languages Higher Grade be amended and brought in line with those of other First Languages and other Higher Grade syllabuses, namely an aggregate of 400 marks; and
- (b) as an interim measure, the number of set works prescribed for African Languages Higher Grade should remain at five, but that learners should be allowed to choose any four for examination purposes.

No. R. 1533

4 Desember 1998

WET OP NASIONALE ONDERWYSBELEID, 1996 (WET NO 27 VAN 1996)**KENNISGEWING VAN BELEIDSBEPALING**

Ek, Sibusiso Mandlenkosi Emmanuel Bengu, Minister van Onderwys, gee hierby ingevolge *Artikel 7 van die Wet op Nasionale Onderwysbeleid, 1996 (Wet No. 27 van 1996)*, kennis dat ek kragtens *Artikel 3(4)(l)* van genoemde Wet die nasionale beleid bepaal het wat gevolg moet word ten opsigte van kurrikulumraamwerke, kernsillabusse en onderwysprogramme, leerstandaarde, eksamens en die sertifisering van kwalifikasies sover dit betrekking het op die aangeleenthede in die Bylae hiervan vermeld.

S. M. E. BENGU**MINISTER VAN ONDERWYS****BYLAE**

Goedkeuring dat:

- (a) die puntetoekenning vir Afrikatale Hoër Graad gewysig word en in lyn gebring word met dié van ander Eerste Tale en ander Hoër Graad sylabusse, naamlik 'n groot totaal van 400 punte; en
- (b) as 'n interim maatreël, die aantal voorgeskrewe werke vir Afrikatale Hoër Graad as vyf behou word, maar dat leerders toegelaat moet word om enige vier werke vir eksamendoeleindes te kies.

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1489

4 December 1998

MANPOWER TRAINING ACT, 1981

MINING INDUSTRY ENGINEERING TRADES TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the date of publication of this notice, Government Notice No. R. 1273 of 16 June 1989, as amended by Government Notices Nos. R. 2821 of 22 December 1989, R. 2411 of 12 October 1990, R. 2707 of 15 November 1991, R. 196 of 14 February 1992, R. 3058 of 6 November 1992, R. 2189 of 15 December 1994, R. 406 of 17 March 1995, R. 1857 of 1 December 1995, R. 638 of 2 May 1997 and R. 29 of 9 January 1998, by the substitution in clause 3 of the conditions for paragraph (a) of subclause (1) of the following paragraph:

- "(a) An employer shall pay an apprentice monthly in accordance with the apprentice's year of recognised service, at not less than rates specified below:

<i>Year of recognised service</i>	<i>Rate per month</i>
First year.....	R1 431
Second year.....	R1 647
Third year.....	R1 894
Fourth year.....	R2 174
Fifth year.....	R2 501
Sixth year.....	R2 869
Seventh year.....	R3 300."

M. M. S. MDLADLANA

Minister of Labour

No. R. 1490

4 December 1998

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE BUILDING INDUSTRY

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, acting in terms of section 39 (3) of the Manpower Training Act, 1981, hereby withdraw Government Notice No. R. 1948 of 11 September 1987 as amended by Government Notice No. R. 1279 of 22 July 1994 and declare that the provisions of the scheme shall be binding, with effect from the date of withdrawal of the scheme in terms of section 39 (3) of the Act, upon all employers and employees who are engaged or employed in the Building Industry, in the Republic of South Africa.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE**BUILDING INDUSTRIES TRAINING SCHEME (BITS)**

The Training Scheme created by the Building Industries Training Scheme in terms of the Manpower Training Act, 1981, provides for the establishment by the Building Industries Training Scheme of a fund for training of employees in the Building Industry.

1. SCOPE OF APPLICATION OF THE SCHEME

The terms of the Scheme shall be observed throughout the Republic of South Africa by all employers and employees who are engaged or employed in the Building Industry in the Republic of South Africa.

2. DEFINITIONS

In this Scheme "the Act" means the Manpower Training Act, 1981 (Act No. 56 of 1981), including any regulations made thereunder, and any expression defined in the Act has the meaning assigned to it in the Act, unless the contents otherwise indicates—

- (1) "BITS" means the Building Industries Training Scheme,

(2) **"Building Industry"** means, without in anyway limiting the ordinary meaning of the term in the industry in its broadcast sense in which employers and employees are associated for the purpose of carrying on building operations, of whatever nature including work commonly known as sub-contract work on the like, including—

- (a) the construction of buildings and structures, irrespective of the materials or combinations of materials used and the methods or techniques employed;
- (b) the demolition of buildings or structures;
- (c) the manufacture of—
 - (i) all items of joinery, whether for sale or according to specification, and shop, office and bank fittings, including movable counters, display cases, shelving and similar articles;
 - (ii) all items of architectural metal work intended for incorporation in building or structures, whether associated with or in substitution for the items listed under paragraph (i) above;
 - (iii) kitchen dressers and fixtures and furniture to be built or affixed in buildings or structures, including headboards for beds;
 - (iv) any article manufactured on the site of a building or structure for incorporation therein;
 - (v) all plumbing fixtures, including sheetmetal components specially made for installation in a particular building or structure;
 - (vi) prefabricated buildings or structures, or portions of buildings or structures, including partitions, irrespective of the materials or combinations of material used; and
 - (vii) precast and prestressed concrete beams, cement products, reconstructed stone and terrazzo work, plaster modeling and all similar articles intended for permanent incorporation as in integral part of a building or structure;
- (d) the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integrate and permanent part of buildings and the repair and maintenance of such installations, including any cable jointing or electrical wiring associated therewith; and
- (e) the processing of natural stone, but does not include—
 - (i) work performed by administrative staff, directors of (Pty) Ltd organisations and members of closed corporations;
 - (ii) bulk excavating and piling when constituting separate specialist operations involving problems of a civil engineering nature;
 - (iii) the manufacture, installation, repair or maintenance of movable furnishings such as venetian blinds, curtain rods and tracks, curtains, carpets and similar items;
 - (iv) the manufacture of kitchen dressers and fixtures and furniture to be built or affixed in buildings or structures, including headboards for beds, where such articles are manufactured off site as functionally complete units on factory premises: Provided that employers and employees associated for the purpose of such manufacture are wholly or mainly engaged in the manufacture of furniture other than merely the manufacture of the articles herein described;
 - (v) stone quarrying;
 - (vi) work performed in the Iron, Steel, Engineering and Metallurgical Industry as defined in the agreement published under Government Notice No. R. 1329 of 27 June 1980; and
 - (vii) the repair, maintenance and installation of lifts, escalators and airconditioning equipment in buildings;

and for the purpose of this definition—

"Building" includes—

- (a) the erection, assembly, completion renovation, repair, maintenance and alteration of buildings or structures;
- (b) subject to the exclusions set out above—
 - (i) all work performed on the site of a building or structure or the repair and maintenance of all components or installation constituting part of a building structure; and
 - (ii) the performance of work on the site of a building or structure as an operation preparatory or incidental to the operations referred to under (a) above;
- (c) glazing and any operations incidental thereto performed on the site of a building or structure—

"items of joinery" includes all woodwork finishing and fitments such as mouldings, skirting boards, doors, door-frames, windows, panelling, partitions, stairs, laboratory and other institutional fittings, pews, pulpits, laminated beams and similar articles made essentially of wood or wood products;

"manufacture" in relation to items (i) up to and including (vii) of paragraph (c), includes the assembly and preparation of articles or portions of articles and further includes all operations incidental to the completion of articles, irrespective of the materials or combinations of materials used;

"natural stone" includes granite, norites, marble, sandstone or any other natural stones used in the erection of buildings, structures, monuments or memorials; and

"structure" includes—

- (a) any portion of a building, whether constructed separately or in conjunction with any other portion of a building;
- (b) boundary, garden and retaining walls, paving and outdoor/indoor swimming pools; and
- (c) monuments or memorials, but excludes bunkers, cooling towers, silos, reservoirs, water towers, sewerage works and similar works that are not incidental or ancillary to buildings and that involved problems of a civil engineering nature;

- (3) **"education"** means that portion of the academic training of contractually bound employee or other person at a recognised, formal educational institution, which training is a prerequisite to obtaining a nationally recognised qualification in the building industry;
- (4) **"employee"** means any employee, as defined in the Act, who is employed by or who performs work for an employer in the building industry including temporary/casual employees;
- (5) **"employer"** means any employer, as defined in the Act, who employs or provides work for any employee, including working employers in the industry;
- (6) **"BITS Executive Committee"** means the duly elected Executive Committee of the Building Industries Training Scheme;
- (7) **"Fund"** means the Building Industries Training Fund established in terms of this notice;
- (8) **"Salaries and Wages"** means the gross payments for work done in the Building Industry, including normal pay, payment of overtime, bonus and holiday payments and cash allowances, but excluding payments in kind such as the provision of housing or motor vehicles;
- (9) **"Scheme"** means the Building Industries Training Scheme, registered in terms of the Manpower Training Act, 1981 (Act No. 56 of 1981);
- (10) **"Industry"** means the Building Industry;
- (11) **"Training Board"** means the Building Industries Training Board;
- (12) **"Employer Organisation"** means an employers organisation as defined in Section 213 of the Labour Relations Act, 1995 (Act No. 66 of 1995), which is registered to function in the building industry;
- (13) **"Trade Union"** means a trade union, as defined in Section 213 of the Labour Relations Act, 1995 (Act No. 66 of 1995), which is registered to function in the building industry.

3. OBJECTIVES OF THE SCHEME

The objectives of the Scheme shall be—

- (1) to promote and finance the training and education of employees at all levels in the building and allied industries;
- (2) to impose a levy on employers based on their artisan and/or non-artisan labour force, to devise alternative methods of funding with a view to providing the necessary funds in order to give priority to training and education and to financing the commitments of employers and/or employees arising from such training and/or education;
- (3) to give effect to the principles embodied in the Act;
- (4) to sponsor study tours in justifiable circumstances;
- (5) to establish and conduct training centres, including private training centres as contemplated in section 32 (1) of the Act, and towards that end to borrow, invest or lend money on the security of immovable property, or otherwise subscribe or donate money in the discretion of the BITS Executive Committee;
- (6) to acquire by purchase, lease or otherwise any movable or immovable property and also to sell, let, mortgage or otherwise deal with or dispose of movable or immovable property or other assets belonging to the Fund or use such property for such other purposes as may be approved in terms of the constitution of the Scheme;
- (7) to fund the Training Board established by the Building Industry as authorised by the BITS Executive Committee;
- (8) to establish a bursary fund for purposes of funding academic training at recognised formal educational institutions;
- (9) to establish a data base by collecting statistics pertaining to wages, materials and the cost of building;
- (10) generally to do such things as may be considered necessary to achieve the objectives set out in this clause.

4. ADMINISTRATION OF THE FUND

The Fund shall be administered by the BITS Executive Committee which shall, in addition to powers elsewhere conferred to by the Scheme, be empowered to take such decisions as may be necessary to give effect to the objects of the Scheme, to appoint subcommittees, and to pay from the proceeds of the Fund fees and other allowances for attendance at subcommittee meetings. Copies of the annual report and of audited accounts of the Fund shall be sent to the Director-General: Labour. The fund shall furnish the Director-General: Labour with such information relating to the Fund as the Director-General may from time to time require.

The Scheme may pay a Bargaining Council and/or any other agent appointed for the purpose, a collection fee not exceeding 2.5% of the monies collected by the Council or agent. All contributions to the Scheme, less the amount of the said collection fee, if any, shall be paid monthly to the Scheme by the Bargaining Council or agent concerned.

5. COMMITTEES OF THE FUND

(1) *BITS Executive Committee:*

(a) Composition:

The BITS Executive Committee shall comprise of the following:

- (b) Five members representing registered trade unions in the building industry;
- (c) five members representing registered employer organisations in the building industry;
- (d) *alternates:* For each representative, there shall be an alternative appointed by the party affected;
- (e) *co-opted members:* The BITS Executive Committee shall have the right to co-opt such other persons as it may deem necessary.

(2) *Subcommittees:*

- (a) Subcommittees appointed by the BITS Executive Committee shall be constituted as directed by the BITS Executive Committee;
- (b) chairpersons of subcommittees may be appointed by the BITS Executive Committee, or be elected by the members of each subcommittee from among its members at its first meeting in the event of the BITS Executive Committee not exercising its right to make the requisite appointment;
- (c) persons invited to serve on subcommittees shall be selected with due regard to the nature of the special tasks or functions to be performed;
- (d) members of subcommittees need not necessarily be members of the BITS Executive Committee and may also include representatives of the trade unions and other interested organisations or parties;
- (e) regional subcommittees may be appointed where, in the opinion of the BITS Executive Committee, all or any of the objects of the Scheme can best be served in such a manner;
- (f) the functions of subcommittees shall be as determined by the BITS Executive Committee. Subcommittees directed to conduct enquiries, investigations and studies, shall report their findings and recommendations to the BITS Executive Committee at the earliest possible opportunity. Subcommittees shall similarly consider and report upon matters referred back to them by the BITS Executive Committee for further investigation and clarification;
- (g) subcommittees shall not involve the Scheme in expenditure without specific authority from or to an extent beyond that authorised by the BITS Executive Committee.

6. CONTRIBUTIONS TO THE FUND

(1) Every employer in the Industry shall submit to the Fund at P.O. Box 1619, Halfway House, 1685, or any such other address as may be notified from time to time, by the 21st day of the month following the end of each quarter, a return showing the total salaries and wages paid by him to all employees, other than directors, employed by him in the industry in the three calendar months preceding 28 February, 31 May, 31 August and 30 November of each year. The employer shall have such returns certified annually by a public auditor.

(2) Where such employees are employed partly in the Building Industry and partly in other industries, the proportion of the total salaries and wages of these employees to which the levy is to be applied shall be the same proportion as the ration of work done in the Building Industry to the total work done by the employee.

(3) Every employer in the Industry shall pay by cheque to the Fund at P.O. Box 1619, Halfway House, 1685, by the 21st day of the month following the end of each quarter, a levy of 1.5 per cent of the total salaries and wages paid by him to all employees employed by him in the Industry in the period covered by the return specified in subclause (1).

(4) Any levy payable in terms of any Bargaining Council Agreement in respect of the Fund shall for the purposes of this notice be deemed to be limited to the amount contemplated in subclause (3).

7. INFORMATION

The Fund shall furnish every employer with details concerning the Scheme in such form as it may from time to time determine. Such details shall include at least the constitution of the Fund, the contributions to be made towards the Fund, the benefits to be provided by the Scheme, the procedure to be followed for the lodging of claims against the Scheme and any such other details that may be deemed necessary.

8. FINANCE

(1) All monies paid into the Fund shall be deposited in a banking account to be opened in the name of the Fund. An official receipt shall be issued for all monies received into the Fund, and payments from the Fund shall be made by cheque signed by such persons as may from time to time be authorised thereto by the BITS Executive Committee.

(2) All monies not required to meet current payments or as a reasonable operating balance, shall be invested as directed by the Fund. The purchase of property, whether movable or immovable, shall not be regarded as an investment for this purpose if it is purchased solely or mainly for use by the Scheme in pursuing its objects.

(3) The Fund shall appoint a public accountant who shall be paid out of the Fund. The accounts of the Fund shall be audited annually for the period ended 31 May. A copy of the audited accounts shall be transmitted to the Director-General: Labour.

(4) No profits or gains will be distributed to any person and the funds of the Scheme shall be utilised solely for investments or the objectives for which it was established.

9. DISSOLUTION OF THE FUND

The Fund shall be dissolved as provided for in section 12 of its constitution.

10. AGENTS

The Fund may appoint one or more persons as agents to assist in giving effect to the terms of the Scheme.

11. REFERENCE TO OTHER LEGISLATION

Any reference to a training scheme for the Building Industry in existing bargaining council legislation shall be deemed to be a reference to the Scheme registered in terms of this notice.

12. INDEMNITY

The members of the Fund shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or from any act in their *bona fide* administration of the Fund, or by negligence or fraud on the part of any person who may be employed, or by reason of any act or omission by members or by reason of any other matter or thing save individual willful or fraudulent wrongdoing on the part of such members who are sought to be made liable. Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising from an allegation involving bad faith in which judgement is given in his favour or in which he is acquitted.

13. EXEMPTION

Any application for exemption from any provision of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, shall be submitted to the Training Scheme for the Building Industry, P.O. Box 1619, Halfway House, 1685, which shall forward such application together with any recommendation by the BITS Executive Committee to the Director-General: Labour.

No. R. 1575**4 December 1998**

WAGE ACT, 1957

WAGE DETERMINATION 482: CONTRACT CLEANING TRADE INDUSTRY, SOUTH AFRICA**CORRECTION NOTICE**

The following corrections to Government Notice No. R. 1484 in *Government Gazette* No. R. 19481 dated 20 November 1998 is hereby published for general information:

Clause 1 (2):

Substitute the reference to clause "12(1)" with "11".

Clause 11 (a):

Insert the expressions "Inanda" and "Johannesburg" after the expression "Goodwood".

No. R. 1576**4 December 1998**

MANPOWER TRAINING ACT, 1981

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

The following correction to Government Notice No. R. 1442 of 13 November 1998 is published for general information:

Replace clause 3 (1) with the following clause:

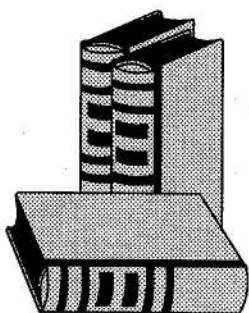
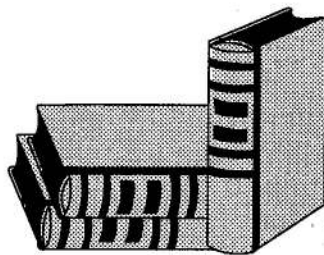
"3. (1) An employer, excluding Government, shall pay an apprentice weekly as specified below in accordance with the apprentice's completed phase of training which is inclusive of a technical education component and a PNPIETB controlled competence test:

Phase 1 and 2: R357,50 per week;

Phase 3: R400,00 per week;

Phase 4: R547,50 per week."

Where is the largest amount of meteorological information in the whole of South Africa available?



Waar is die meeste weerkundige inligting in die hele Suid-Afrika beskikbaar?

*Department of Environmental Affairs and Tourism
Departement van Omgewingsake en Toerisme*



LIVE IN HARMONY WITH NATURE

THE WEATHER BUREAU: DEPARTMENT OF
ENVIRONMENTAL AFFAIRS AND TOURISM



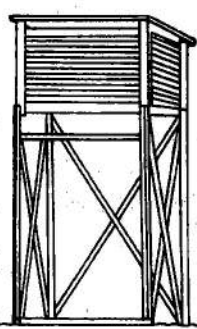
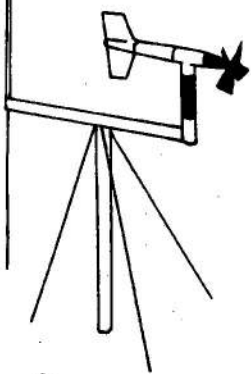
THE WEATHER BUREAU HELPS FARMERS TO PLAN THEIR CROP



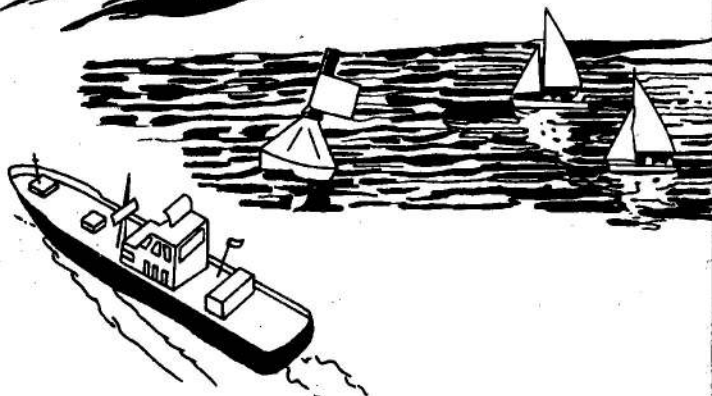
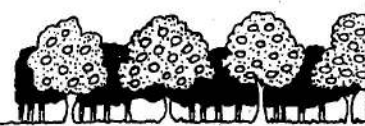
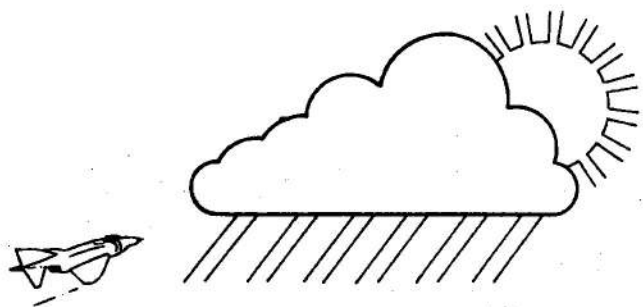
THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS & TOURISM
DIE WEERBURU: DEPARTEMENT VAN OMGEWINGSAAKE EN TOERISME



SA WEATHER BUREAU SA WEERBURO

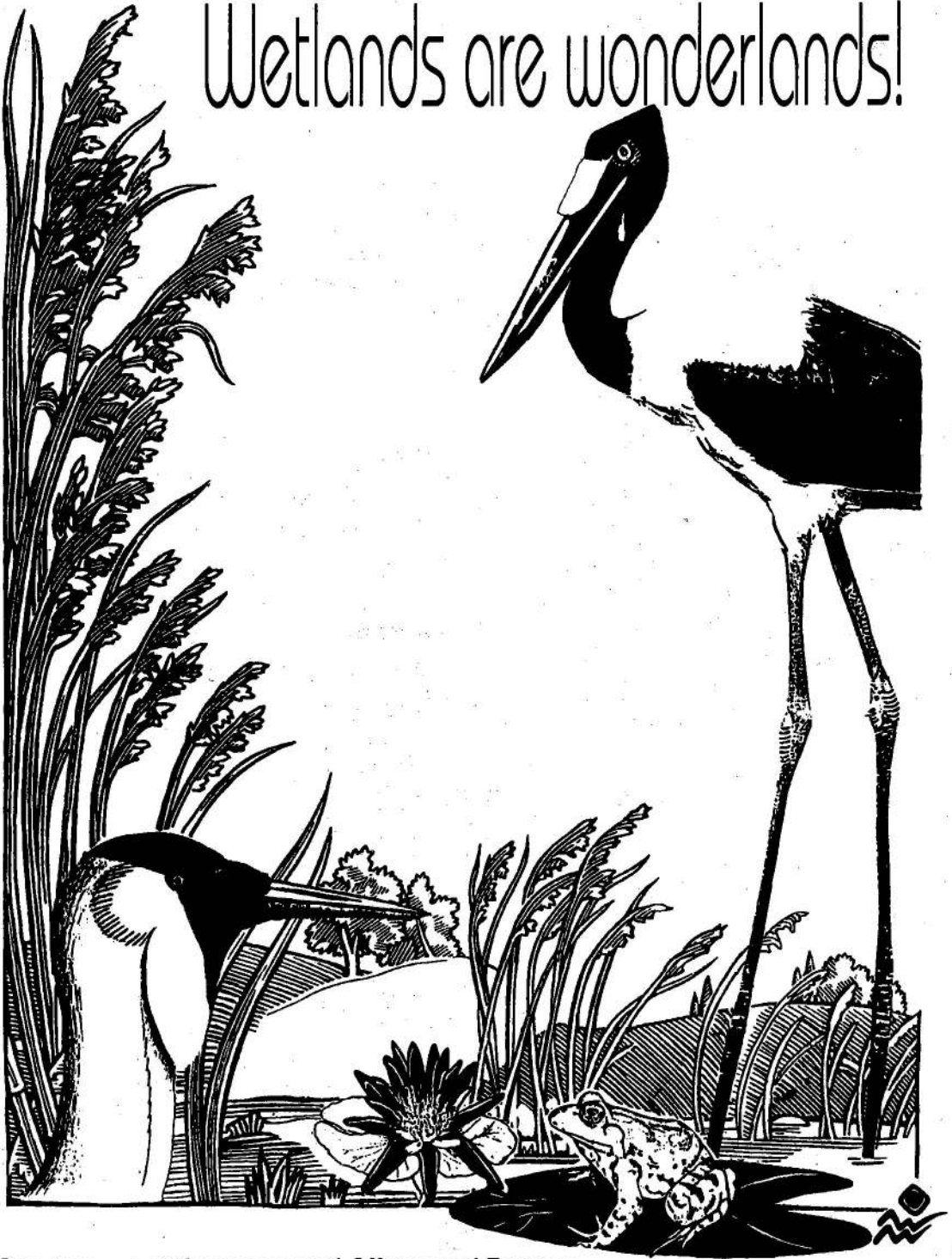


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DEPT. OF ENVIRONMENTAL AFFAIRS AND TOURISM · DEPT. VAN OMGEWINGSAKE EN TOERISME

Wetlands are wonderlands!



Department of Environmental Affairs and Tourism

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