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CONTENTS • INHOUD

No.		Page No.	Gazette No.
GOVERNMENT NOTICES			
Labour, Department of			
Government Notices			
87	Compensation for Occupational Injuries and Diseases Act (130/1993): Increase in monthly pensions	3	25954
88	do.: Increase of maximum amount of earnings on which the assessment of an employer shall be calculated	12	25954
89	do.: Amendment of Schedule 4	14	25954

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. 87

2 February 2004

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT No. 130 OF 1993), AS AMENDED

INCREASE IN MONTHLY PENSIONS

Under section 57(1) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby prescribe an increase in monthly pensions payable in terms of sections 39(1) (c) and (d) and 40(1)(a), (b), (c) and (d) of the Workmen's Compensation Act, 1941 (Act No. 30 of 1941), and in terms of sections 49(1)(a) and 54(1)(a), (b), (c) and (d) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), as follows:

- For accidents which have occurred before 1 April 1960 and occupational diseases which were diagnosed before 1 April 1960 by 94.1%;
- For accidents which have occurred from 1 April 1960 up to 31 March 1961 and occupational diseases which were diagnosed from 1 April 1960 up to 31 March 1961 by 92.2%;
- For accidents which have occurred from 1 April 1961 up to 31 March 1962 and occupational diseases which were diagnosed from 1 April 1961 up to 31 March 1962 by 90.3%;
- For accidents which have occurred from 1 April 1962 up to 31 March 1963 and occupational diseases which were diagnosed from 1 April 1962 up to 31 March 1963 by 88.5%;
- For accidents which have occurred from 1 April 1963 up to 31 March 1964 and occupational diseases which were diagnosed from 1 April 1963 up to 31 March 1964 by 86.7%;

- For accidents which have occurred from 1 April 1964 up to 31 March 1965 and occupational diseases which were diagnosed from 1 April 1964 up to 31 March 1965 by 81.5%;
- For accidents which have occurred from 1 April 1965 up to 31 March 1966 and occupational diseases which were diagnosed from 1 April 1965 up to 31 March 1966 by 78.3%;
- For accidents which have occurred from 1 April 1966 up to 31 March 1967 and occupational diseases which were diagnosed from 1 April 1966 up to 31 March 1967 by 73.7%;
- For accidents which have occurred from 1 April 1967 up to 31 March 1968 and occupational diseases which were diagnosed from 1 April 1967 up to 31 March 1968 by 70.8%;
- For accidents which have occurred from 1 April 1968 up to 31 March 1969 and occupational diseases which were diagnosed from 1 April 1968 up to 31 March 1969 by 68.1%;
- For accidents which have occurred from 1 April 1969 up to 31 March 1970 and occupational diseases which were diagnosed from 1 April 1969 up to 31 March 1970 by 62.7%;
- For accidents which have occurred from 1 April 1970 up to 31 March 1971 and occupational diseases which were diagnosed from 1 April 1970 up to 31 March 1971 by 97.2%;
- For accidents which have occurred from 1 April 1971 up to 31 March 1972 and occupational diseases which were diagnosed from 1 April 1971 up to 31 March 1972 by 87.4%;
- For accidents which have occurred from 1 April 1972 up to 31 March 1973 and occupational diseases which were diagnosed from 1 April 1972 up to 31 March 1973 by 76.4%;
- For accidents which have occurred from 1 April 1973 up to 31 March 1974 and occupational diseases which were diagnosed from 1 April 1973 up to 31 March 1974 by 65.9%;

- For accidents which have occurred from 1 April 1974 up to 31 March 1975 and occupational diseases which were diagnosed from 1 April 1974 up to 31 March 1975 by 50.1%;
- For accidents which have occurred from 1 April 1975 up to 31 March 1976 and occupational diseases which were diagnosed from 1 April 1975 up to 31 March 1976 by 39.5%;
- For accidents which have occurred from 1 April 1976 up to 31 March 1977 and occupational diseases which were diagnosed from 1 April 1976 up to 31 March 1977 by 28.9%;
- For accidents which have occurred from 1 April 1977 up to 31 March 1978 and occupational diseases which were diagnosed from 1 April 1977 up to 31 March 1978 by 20.0%;
- For accidents which have occurred from 1 April 1978 up to 31 March 1979 and occupational diseases which were diagnosed from 1 April 1978 up to 31 March 1979 by 11.0%;
- For accidents which have occurred from 1 April 1979 up to 31 March 1980 and occupational diseases which were diagnosed from 1 April 1979 up to 31 March 1980 by 1.0%;
- For accidents which have occurred from 1 April 1980 up to 31 March 1981 and occupational diseases which were diagnosed from 1 April 1980 up to 31 March 1981 by 0.0%;
- For accidents which have occurred from 1 April 1981 up to 31 March 1982 and occupational diseases which were diagnosed from 1 April 1981 up to 31 March 1982 by 23.5%;
- For accidents which have occurred from 1 April 1982 up to 31 March 1983 and occupational diseases which were diagnosed from 1 April 1982 up to 31 March 1983 by 11.6%;
- For accidents which have occurred from 1 April 1983 up to 31 March 1984 and occupational diseases which were diagnosed from 1 April 1983 up to 31 March 1984 by 4.4%;

- For accidents which have occurred from 1 April 1984 up to 31 March 1985 and occupational diseases which were diagnosed from 1 April 1984 up to 31 March 1985 by 7.9%, and
- All pensions payable in respect of accidents which occurred before 1 April 2003 as well as occupational diseases which were diagnosed before 1 April 2003 with effect from 1 April 2004 by 9%.



M M S MDLADLANA
MINISTER OF LABOUR

ISEBE LEZEMISEBENZI**UMTHETHO WEMBUYEKEZO YOKWENZAKALA KUNYE NOKUFUMANA****IZIFO KOMSEBENZI, KA 1993****(UMTHETHO WENOMBOLO U-130 KA-1993), NJENGOKO UHLAZIYIWE****ULWANDISO KWIIPENSHINI ZENYANGA NENYANGA**

Ngokwecandelo le-57(1) loMthetho weMbuyekezo yoKwenzakala kunye noKufumana iZifo ,ka-1993 (uMthetho weNombolo u-130 ka-1993) ,uMphathiswa wezeMisebenzi uzimisele ukwandisa iipenshini ezimelwe ukuhlawulwa ngokweCandelo lama-39(1)(c) kunye no(d) kunye nama-40 (1)(a) u-(b) kunye no-(d) woMthetho weMbuyekezo yaBasebenzi ka-1941(uMthetho weNombolo 30 ka- 1941),kunye nangokwamacandelo u-49(1)(a) kunye no-54(1)(a),u -(b) ,u-(c) kunye no -(d) woMthetho weMbuyekezo yoKwenzakala kunye noKufumana iZifo koMsebenzi ,ka1993 (uMthetho weNombolo u-130 ka-1993) , ngokwalemigqaliselo ilandelayo:

- Iingozi ezehle ngaphambi komhla wokuqala ku-Tshazimpuzi ka 1960 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe phambi komhla wokuqala ku-Tshazimpuzi ka 1960 nge 94.1 ekhulwini;
- Iingozi ezehle ngomhla wokuqala ku-Tshazimpuzi ka 1960 ukuya kumhla wamashumi amathathu ananye kweyoKwindla ka 1961 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela kumhla wokuqala ku-Tshazimpuzi ka 1960 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1961 nge 92.2 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1961 ukuya kumhla wamashumi amathathu ananye eKwindla kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela kumhla wokuqala kuTshazimpuzi ka 1961 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1962 ngo 90.3 ekhulwini;

- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1962 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1963 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1962 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1963 nge 88.5 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1963 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1964 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1963 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1964 nge 86.7 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1964 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1965 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1964 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1965 nge 81.5 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1965 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1966 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1965 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1966 nge 78.3 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1966 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1967 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1966 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1967 nge 73.7 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1967 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1968 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1967 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1968 nge 70.8 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1968 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1969 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1968 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1969 nge 68.1 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1969 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1970 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1969 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1970 nge 62.7 ekhulwini;

- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1970 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1971 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1970 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1971 nge 97.2 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1971 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1972 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1971 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1972 nge 87.4 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1972 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1973 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1972 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1973 nge 76.4 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1973 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1974 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1973 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1974 nge 65.9 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1974 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1975 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1974 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1975 nge 50.1 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1975 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1976 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1975 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1976 nge 39.5 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1976 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1977 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1976 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1977 nge 28.9 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1977 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1978 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1977 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1978 nge 20.0 ekhulwini;

- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1978 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1979 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1978 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1979 nge 11.0 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1979 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1980 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1979 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1980 nge 1.0 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1980 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1981 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1980 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1981 nge 0.0 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1981 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1982 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1981 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1982 nge 23.5 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1982 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1983 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1982 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1983 nge 11.6 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1983 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1984 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1983 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1984 nge 4.4 ekhulwini;
- Iingozi ezehle ngomhla wokuqala kuTshazimpuzi ka 1984 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1985 kwakunye nezifo ezinxulumene nomsebenzi ezixilongwe ukusukela ngomhla wokuqala kuTshazimpuzi ka 1984 ukuya kumhla wamashumi amathathu ananye eKwindla ka 1985 nge 7.9 ekhulwini, nazo

- Zonke iimali zepenshini malunga neengozi ezehla phambi komhla wokuqala kuTshazimpuzi ka 2003 kwakunye nezifo ezinxulumene nomsebenzi ezaxilongwa phambi komhla wokuqala kuTshazimpuzi ka 2003 ukususela ngomhla wokuqala kuTshazimpuzi ka 2004 ziyakwandiswa nge 9.0 ekhulwini.



M M S MDLADLANA
UMPHATHISWA WEZEMISEBENZI

No. 88

2 February 2004

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
(ACT No. 130 OF 1993), AS AMENDED**

**INCREASE OF MAXIMUM AMOUNT OF EARNINGS ON WHICH THE
ASSESSMENT OF AN EMPLOYER SHALL BE CALCULATED**

Under section 83(8) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby prescribe the amount of R 167 700 per annum as the maximum amount of earnings with effect from 1 April 2004.



**M M S MDLADLANA
MINISTER OF LABOUR**

ISEBE LEZEMISEBENZI

**UKWANDISWA KOBUNINZI BOBUKHULU BOMVUZO APHO IMALI EMISIWEYO
YOMQESHI IZA KUTHI IBALWE KHONA**

Phantsi kwecandelo le-83 (8) wezoMthetho weMbuyekezo yoKwenzakala kunye noKufumana iZifo koMsebenzi, ka-1993, (uMthetho weNombolo u-130 ka-1993), mna, Membathisi Mphumzi Shepherd Mdladlana, uMphathiswa weZemisebenzi ndimisela ngenxa yoko isimbuku se-R167 700 ngonyaka ngamnye njengesambuku esikhulu somvuzo ukususela kumhla wokuqala ku-Tshazimpuzi ka-2004.



M M S MDLADLANA
UMPHATHISWA WEZEMISEBENZI

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
(ACT No. 130 OF 1993), AS AMENDED

AMENDMENT OF SCHEDULE 4 OF ACT No. 130 OF 1993

Under section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby amend Schedule 4 to read as follows with effect from 1 April 2004.

SCHEDULE 4
MANNER OF CALCULATING COMPENSATION

(i) Item	(ii) Section	(iii) Nature and degree of disablement	(iv) Nature of benefits	(v) Manner of calculating benefits
1.	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings at the time of the accident subject to maximum compensation of R10 481,25 per month.
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident subject to the maximum and minimum compensation of R117 450,00 and R22 923,00.
3.	49(1)	Permanent disablement of less than 30%	Lump sum	An amount which bears to a lump sum calculated under item 2 the same proportion as the degree of permanent disablement to 30%.
4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident subject to maximum and minimum compensation of R10 481,25 and R1 146,15.

(i)	(ii)	(iii)	(iv)	(v)
5.	49(1)	Permanent disablement of less than 100% but more than 30%	Monthly pension	A monthly pension which bears to a pension calculated under item 4 the same proportion as the degree of permanent disablement to 100%.
6.	54(1)(a)	Fatal	Lump sum	Twice the employee's monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled.
7.	54(1)(b)	Fatal	Monthly pension	40% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled.
8.	54(1)(c)	Fatal	Monthly pension	20% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled, to each child.
9.	54(1)(e)	Fatal	Lump sum	Percentage dependence as portion of R28 680.00.
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R8 316,00 or the actual amount, whichever is the lesser.



M. S. MDLADLANA
MINISTER OF LABOUR

ISEBE LEZEMISEBENZI**UMTHETHO WEMBUYEKEZO YOKWENZAKALA KUNYE NOKUFUMANA****IZIFO KOMSEBENZI, KA-1993****(UMTHETHO WENOMBOLO -130 KA- 1993) NJENGOKO UHLAZIYIWE****UKUHLAZIYWA KOLUDWE LWEMKQUBO YESINE YOMTHETHO WE-130 KA-1993**

Umpathiswa wezeMisebenzi uzimisele ukuhlaziya uludwe lweNkqubo yesine yecandelo lama -55 loMthetho weMbuyekezo yoKwenzakala kunye noKufumana iZifo koMsebenzi ka-1993 (uMthetho weNombolo yama -130 ka-1993), ofundeka ngolu hlobo, ukususela ngomhla wokuqala kuTshazimpuzi ka-2004.

ULUDWE LWE NKQUBO YESINE**INDELA ETHI IBALWE NGAYO IMBUYEKEZO**

(i)	(ii)	(iii)	(iv)	(v)
Uluhlu	Icandelo	Uhlobo kunye nezinga lobulwelwe	Uhlobo lwenzuzo	Indlela yokubala inzuzo ezifunyanwayo
1.	47 (1) (a)	Iintlawulo ezihlala zivela utyana	Iintlawulo ezihlala zivela	Ama-75 % omvuzo woMsebenzi enyanga nenyanga ngexesha lokwenzeka kwengozi ngokuxhomekeke kubukhulu bembuyekezo ye-R10 481,25 ngenyanga.
2.	49 (1)	Ubulwelwe ngokusisigxina be-30%	Isixa mali	Umvuzo wenyanga nenyanga womsebenzi ngamaxesha ali-15 ngexesha lengozi ngokuxhomekeke kubukhulu kunye nobuncinane bembuyekezo ye-R117 450,00 kunye ne-R22 923,00.

3.	49(1)	Ubulwelwe ngokusisigxina obungaphantsi kwe-30%	Isixa mali	Isambuku esingqinelana nesixa mali esibalwe phantsi koluhlu lwesibini umlinganiselo ofanayo nezinga lobulwelwe ngokusisigxina kwi-30%.
4.	49(1)	Ubulwelwe ngokusisigxina obungama-100%	Iipenshini zenyanga nenyanga	Ama-75% womvuzo womsebenzi enyanga nenyanga ngexesha lengozi ngokuxhomekeke kubuninzi kunye nobuncinane bembuyekezo ye-R10 481,25 kunye ne-R1 146,15.
5.	49(1)	Ubulwelwe obusisigxina obungaphantsi kwama-100% kodwa bungaphezulu kwama-30%	Iipenshini zenyanga nenyanga	Iipenshini ezingqinelana nepenshini ezibalwe phantsi koluhlu lwesi-4 ngokomlinganiselo ofanayo nezinga lobulwelwe ngokusisigxina obungama-100%.
6.	54(1)(a)	ebulalayo	Isixa mali	Iipenshini zomsebenzi ngokuphindwe kabini kwinyanga nenyanga ebezimele ukuba zihlawulwe kumsebenzi phantsi koluhlu lwesi-4 xa ngaba ungumlwelwe osisigxina ngokupheleleyo.
7.	54(1)(b)	ebulalayo	Iipenshini yenyanga nenyanga	I-40% yeepenishini zenyanga nenyanga ebezimele ukuhlawulwa kumsebenzi phantsi koluhlu lwesi-4 xa ngaba ungumlwelwe osisigxina ngokupheleleyo.
8.	54(1)©	ebulalayo	Iipenshini yenyanga nenyanga	I-20% yeepenishini zenyanga nenyanga ebezimele ukuba zihlawulwe kumsebenzi phantsi koluhlu lwesi-4 xa ngaba yena ungumlwelwe osisigxina ngokupheleleyo, kumntwana ngamnye.

9.	54(10(e))	ebulalayo	Isixa mali	Ukuxhomekeka kwepesenti njengomlinganiselo we-R28 680,00.
10.	54(2)	ebulalayo	Iindleko zokungcwaba	Isambuku esifanelekileyo sendleko zokungcwaba ukuya kubukhulu obungange-R8 316,00 okanye isambuku esisiso, nasiphi na esinganeno.



M M S MDLADLANA
UMPHATHISWA WEZEMISEBENZI

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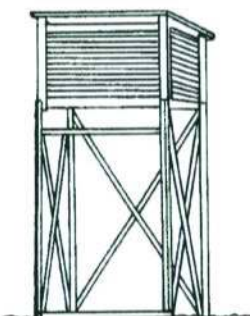
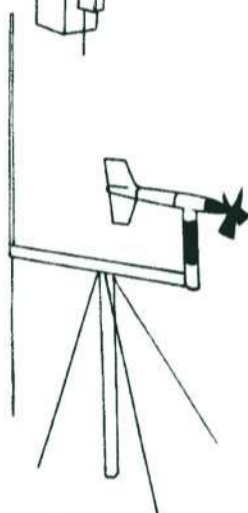
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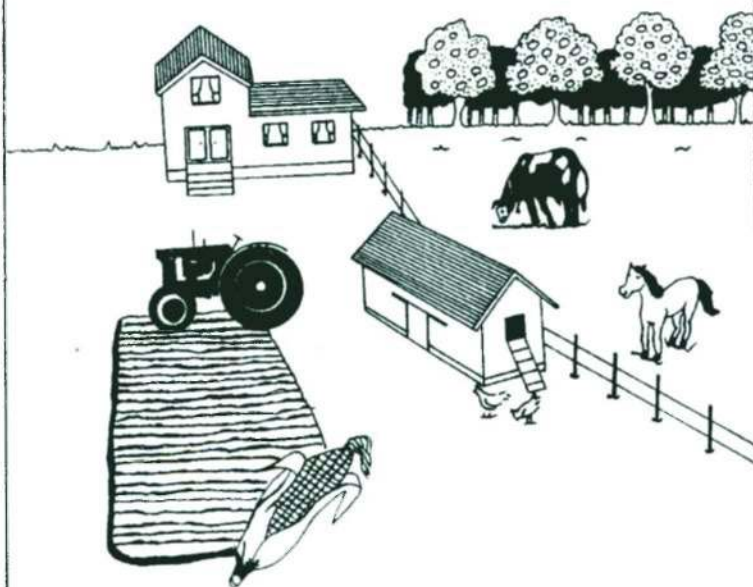


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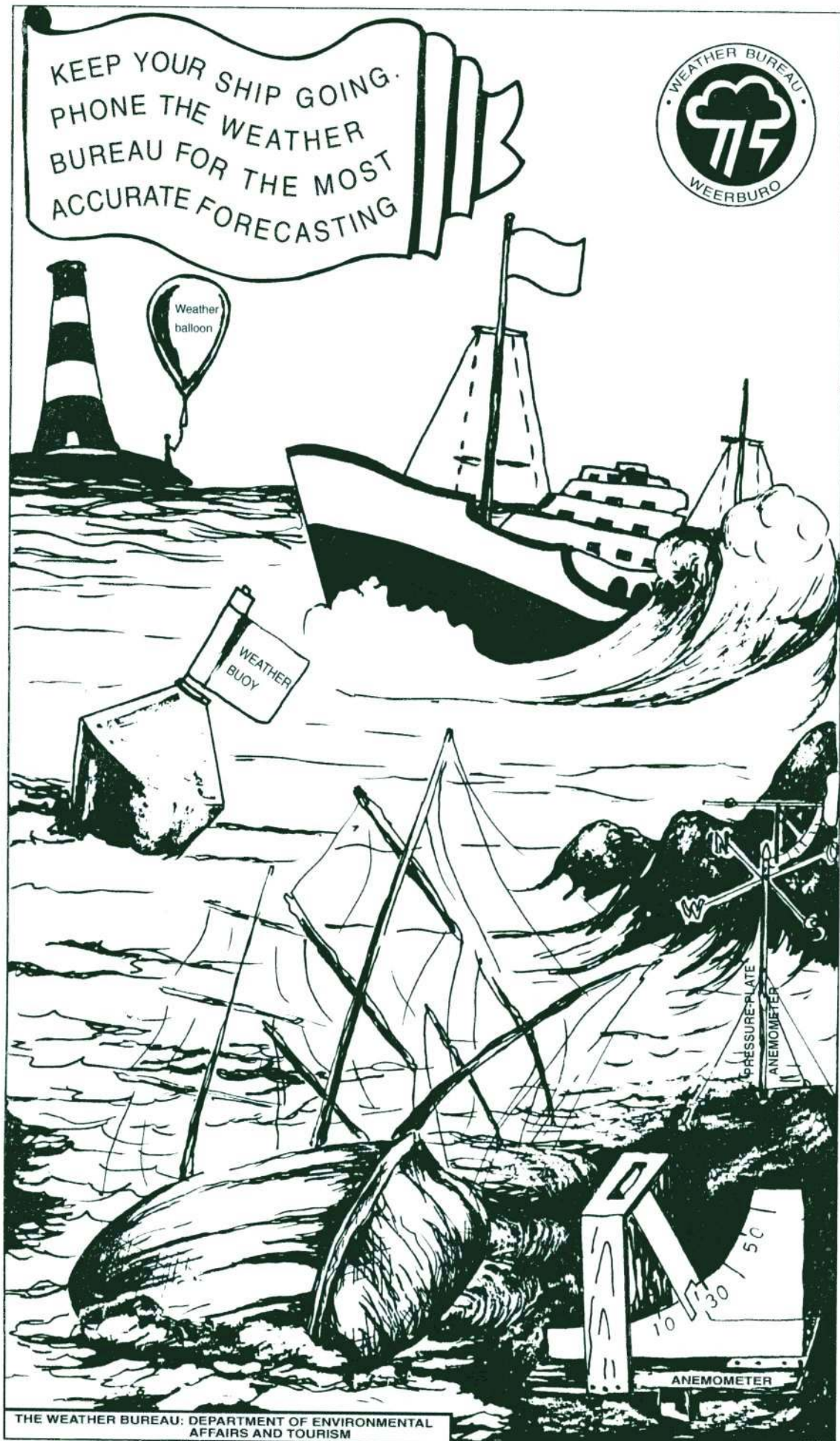
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