REPUBLIC OF SOUTH AFRICA

REPUBLIEK VAN SUID-AFRIKA

Government Gazette
Staatskoerant

Regulation Gazette **No. 5592** *Regulasiekoerant*

Vol. 365 PRETORIA, 3 NOVEMBER 1995 No. 16796

GOVERNMENT NOTICES

GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF FINANCE

No. R. 1680 **3 November 1995**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/740)

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

A. ERWIN,
Deputy Minister of Finance.

DEPARTEMENT VAN FINANSIES

No. R. 1680 **3 November 1995**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/740)

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

A. ERWIN,
Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
09.04			By the substitution for subheadings Nos. 0904.20.10 and 0904.20.20 of the following:			
	".30	2	— Fruits of the genus *Capsicum*	kg	25%"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
09.04			Deur subposte Nos. 0904.20.10 en 0904.20.20 deur die volgende te vervang:			
	".30	2	— Vrugte van die soort *Capsicum*	kg	25%"	

No. R. 1681 **3 November 1995**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/741)

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

A. ERWIN,
Deputy Minister of Finance.

No. R. 1681 **3 November 1995**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/741)

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

A. ERWIN,
Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
10.08			By the substitution for subheadings Nos. 1008.20 and 1008.30 of the following:			
●	"1008.20	7	Millet	kg	25%	
	1008.30	1	Canary seed	kg	25%"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
10.08			Deur subposte Nos. 1008.20 en 1008.30 deur die volgende te vervang:			
	"1008.20	7	Giers	kg	25%	
	1008.30	1	Kanariesaad	kg	25%"	

No. R. 1682 **3 November 1995**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/742)

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

A. ERWIN,
Deputy Minister of Finance.

No. R. 1682 **3 November 1995**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/742)

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

A. ERWIN,
Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
48.22			By the substitution for heading No. 48.22 of the following:			
"48.22			**Bobbins, spools, cops and similar supports of paper pulp, paper or paperboard (whether or not hardened):**			
	4822.10		Of a kind used for winding textile yarn:			
	.10	2	Of a kind used with textile machinery, cone-shaped	kg	10%	
	.90	0	Other	kg	free	
	4822.90	1	Other	kg	free"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
48.22			Deur pos No. 48.22 deur die volgende te vervang:			
"48.22			**Klosse, spoele, spitstolle en dergelike oprolstutte van papierpulp, paper of papierbord (hetsy geperforeer of verhard al dan nie):**			
	4822.10		Van 'n soort vir die oprol van tekstielgaring gebruik:			
	.10	2	Van 'n soort met tekstielmasjinerie gebruik, keëlvormig	kg	10%	
	.90	0	Ander	kg	vry	
	4822.90	1	Ander	kg	vry"	

No. R. 1688 **3 November 1995**

EXCHANGE CONTROL REGULATIONS

APPOINTMENT OF AUTHORISED DEALER IN FOREIGN EXCHANGE

Paragraph 3 (a) of Government Notice No. R. 1112 of 1 December 1961, as amended, is hereby further amended by the addition with immediate effect of **Barclays Bank of South Africa Limited** to the list of authorised dealers for the purpose of the Exchange Control Regulations published under Government Notice No. R. 1111 of 1 December 1961.

No. R. 1688 **3 November 1995**

DEVIESEBEHEERREGULASIES

AANSTELLING VAN GEMAGTIGDE HANDELAAR IN BUITELANDSE VALUTA

Paragraaf 3 (a) van Goewermentskennisgewing No. R. 1112 van 1 Desember 1961, soos gewysig, word verder gewysig deur die toevoeging met onmiddellike effek van **Barclays Bank van Suid-Afrika Beperk** tot die lys van gemagtigde handelaars vir die doeleindes van die Deviesebeheerregulasies gepubliseer in Goewermentskennisgewing No. R. 1111 van 1 Desember 1961.

No. R. 1690 **3 November 1995**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/743)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended, **with retrospective effect to 27 January 1995,** to the extent set out in the Schedule hereto.

A. ERWIN,
Deputy Minister of Finance.

No. R. 1690 **3 November 1995**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/743)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig, **met terugwerkende krag tot 27 Januarie 1995,** in die mate in die Bylae hiervan aangetoon.

A. ERWIN,
Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
85.09			By the substitution for subheading No. 8509.10.10 of the following:			
	".10	7	With one or more electric motors of a total output not exceeding 1 000 W and a value for duty purposes not exceeding R300	u	20%"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
85.09			Deur subpos No. 8509.10.10 deur die volgende te vervang:			
	".10	7	Met een of meer elektriese motore met 'n totale lewering van hoogstens 1 000 W en 'n waarde vir belastingdoeleindes van hoogstens R300	u	20%"	

DEPARTMENT OF AGRICULTURE

No. R. 1694 **3 November 1995**

LIQUOR PRODUCTS ACT, 1989
(ACT No. 60 OF 1989)

PROHIBITION OF THE USE OF CERTAIN NAMES OR DESCRIPTIONS FOR WINES AND BRANDIES: REPEAL: AMENDMENT*

I, André Isak van Niekerk, Minister of Agriculture, acting under section 27 of the Liquor Products Act, 1989 (Act No. 60 of 1989), hereby amend Government Notice No. R. 1319 of 1 September 1995 by the substitution for the expression "1992" in paragraph (a) of the expression "1962".

A. I. VAN NIEKERK,
Minister of Agriculture.

* **Amendment of Government Notice No. R. 1319 of 1 September 1995.**

DEPARTEMENT VAN LANDBOU

No. R. 1694 **3 November 1995**

WET OP DRANKPRODUKTE, 1989
(WET No. 60 VAN 1989)

VERBOD OP DIE GEBRUIK VAN SEKERE NAME OF BESKRYWINGS VIR WYN EN BRANDEWYN: HERROEPING: WYSIGING*

Ek, André Isak van Niekerk, Minister van Landbou, handelende kragtens artikel 27 van die Wet op Drankprodukte, 1989 (Wet No. 60 van 1989), wysig hierby Goewermentskennisgewing No. R. 1319 van 1 September 1995 deur die uitdrukking "1992" in paragraaf (a) deur die uitdrukking "1962" te vervang.

A. I. VAN NIEKERK,
Minister van Landbou.

* **Wysiging van Goewermentskennisgewing No. R. 1319 van 1 September 1995.**

No. R. 1695 **3 November 1995**

LIQUOR PRODUCTS ACT, 1989
(ACT No. 60 OF 1989)

REGULATIONS: AMENDMENT*

The Minister of Agriculture has under section 27 of the Liquor Products Act, 1989 (Act No. 60 of 1989), made the Regulations as set out in the Schedule.

* **Proposed amendment of regulations 19 and 20 regarding Rum and Blended Rum.**

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the regulations published in Government Notice No. R. 1433 of 29 June 1990, as amended by Government Notices Nos. R. 838 of 19 April 1991, R. 2841 of 29 November 1991, R. 2079 of 24 July 1992, R. 2593 of 11 September 1992, R. 2791 of 2 October 1992, R. 3152 of 20 November 1992, R. 1376 of 30 July 1993, R. 2350 of 10 December 1993, R. 356 of 25 February 1994, R. 636 of 8 April 1994, R. 1022 of 27 May 1994, R. 2242 of 23 December 1994 and R. 394 of 17 March 1995.

Substitution of regulations 19 and 20 of the Regulations

2. The following regulation is hereby substituted for regulations 19 and 20 of the Regulations:

"**Requirements for Rum** [7 (1) (b); 27 (1) (a)]

19. (1) Rum shall—

(a) be produced by the distillation of the fermented juice of sugar cane, cane sugar or molasses at less than 96 percent of alcohol by volume, irrespective of whether sugar cane leaves or fruit have been added thereto;

(b) have the distinctive sensory characteristics of rum; and

(c) have an alcohol content of at least 43 percent.

(2) The volatile constituents in rum shall be at least 75 gram per hectolitre absolute alcohol and shall consist of—

(a) the higher alcohols iso-amyl alcohol, iso-butanol, propanol and active amyl alcohol that should be determined gaschromatographically and be expressed collectively as iso-amyl alcohol; and

(b) at least 15 gram esters, calculated as ethyl acetate according to the saponification method, per hectolitre absolute alcohol.

(3) The volatile constituents other than water, of rum shall be derived solely from sugar cane.".

No. R. 1695 **3 November 1995**

WET OP DRANKPRODUKTE, 1989
(WET No. 60 VAN 1989)

REGULASIES: WYSIGING*

Die Minister van Landbou het kragtens artikel 27 van die Wet op Drankprodukte, 1989 (Wet No. 60 van 1989), die Regulasies in die Bylae uiteengesit, uitgevaardig.

* **Voorgestelde wysiging van regulasies 19 en 20 betreffende Rum en Vermengde Rum.**

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 1433 van 29 Junie 1990, soos gewysig by Goewermentskennisgewings Nos. R. 838 van 19 April 1991, R. 2841 van 29 November 1991, R. 2079 van 24 Julie 1992, R. 2593 van 11 September 1992, R. 2791 van 2 Oktober 1992, R. 3152 van 20 November 1992, R. 1376 van 30 Julie 1993, R. 2350 van 10 Desember 1993, R. 356 van 25 Februarie 1994, R. 636 van 8 April 1994, R. 1022 van 27 Mei 1994, R. 2242 van 23 Desember 1994 en R. 394 van 17 Maart 1995.

Vervanging van regulasies 19 en 20 van die Regulasies

2. Regulasies 19 en 20 van die Regulasies word hierby deur die volgende regulasie vervang:

"**Vereistes vir Rum** [7 (1) (b); 27 (1) (a)]

19. (1) Rum moet—

(a) geproduseer wees deur die distillering van die gegiste sap van suikerriet, rietsuiker of melasse teen minder as 96 persent alkohol volgens volume, ongeag of suikerrietblare of vrugte daarby gevoeg is;

(b) die onderskeidende sintuiglike kenmerke van ruim rum hê; en

(c) 'n alkoholinhoud van minstens 43 persent hê.

(2) Die vlugtige bestanddele in rum moet minstens 75 gram per hektoliter absolute alkohol wees en moet bestaan uit—

(a) hoër alkohole iso-amielalkohol, iso-butanol, propanol en aktiewe amielalkohol wat gaschromatografies bepaal moet word en wat kollektief uitgedruk word as Iso-Amielalkohol; en

(b) minstens 15 gram esters, bereken as etielasetaat ooreenkomstig die versepingreaksie-metode, per hektoliter absolute alkohol.

(3) Die ander vlugtige bestanddele as water, van rum moet uitsluitlik van suikerriet afkomstig wees.".

No. R. 1696 3 November 1995

LIQUOR PRODUCTS ACT, 1989
(ACT No. 60 OF 1989)

AUTHORISATION TO SELL SACRAMENTAL BEVERAGE: AMENDMENT*

I, André Isak van Niekerk, Minister of Agriculture, acting under section 10 (1) (a) of the Liquor Products Act, 1989 (Act No. 60 of 1989), on recommendation of the Wine and Spirit Board referred to in section 2 of the said Act, hereby publish the amendment set out in the Schedule, of the Authorization to sell Sacramental Beverage published by Government Notice No. R. 341 of 22 February 1991.

A. I. VAN NIEKERK,
Minister of Agriculture.

*** Amendment of sections 4, 5 and 10.**

SCHEDULE

Definition

1. In this Schedule "Sacramental Beverage" means the Authorisation to sell Sacramental Beverage, published by Government Notice No. R. 341 of 22 February 1991, as amended by Government Notice No. R. 1924 of 18 November 1994.

Amendment of section 4 of Sacramental Beverage

2. Section 4 of Sacramental Beverage is hereby amended by the deletion of paragraph (c).

Amendment of section 5 of Sacramental Beverage

3. Section 5 of Sacramental Beverage is hereby amended by the addition of the following paragraph:

"(k) cane spirit.".

Amendment of section 10 of Sacramental Beverage

4. The Afrikaans text of section 10 is hereby amended by the substitution for paragraph (b) of subsection (1) of the following paragraph:

"(b) ander drankprodukte soos omskryf in die Wet.".

No. R. 1697 3 November 1995

MARKETING ACT, 1968
(ACT No. 59 OF 1968)

OILSEEDS SCHEME: RECORDS AND RETURNS RELATING TO OILSEEDS

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

(a) the Oilseeds Board referred to in section 6 of the Oilseeds Scheme published by Proclamation No. R73 of 1982, as amended, has under section 28 of the said Scheme issued the directions set out in the Schedule; and

(b) the said directions have been approved by me and shall come into operation on the date of publication.

A. I. VAN NIEKERK,
Minister of Agriculture.

No. R. 1696 3 November 1995

WET OP DRANKPRODUKTE, 1989
(WET No. 60 VAN 1989)

MAGTIGING OM SAKRAMENTELE DRANK TE VERKOOP: WYSIGING*

Ek, André Isak van Niekerk, Minister van Landbou, handelende kragtens artikel 10 (1) (a) van die Wet op Drankprodukte, 1989 (Wet No. 60 van 1989), op aanbeveling van die Wyn- en Spiritusraad bedoel in artikel 2 van gemelde Wet, publiseer hierby die wysiging in die Bylae uiteengesit, van die Magtiging om Sakramentele Drank te verkoop, gepubliseer by Goewermentskennisgewing No. R. 341 van 22 Februarie 1991.

A. I. VAN NIEKERK,
Minister van Landbou.

*** Wysiging van artikels 4, 5 en 10.**

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "Sakramentele Drank" die Magtiging om Sakramentele Drank te verkoop gepubliseer by Goewermentskennisgewing No. R. 341 van 22 Februarie 1991, soos gewysig by Goewermentskennisgewing No. R. 1924 van 18 November 1994.

Wysiging van artikel 4 van Sakramentele Drank

2. Artikel 4 van Sakramentele Drank word hierby gewysig deur paragraaf (c) te skrap.

Wysiging van artikel 5 van Sakramentele Drank

3. Artikel 5 van Sakramentele Drank word hierby gewysig deur die volgende paragraaf by te voeg:

"(k) rietsuiker.".

Wysiging van artikel 10 van Sakramentele Drank

4. Artikel 10 van die Afrikaanse teks word hierby gewysig deur paragraaf (b) van subartikel (1) met die volgende paragraaf te vervang:

"(b) ander drankprodukte soos omskryf in die Wet.".

No. R. 1697 3 November 1995

BEMARKINGSWET, 1968
(WET No. 59 VAN 1968)

OLIESADESKEMA: AANTEKENINGE EN OPGAWES MET BETREKKING TOT OLIESADE

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

(a) die Oliesaderaad bedoel in artikel 6 van die Oliesadeskema gepubliseer by Proklamasie No. R. 73 van 1982, soos gewysig, kragtens artikel 28 van genoemde Skema die voorskrifte in die Bylae uiteengesit, uitgereik het; en

(b) genoemde voorskrifte deur my goedgekeur is en op datum van publikasie in werking tree.

A. I. VAN NIEKERK,
Minister van Landbou.

SCHEDULE

Definition

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

"oilseeds" means groundnuts, soya beans or sunflower seed;

"person dealing in the course of trade with oilseeds" means a person who is registered under section 32 of the Scheme as a person dealing in the course of trade with oilseeds;

"producer" means a person concerned in the production of oilseeds for the sale thereof and who is registered under section 32 of the Scheme as a producer of oilseeds; and

"the Scheme" means the Oilseeds Scheme published by Proclamation No. R. 73 of 1982, as amended.

Records and return by producers of oilseeds

2. (1) Each producer who produces oilseeds for the purpose of the sale thereof, shall keep complete records of his sales and utilisation of oilseeds.

(2) Each producer who produces oilseeds for the purpose of the sale thereof shall yearly before or on 15 March and again before or on 15 September, render to the Board a return in respect of his plantings, production, sales and utilisation of oilseeds.

Records and returns by persons dealing in the course of trade with oilseeds

3. (1) Each person dealing in the course of trade with oilseeds shall keep the following records:

(a) The date on which each quantity of oilseeds was received by him or was delivered by him;

(b) the name and address of the person from whom each such quantity of oilseeds was received or to whom such quantity was delivered;

(c) the nature of the transaction whereunder each such quantity of oilseeds was received or delivered;

(d) the mass and class of each such quantity of oilseeds.

(2) Each person dealing in the course of trade with oilseeds shall within 15 days after the end of each calendar month render to the Boards returns in respect of his dealings with and transactions in oilseeds during that month.

Manner in which records are to be kept

4. The record referred to in clauses 2 (1) and 3 (1), shall be kept in ink or on book, register or computer printout that is suitable for this purpose.

Preservation of records

5. A book, register or computer printout referred to in clause 4, shall be preserved by the person concerned of his usual place of business for a period of at least four years after the date of the last entry therein.

Manner in which returns have to be rendered

6. (1) The returns referred to in clauses 2 and 3 shall—

(a) be rendered on the applicable form which is obtainable on request from the Board for this purpose;

BYLAE

Woordomskrywing

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

"die Skema" die Oliesadeskema gebpuliseer by Proklamasie No. R. 73 van 1982, soos gewysig;

"oliesade" grondbone, sojabone of sonneblomsaad;

"persoon wat met oliesade as 'n besigheid handel" 'n persoon wat kragtens artikel 32 van die Skema geregistreer is as 'n persoon wat met oliesade as 'n besigheid handel; en

"produsent" iemand wat betrokke is by die produksie vn oliesade vir doeleindes van verkoop daarvan en wat kragtens artikel 32 van die Skema geregistreer is as 'n produsent van oliesade.

Aantekeninge en opgawes deur produsente van oliesade

2. (1) Elke produsent wat oliesade vir doeleindes van die verkoop daarvan produseer moet volledige aantekeninge hou van sy verkope en aanwending van oliesade.

(2) Elke produsent wat oliesade vir doeleindes van die verkoop daarvan produseer moet jaarliks voor of op 15 Maart en weer voor of op 15 September 'n opgawe ten opsigte van sy aanplantings, produksie, verkope en aanwending van oliesade aan die Raad verstrek.

Aantekeninge en opgawes deur persone wat met oliesade as 'n besigheid handel

3. (1) Elke persoon wat met oliesade as 'n besigheid handel moet die volgende aantekeninge hou:

(a) Die datum waarop elke hoeveelheid oliesade deur hom ontvang of deur hom gelewer is;

(b) die naam en adres van die persoon van wie elke sodanige hoeveelheid oliesade ontvang is of aan wie sodanige hoeveelheid gelewer is;

(c) die aard van die transaksie waaronder elke sodanige hoeveelheid oliesade ontvang of gelewer is;

(d) die massa en klas van elke sodanige hoeveelheid oliesade.

(2) Elke persoon wat met oliesade as 'n besigheid handel moet binne 15 dae na die einde van elke kalendermaand opgawes aan die Raad verstrek ten opsigte van sy handelinge en transaksies in oliesade gedurende daardie maand.

Wyse waarop aantekeninge gehou moet word

4. Die aantekeninge in klousules 2 (1) en 3 (1) bedoel, moet in ink of op 'n boek, register of rekenaardrukstuk wat vir die doel geskik is, gehou word.

Bewaring van aantekeninge

5. 'n Boek, register of rekenaardrukstuk in klousule 4 bedoel, moet vir minstens vier jaar na die datum van die laaste inskrywing daarin, deur die betrokke persoon by sy gewone besigheidsplek bewaar word.

Wyse waarop opgawes verstrek moet word

6. (1) Die opgawes in klousules 2 en 3 bedoel, moet—

(a) op die toepaslike vorm verstrek word wat vir dié doel op aanvraag by die Raad verkrygbaar is;

(b) be completed in ink;

(c) when forwarded by post, be addressed to the General Manager, Oilseeds Board, P.O. Box 211, Pretoria, 0001;

(d) when delivered by hand, be delivered to the office of the General Manager, Oilseeds Board, 526 Vermeulen Street, Arcadia, Pretoria; and

(e) be thus forwarded or delivered to reach the General Manager of the Board on or before the applicable return dates mentioned in those clauses.

(2) A return referred to in clause 2 (2) or 3 (2), shall be rendered even if no transaction in or dealing with oilseeds occurred during the period concerned.

DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM

No. R. 1703 3 November 1995

ENVIRONMENT CONSERVATION ACT, 1989
(ACT No. 73 OF 1989)

DECLARATION OF THE TERRITORY KNOWN AS THE PRINCE EDWARD ISLANDS TO BE A SPECIAL NATURE RESERVE

I, Dawid Jacobus de Villiers, Minister of Environmental Affairs and Tourism, do hereby in terms of section 18 of the Environment Conservation Act, 1989 (Act No. 73 of 1989), declare the territory known as the Prince Edward Islands, consisting of Marion Island, situated latitude 46°53′S, longitude 37°45′E, and the Prince Edward Island, situated latitude 46°36′S, longitude 37°57′E, above the low-water mark as defined in section 1 of the Sea Fishery Act, 1988 (Act No. 12 of 1988), to be Special Nature Reserves.

D. J. DE VILLIERS,

Minister of Environmental Affairs and Tourism.

DEPARTMENT OF LABOUR

No. R. 1692 3 November 1995

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES

RESTAURANT, CATERING AND ALLIED TRADES: MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notices Nos. R. 1944 and R. 1945 of 15 October 1993 and R. 1466 of 26 August 1994, with effect from the second Monday after the date of publication of this notice.

T. T. MBOWENI,

Minister of Labour.

(b) in ink ingevul word;

(c) wanneer per pos gestuur, geadresseer wees aan die Hoofbestuurder, Oliesaderaad, Posbus 211, Pretoria, 0001;

(d) wanneer per hand afgelewer, afgelewer word by die kantoor van die Hoofbestuurder, Oliesadegebou, Vermeulenstraat 526, Arcadia, Pretoria; en

(e) aldus gestuur of afgelewer word om die Hoofbestuurder van die Raad te bereik voor of op die toepaslike keerdatums in daardie klousules vermeld.

(2) 'n Opgawe in klousule 2 (2) of 3 (2) bedoel, moet verstrek word selfs al het geen transaksie of handelinge met oliesade gedurende die betrokke tydperk plaasgevind nie.

DEPARTEMENT VAN OMGEWINGSAKE EN TOERISME

No. R. 1703 3 November 1995

WET OP OMGEWINGSBEWARING, 1989
(WET No. 73 VAN 1989)

VERKLARING VAN DIE GEBIED BEKEND AS DIE PRINCE EDWARD-EILANDE TOT 'N SPESIALE NATUURRESERVAAT

Ek, Dawid Jacobus de Villiers, Minister van Omgewingsake en Toerisme, verklaar hierby ingevolge artikel 18 van die Wet op Omgewingsbewaring, 1989 (Wet No. 73 van 1989), die gebied bekend as die Prince Edward-eilande, wat bestaan uit Marion-eiland, geleë op breedtegraad 46°53′S, lengtegraad 37°45′O, en Prince Edward-eiland, geleë op breedtegraad 46°36′S, lengtegraad 37°57′O, vanaf die laagwatermerk soos omskryf in artikel 1 van die Wet op Seevissery, 1988 (Wet No. 12 van 1988), tot Spesiale Natuurreservate.

D. J. DE VILLIERS,

Minister van Omgewingsake en Toerisme.

DEPARTEMENT VAN ARBEID

No. R. 1692 3 November 1995

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTS-KENNISGEWINGS

RESTAURANT-, SPYSENIERS- EN VERWANTE BEDRYWE: HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewings Nos. R. 1944 en R. 1945 van 15 Oktober 1993 en R. 1466 van 26 Augustus 1994 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

T. T. MBOWENI,

Minister van Arbeid.

No. R. 1693 **3 November 1995**

LABOUR RELATIONS ACT, 1956

RESTAURANT, CATERING AND ALLIED TRADES: 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 28 February 1999, upon the employers' organisation and the unions which entered into the said Agreement and upon the employers and employees who are members of the said oganisation or unions; and

(b) in terms of section 48 (1) (b) of the Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1, 2 (1) (a), 3 and 19, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1999, upon al 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 RESTAURANT, CATERING AND ALLIED TRADES

AGREEMENT

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

Catering, Restaurant and Tearoom Association

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

Catering Employees' Union

and

The Restaurant and Catering Trade Union

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

being the parties to the Industrial Council for the Restaurant, Catering and Allied Trades,

to amend the Agreement published under Government Notice No. R. 412 of 1 March 1991, as amended by Government Notices Nos. R. 3295 and R. 3296 of 11 December 1992, R. 1945 of 15 October 1993 and R. 1466 of 26 August 1994.

1. INDEX TO AGREEMENT

Insert the following after clause 13:

"Clause 13A: Maternity leave"

No. R. 1693 **3 November 1995**

WET OP ARBEIDSVERHOUDINGE, 1956

RESTAURANT-, SPYSENIERS- EN VERWANTE BEDRYWE: HERBEKRAGTIGING 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 28 Februarie 1999 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2 (1) (a), 3 en 19, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1999 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 RESTAURANT-, SPYSENIERS- EN VERWANTE BEDRYWE

OOEENKOMS

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

Catering, Restaurant and Tearoom Association

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

Catering Employees' Union

en

The Restaurant and Catering Trade Union

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

wat die partye is by die Nywerheidsraad vir die Restaurant-, Spyseniers- en Verwante Bedrywe,

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 412 van 1 Maart 1991, soos gewysig by Goewermentskennisgewings Nos. R. 3295 en R. 3296 van 11 Desember 1992, R. 1945 van 15 Oktober 1993 en R. 1466 van 26 Augustus 1994.

1. INHOUDSOPGAWE VAN OOREENKOMS

Voeg die volgende na klousule 13 in:

"Klousule 13A: Kraamverlof"

2. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Tearoom, Restaurant and Catering Trade—

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

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs and Westonaria.

SPECIAL PROVISIONS

The provisions of clauses 20 and 21 of the agreement published under Government Notice No. R. 412 of 1 March 1991, as amended and extended by Government Notices Nos. R. 3295 and R. 3296 of 11 December 1992, R. 1944 and R. 1945 of 15 October 1993 and R. 1466 of 26 August 1994 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.

3. CLAUSE 3: DEFINITIONS

(1) Insert the following definition after "assistant manager":

" **'baker'** means an employee who prepares, makes and bakes wheaten products;".

(2) Substitute the following for the definition of "catering assistant":

" **'catering assistant'** means an employee who—

(a) prepares any one or more of the following: Plain or toasted sandwiches, fresh fruit, fruit salads, salads from fresh or prepared vegetables, hamburgers, hot dogs, waffles, pancakes, pizzas (except when pizzas are a speciality), curry and rice, common pan foods, grills, popcorn, fish and chips, vetkoek and grilled chicken and/or assists with the preparation of the menu of the establishment;

(b) transmits orders and places such items of food mentioned in paragraph (a), and cold prepared foods and prepared salad dressings, stews, boiled meats and/or vegetables, either on plates or in containers ready for conveyance to the customer;

(c) operates an ice-cream dispenser and/or soda fountain and/or semi-automatic machine;

(d) receives verbal or written orders from a waiter/wine steward for the supply/handling over to him/her of bottles and alcoholic or non-alcoholic drinks;".

(3) Insert the following definition after "clerk/cashier":

" **'contract waiter'** means an employee who performs the duties of a waiter in a restaurant and who agrees in writing with the employer to work odd shifts according to a previously drawn up timetable, but who may not be employed in a supervisory capacity;".

(4) Substitute the following for the definition of "cook":

" **'cook'** means an employee who is engaged in preparing, cooking and the presentation of food in an establishment and who may be responsible for kitchen organisation and control of stock, and includes a baker;".

(5) Delete the definition of "cook-head".

2. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Restaurant-, Spyseniers- en Verwante Bedrywe nagekom word—

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

(b) in die Landdrosdistrikte van Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs en Westonaria.

SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 20 en 21 van die ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 412 van 1 Maart 1991, soos gewysig en verleng deur Goewermentskennisgewings Nos. R. 3295 en R. 3296 van 11 Desember 1992, R. 1944 en R. 1945 van 15 Oktober 1993 en R. 1466 van 26 Augustus 1994 (hierna die "vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.

3. KLOUSULE 3: OMSKRYWING

(1) Voeg die volgende omskrywing na "assistent-bestuurder" in:

" **'bakker'** 'n werknemer wat graanprodukte berei, voorberei en bak;".

(2) Vervang die omskrywing van "spyseniersassistent" deur die volgende:

" **'spyseniersassistent'** 'n werknemer wat—

(a) enig een of meer van die volgende berei of gaarmaak: Gewone of geroosterde toebroodjies, vars vrugte, vrugteslaaie, slaaie van vars of bereide groente, hamburgers, worsbroodjies, wafels, pannekoek, pizzas (behalwe waar pizzas 'n spesialiteit is), kerrie en rys, gewone pankosse, roostergeregte, springmielies, vis en aartappelskyfies, vetkoek en geroosterde hoender, en/of met die voorbereiding van die bedryfsinrigting en spyskaart behulpsaam is;

(b) bestellings oordra en die kossoorte in paragraaf (a) genoem, die koue bereide kosse en bereide slaaisouse, gestoofde geregte, gekookte vleis en/of groente of op borde óf in houers plaas, gereed om na die klant geneem te word;

(c) 'n roomysafmeter en/of sodapomp en/of halfoutomatiese masjien bedien;

(d) mondelinge of geskrewe bestellings van 'n kelner/wynkelner ontvang vir die verskaffing/oorhandiging aan hom/haar van bottels en alkoholiese of nie-alkoholiese drank".

(3) Voeg die volgende omskrywing na "klerk/kassier" in:

" **'kontrakkelner'** 'n werknemer wat die werksaamhede van 'n kelner in 'n restourant verrig en wat skriftelik met die werkgewer ooreenkom om onewe skofte volgens 'n voorafopgestelde tydtafel te werk maar wat nie in 'n toesighoudende hoedanigheid aangestel mag word nie;".

(4) Vervang die omskrywing van "kok" deur die volgende:

" **'kok'** 'n werknemer wat kos berei en kook en die kos in 'n bedryfsinrigting aanbied en wat vir kombuisorganisasie en voorraad verantwoordelik is, en sluit dit 'n bakker in;".

(5) Skrap die omskrywing van "kok-hoof".

(6) Substitute the following for the definition of "general assistant":

" **'general assistant'** means an employee engaged in any one or more of the following duties:

(a) Preparing meals for the exclusive consumption of the employees of the establishment;

(b) packing wrapping edibles for sale or delivery;

(c) assisting with the checking of stores under supervision;

(d) checking crockery, glassware, napery and other pantry requirements; checking dining equipment, filling, butter and jam dishes or cruets and setting tables;

(e) cleaning premises, work place or any article:

(f) cleaning, plucking or cutting raw poultry, raw fish or raw meat as part of the cleaning process; cleaning or peeling of fruit and vegetables; cutting fruit and vegetables other than for salads; cutting bread;

(g) carrying, stacking or moving goods;

(h) making or maintaining fires; removing ashes and refuse;

(i) vending, collecting and/or delivering orders off the premises and accepting payment therefor;

(j) making tea, coffee, cocoa or similar beverages;

(k) loading and unloading;

(l) repetitive mass-measuring to a set mass-meter;

(m) opening or closing packets;

(n) heat closing of polythene or similar prefiled containers;

(o) gardening;

(p) sharpening knives;

(q) decanting into other containers, except for table use;

(r) guarding premises or other movable or immovable property by day, but excluding a watchman;".

(7) Delete the definition of "grades of employees".

(8) Substitute the following for the definition of "head cook":

" **'head cook'** means an employee who does the work of a cook and is in charge of a kitchen where three or more cooks are employed;".

(9) Insert the following definition after "heavy motor vehicle":

" **'kitchen supervisor'** means an employee who is charged by his employer with the overall supervision over, responsibility for and direction of the activities carried on in or in connection with the kitchen of an establishment and the employees engaged therein, excluding the head cook and chef, and who may perform the duties of a cook;".

(10) Substitute the following for the definition of "manager":

" **'manager'** means an employee who is charged by his employer with the overall supervision over, responsibility for and direction of the activities carried on in or in connection with that section of the establishment which has been placed under his authority, and who is directly responsible to the employer, and further includes the provision of attendance registers to all employees and the daily completion thereof as well as of the wage register when so instructed by his employer;".

(6) Vervang die omskrywing van "algemene assistent" deur die volgende:

" **'algemene assistent'** 'n werknemer wat enigeen of meer van die volgende werksaamhede verrig:

(a) Maaltye vir die uitsluitlike verbruik deur die werknemers van die bedryfsinrigting berei;

(b) eetware vir verkoop of aflewering verpak/toedraai;

(c) help met die nagaan van voorraad onder toesig;

(d) breekgoed, glasware, tafellinne en ander voorraadkamerbenodigdhede nagaan; eetkamertoerusting nagaan, botterhouers, konfytpotjies of sout-en-peperstelle vul en tafels dek;

(e) persele, werkplekke of enige artikel skoonmaak;

(f) rou pluimvee, rou vis of rou vleis as deel van die skoonmaakproses skoonmaak, pluk of sny; vrugte en groente skoonmaak of skil; vrugte of groente sny, uitgesonderd vir slaaie; brood sny;

(g) goedere dra, opstapel of verskuif;

(h) vuur maak of aan die gang hou; as en vullis verwyder;

(i) bestellings weg van die perseel af vent, neem en/of aflewer en betaling daarvoor ontvang;

(j) koffie, tee, kakao en soortgelyke dranke maak;

(k) laai en aflaai;

(l) herhalend massa volgens 'n gestelde massameter bepaal;

(m) pakkies oop- of toemaak;

(n) politeen- of dergelike voorafgevulde houers met hitte toemaak;

(o) tuinmaak;

(p) messe slyp;

(q) in ander houers oorgiet, behalwe vir tafelgebruik;

(r) persele of ander los of vaste eiendom bedags bewaak, maar uitgesonderd 'n wag;",

(7) Skrap die omskrywng van "grade van werknemers".

(8) Vervang die omskrywing van "hoofkok" deur die volgende:

" **'hoofkok'** 'n werknemer wat die werk van 'n kok doen en in beheer is van 'n kombuis waar drie of meer kokke werksaam is;".

(9) Voeg die volgende omskrywing in na "swaar motorvoertuig":

" **'kombuisopsigter'** 'n werknemer wat deur sy werkgewer belas is met die algemene toesig oor, verantwoordelikheid vir en reëling van die werksaamhede in of in verband met die kombuis van 'n bedryfsinrigting en die werknemers betrokke daarin, uitgesonderd die hoofkok en sjef, en wat die werksaamhede van 'n kok mag verrig;". [sien (3)]

(10) Vervang die omskrywing van "bestuurder" deur die volgende:

" **'bestuurder'** 'n werknemer wat deur sy werkgewer belas is met die algehele toesig oor, verantwoordelikheid vir en leiding van die werksaamhede in of in verband met daardie seksie van die bedryfsinrigting wat onder sy gesag geplaas is, en wat regstreeks aan die werkgewer verantwoordelik is, en omvat dit verder die voorsiening van bywoningsregisters aan alle werknemers en die daaglikse afhandeling daarvan sowel as van die salarisregister indien so deur die werkgewer beveel;".

(11) Insert the following definition after "motor vehicle":

" **'new employer'** means the owner of a business newly established in the trade during the first 12 months of its existence in the trade, who at no time employs more than five employees in the aggregate: Provided that if the existing business undergoes a change of name or ownership (including a change of directors, members or partners) while largely retaining the same employees and/or clients, it shall not be regarded as a new employer;".

(12) Substitute the following for the definition of "part-time employee":

" **'part-time employee'** means an employee (other than a part-time driver or contract waiter) employed permanently by the establishment for not more than 24 ordinary hours of work in any week;".

(13) Substitute the following for the definition of "paid holiday":

" **'public holiday'** means New Year's Day, 1 January; Human Rights Day, 21 March; Good Friday, Friday before Easter Sunday; Family Day, Monday after Easter Sunday; Freedom Day, 27 April; Workers' Day, 1 May; Youth Day, 16 June; National Women's Day, 9 August; Heritage Day, 24 September; Day of Reconciliation, 16 December; Christmas Day, 25 December; Day of Goodwill, 26 December, or as amended from time to time by the Public Holidays Act, 1994 (Act No. 36 of 1994);".

(14) Substitute the following for the definition of "security guard":

" **'security guard'** means an employee who is engaged in any one of the following duties:

(a) Authorised searching of goods, vehicles and persons;

(b) supervising or controlling one or more watchmen; or

(c) controlling or reporting on the movement of persons or vehicles through check-points or gates,

and who may be required to perform any or all of the duties prescribed for a watchman;".

(15) Substitute the following for the definition of "Tearoom, Restaurant and Catering Trade":

" **'Restaurant, Catering and Allied Trades'** means the trades in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafés, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and

(11) Voeg die volgende omskrywng na "motorvoertuig" in:

" **'nuwe werkgewer'** die eienaar van 'n besigheid nuut gevestig in die bedryf gedurende die eerste 12 maande van sy bestaan in die bedryf, wat op geen tydstip gemiddeld meer as vyf werknemers in diens het nie: Met dien verstande dat indien die bestaande besigheid 'n verandering van naam of eienaarskap (met inbegrip van verandering van direkteure, lede of vennote) ondergaan, met behoud van grotendeels dieselfde werknemers en/of klante, dit nie as 'n nuwe werkgewer beskou word nie;".

(12) Vervang die omskrywing van "deeltydse werknemer" deur die volgende:

" **'deeltydse werknemer'** 'n werknemer (uitgesonderd 'n deeltydse drywer of kontrakkelner) wat permanent by die bedryfsinrigting in diens is, vir nie meer as 24 gewone werkure per week nie;".

(13) Vervang die omskrywing van "betaalde vakansiedag" deur die volgende:

" **'openbare vakansiedag'** Nuwejaarsdag, 1 Januarie; Menseregtedag, 21 Maart; Goeie Vrydag, Vrydag voor Paassondag; Gesinsdag, Maandag na Paassondag; Vryheidsdag, 27 April; Werkersdag, 1 Mei; Jeugdag, 16 Junie; Nasionale Vrouedag, 9 Augustus; Erfenisdag, 24 September; Versoeningsdag, 16 Desember; Kersdag, 25 Desember; Welwillendsheidsdag, 26 Desember; of soos van tyd tot tyd gewysig deur die Wet op Openbare Vakansiedae, 1994 (Wet No. 36 van 1994);".

(14) Vervang die omskrywing van "veiligheidswag" deur die volgende:

" **'Veiligheidswag'** 'n werknemer wat enigeen van die volgende werksaamhede verrig:

(a) Gemagtigde deursoek van goedere, voertuie en persone;

(b) toesighouding of beheer oor een of meer wagte; of

(c) beheer van of verslagdoening oor die beweging van persone of voertuie deur kontrolepunte of hekke,

en van wie vereis kan word om al of enigeen van die pligte van 'n wag te verrig;".

(15) Vervang die omskrywing "Teekamer-, Restourant-en Spyseniersbedryf" deur die volgende:

" **'Restourant-, Spyseniers- en Verwante Bedrywe'** die bedrywe waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik vir die doel van die voorbereiding, bediening en verskaffing van maaltye of verversings (hetsy vloeibaar of andersins) of sowel sodanige maaltye as sodanige verversings in of vanuit enige bedryfsinrigting of deel daarvan, hetsy permanent, tydelik, binnenshuis of in die opelug, en omvat dit sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restourante, vis-en-skyfie-winkels, kafees, teekamers, padkafees en wegneemeteplekke, behalwe waar die voorbereiding en/of voorsiening van reeds voorbereide reg-om-te-eet kos en/of verversings plaasvind op of vanaf die perseel van 'n bedryfsinrigting wat huisvesting verskaf;

(b) waar maaltye of nie-alkoholiese drank vir verbruik op die perseel bedien word, of vir verbruik elders voorsien word;

(c) waar spuit- of mineraalwater in glase of ander houers voorsien word vir verbruik op of weg van die perseel; en

(d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any entertainment and/or function, but does not include the sale and/or provision of edibles and/or liquid refreshments to persons attending cinema performances or theatre productions on the premises of and by the establishment providing such performances or productions,

and also includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers , boarding-housekeepers or lodging-housekeepers and further includes all operations incidental to or consequent on any of the aforesaid activities.".

(16) Substitute the following for the definition of "water/wine steward":

" **'waiter/wine steward'** means an employee, other than a contract waiter, bartender, clerk/cashier or counter assistant, who performs any one or more of the following duties:

(a) Serving meals and/or refreshments (whether alcoholic or non-alcoholic) to customers at tables or counters;

(b) receiving payment for any order taken or executed and being responsible for payment;

(c) setting and/or cleaning tables;

(d) checking and/or controlling dining room and/or pantry equipment;

(e) filling butter and/or jam dishes and/or cruets, and who may make salads;".

(17) Substitute the following for the definition of "week":

" **'week'**, in relation to an employee, means the period of seven days within which the working week of that employee falls.".

4. CLAUSE 4: WAGES

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

"(1) Subject to the provisions of subclause (3) and clause 5 (9), the minimum wage which shall be paid in respect of the ordinary hours of work prescribed in clause 8 by an employer to each member of the undermentioned classes of employees shall be as set out hereunder, and no employer shall pay, and no employee shall accept wages lower than the following for the undermentioned groups: Provided that the wages so prescribed may be reduced by not more than ten per cent by a new employer as defined in clause 3.".

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

"Employees, other than contract waiters, part-time employees and special function casual employees:

(d) waarin of waarvandaan werksaamhede hierin bedoel, in verband met of ten opsigte van enige vermaaklikheid en funksie verrig word, maar omvat dit nie die verkoop en/of voorsiening nie van eetbare en/of drinkbare verversings aan persone wat bioskoopvertonings of teaterproduksies bywoon op die perseel van en deur die bedryfsinrigting wat sodanige vertonings of produksies aanbied,

en omvat dit ook die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige perseel kragtens 'n dranklisensie gehou of geag gehou te wees deur sodanige werkgewers of uitgereik ingevolge die Drankwet 1989, maar omvat nie hotelhouers nie, en omvat voorts alle bedrywighede wat gepaard gaan of verband hou met enige van bogenoemde werksaamhede.".

(16) Vervang die omskrywing van "kelner/wynkelner" deur die volgende:

" **'kelner/wynkelner'** 'n werknemer, uitgesonderd 'n kontrakkelner, kroegbediener, klerk/kassier of toonbankassistent wat een of meer van die volgende werksaamhede verrig:

(a) Maaltye en/of verversings (hetsy alkoholies of nie-alkoholies) by tafels of toonbanke aan klante bedien;

(b) betaling ontvang vir enige bestelling geneem of uitgevoer, en wat verantwoordelik is vir die betaling;

(c) tafels dek en/of skoonmaak;

(d) nagaan van en/of beheer uitoefen oor eetkamer- en/of spenstoerusting;

(d) botter en/of konfythouers en/of peper-en-soutstelle vul en wat slaaie kan maak;".

(17) Vervang die omskrywing van "week" deur die volgende:

" **'week'**, met betrekking tot 'n werknemer, die tydperk van sewe dae waarin die werkweek van daardie werknemer val.".

4. KLOUSULE 4: LONE

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

"(1) Behoudens subklousule (3) en klousule 5 (9), is die minimum loon wat deur 'n werkgewer aan elke lid van ondergemelde klasse werknemers betaal moet word vir die gewone werkure wat in klousule 8 voorgeskryf word, dié hieronder uiteengesit, en geen werkgewer mag 'n loon betaal en geen werknemer mag 'n loon aanvaar nie wat laer is as die volgende vir die ondergenoemde groepe: Met dien verstande dat die lone aldus voorgeskryf met nie meer as tien persent deur 'n nuwe werkgewer soos omskryf in klousule 3 verminder mag word nie.".

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

"Werknemers, uitgesonderd kontrakkelners, deeltydse werknemers en los werknemers by spesiale funksies:

With effect from 1 March 1995 and for the period ending 29 February 1996:

Met ingang van 1 Maart 1995 en vir die tydperk eindigende 29 Februarie 1996:

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Chef	1 815,00	50,00	1 765,00	418,85	11,54	407,31
Manager	1 815,00	50,00	1 765,00	418,85	11,54	407,31
Assistant manager	1 265,00	50,00	1 215,00	291,92	11,54	280,38
Bartender	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Clerk/Cashier	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Extra-heavy motor driver	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Security guard	1 056,00	50,00	1 006,00	243,69	11,54	232,15

* Where such a deduction is agreed to in terms of clause 15(1).

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Supervisor	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Assistant bartender	913,00	50,00	863,00	210,69	11,54	199,15
Assistant clerk/cashier	913,00	50,00	863,00	210,69	11,54	199,15
Heavy motor vehicle driver	913,00	50,00	863,00	210,69	11,54	199,15
Head cook	880,00	50,00	830,00	203,08	11,54	191,54
Receptionist/headwaiter/head wine steward	880,00	50,00	830,00	203,08	11,54	191,54
Management trainee	880,00	50,00	830,00	203,08	11,54	191,54
Medium motor vehicle driver	880,00	50,00	830,00	203,08	11,54	191,54
Kitchen supervisor	800,00	50,00	750,00	184,62	11,54	173,08
Cook/baker	704,00	50,00	654,00	162,46	11,54	150,92
Counter assistant	704,00	50,00	654,00	162,46	11,54	150,92
Light motor vehicle driver	704,00	50,00	654,00	162,46	11,54	150,92
Part-time driver	704,00	50,00	654,00	162,46	11,54	150,92
Waiter/wine steward	704,00	50,00	654,00	162,46	11,54	150,92
Catering assistant	678,50	50,00	628,50	156,58	11,54	145,04
Employee not elsewhere specified	632,50	50,00	582,50	145,96	11,54	134,42
General assistant	632,50	50,00	582,50	145,96	11,54	134,42
Delivery employee	632,50	50,00	582,50	145,96	11,54	134,42
Watchman	632,50	50,00	582,50	145,96	11,54	134,42

* Where such a deduction is agreed to in terms of clause 15 (1).

	Maandelikse bruto salaris	Min kos*	Maandelikse netto salaris	Weeklikse bruto salaris	Min kos*	Weeklikse netto salaris
	R	R	R	R	R	R
Sjef	1 815,00	50,00	1 765,00	418,85	11,54	407,31
Bestuurder	1 815,00	50,00	1 765,00	418,85	11,54	407,31
Assistent-bestuurder	1 265,00	50,00	1 215,00	291,92	11,54	280,38
Kroegbediener	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Klerk/kassier	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Ekstraswaarmotorvoertuigdrywer	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Veiligheidswag	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Toesighouer	1 056,00	50,00	1 006,00	243,69	11,54	232,15
Assistent-kroegbediener	913,00	50,00	863,00	210,69	11,54	199,15
Assistent-klerk/kassier	913,00	50,00	863,00	210,69	11,54	199,15
Swaarmotorvoertuigdrywer	913,00	50,00	863,00	210,69	11,54	199,15
Hoofkok	880,00	50,00	830,00	203,08	11,54	191,54
Ontvangsdame/hoofkelner/hoofwynkelner	880,00	50,00	830,00	203,08	11,54	191,54
Bestuurskwekeling	880,00	50,00	830,00	203,08	11,54	191,54
Mediummotorvoertuigdrywer	880,00	50,00	830,00	203,08	11,54	191,54
Kombuisopsigter	800,00	50,00	750,00	184,62	11,54	173,08
Kok/bakker	704,00	50,00	654,00	162,46	11,54	150,92
Toonbankassistent	704,00	50,00	654,00	162,46	11,54	150,92
Ligtemotorvoertuigdrywer	704,00	50,00	654,00	162,46	11,54	150,92
Deeltydse drywer	704,00	50,00	654,00	162,46	11,54	150,92
Kelner/wynkelner	704,00	50,00	654,00	162,46	11,54	150,92
Spyseniersassistent	678,50	50,00	628,50	156,58	11,54	145,04
Werknemer nie elders gespesifiseer	678,50	50,00	628,50	156,58	11,54	145,04
Algemene assistent	678,50	50,00	628,50	156,58	11,54	145,04
Afleweringswerknemer	678,50	50,00	628,50	156,58	11,54	145,04
Wag	678,50	50,00	628,50	156,58	11,54	145,04

* Waar kragtens klousule 15 (1) tot so 'n aftrekking ingestem word.

With effect from 1 March 1996 and for the period ending 28 February 1997:

Met ingang van 1 Maart 1996 en vir die tydperk eindigende 28 Februarie 1997:

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Chef	1 897,50	50,00	1 847,50	437,89	11,54	426,35
Manager	1 897,50	50,00	1 847,50	437,89	11,54	426,35
Assistant manager	1 322,50	50,00	1 272,50	305,19	11,54	293,65
Bartender	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Clerk/Cashier	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Extra-heavy motor driver	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Security guard	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Supervisor	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Assistant bartender	954,50	50,00	904,50	220,27	11,54	208,73
Assistant clerk/cashier	954,50	50,00	904,50	220,27	11,54	208,73
Heavy motor vehicle driver	954,50	50,00	904,50	220,27	11,54	208,73
Head cook	920,00	50,00	870,00	212,30	11,54	200,76
Receptionist/headwaiter/head wine steward	920,00	50,00	870,00	212,30	11,54	200,76

* Where such a deduction is agreed to in terms of clause 15(1).

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Management trainee	920,00	50,00	870,00	212,30	11,54	200,76
Medium motor vehicle driver	920,00	50,00	870,00	212,30	11,54	200,76
Kitchen supervisor	840,00	50,00	790,00	193,85	11,54	182,31
Cook/baker	784,00	50,00	734,00	189,92	11,54	178,38
Counter assistant	784,00	50,00	734,00	189,92	11,54	178,38
Light motor vehicle driver	784,00	50,00	734,00	189,92	11,54	178,38
Part-time driver	784,00	50,00	734,00	189,92	11,54	178,38
Waiter/wine steward	784,00	50,00	734,00	189,92	11,54	178,38
Catering assistant	722,25	50,00	672,75	166,79	11,54	155,25
Employee not elsewhere specified	673,75	50,00	623,75	155,48	11,54	143,94
General assistant	673,75	50,00	623,75	155,48	11,54	143,94
Delivery employee	673,75	50,00	623,75	155,48	11,54	143,94
Watchman	673,75	50,00	623,75	155,48	11,54	143,94

* Where such a deduction is agreed to in terms of clause 15 (1).

	Maandelikse bruto salaris	Min kos*	Maandelikse netto salaris	Weeklikse bruto salaris	Min kos*	Weeklikse netto salaris
	R	R	R	R	R	R
Sjef	1 897,50	50,00	1 847,50	437,89	11,54	426,35
Bestuurder	1 897,50	50,00	1 847,50	437,89	11,54	426,35
Assistent-bestuurder	1 322,50	50,00	1 272,50	305,19	11,54	293,65
Kroegbediener	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Klerk/kassier	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Ekstraswaarmotorvoertuigdrywer	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Veiligheidswag	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Toesighouer	1 104,00	50,00	1 054,00	254,77	11,54	243,23
Assistent-kroegbediener	954,50	50,00	904,50	220,27	11,54	208,73
Assistent-klerk/-kassier	954,50	50,00	904,50	220,27	11,54	208,73
Swaarmotorvoertuigdrywer	954,50	50,00	904,50	220,27	11,54	208,73
Hoofkok	920,00	50,00	870,00	212,30	11,54	200,76
Ontvangsdame/hoofkelner/hoofwynkelner	920,00	50,00	870,00	212,30	11,54	200,76
Bestuurskwekeling	920,00	50,00	870,00	212,30	11,54	200,76
Mediummotorvoertuigdrywer	920,00	50,00	870,00	212,30	11,54	200,76
Kombuisopsigter	840,00	50,00	790,00	193,85	11,54	182,31
Kok/bakker	784,00	50,00	734,00	189,92	11,54	178,38
Toonbankassistent	784,00	50,00	734,00	189,92	11,54	178,38
Ligtemotorvoertuigdrywer	784,00	50,00	734,00	189,92	11,54	178,38
Deeltydse drywer	784,00	50,00	734,00	189,92	11,54	178,38
Kelner/wynkelner	784,00	50,00	734,00	189,92	11,54	178,38
Spyseniersassistent	722,25	50,00	672,75	166,79	11,54	155,25
Werknemer nie elders gespesifiseer	673,75	50,00	623,75	155,48	11,54	143,94
Algemene assistent	673,75	50,00	623,75	155,48	11,54	143,94
Afleweringswerknemer	673,75	50,00	623,75	155,48	11,54	143,94
Wag	673,75	50,00	623,75	155,48	11,54	143,94

* Waar kragtens klousule 15 (1) tot so 'n aftrekking ingestem word.

With effect from 1 March 1997 and for the period ending 28 February 1998:

Met ingang van 1 Maart 1997 en vir die tydperk eindigende 28 Februarie 1998:

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Chef	1 992,00	70,00	1 922,00	459,69	16,15	443,34
Manager	1 992,00	70,00	1 922,00	459,69	16,15	443,34
Assistant manager	1 389,00	70,00	1 319,00	320,54	16,15	304,39
Bartender	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Clerk/cashier	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Extra-heavy motor driver	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Security guard	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Supervisor	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Assistant bartender	1 002,00	70,00	932,00	231,23	16,15	215,08
Assistant clerk/cashier	1 002,00	70,00	932,00	231,23	16,15	215,08
Heavy motor vehicle driver	1 002,00	70,00	932,00	231,23	16,15	215,08
Head cook	966,00	70,00	896,00	222,92	16,15	206,77
Receptionist/headwaiter/head wine steward	966,00	70,00	896,00	222,92	16,15	206,77

* Where such a deduction is agreed to in terms of clause 15 (1).

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Management trainee	966,00	70,00	896,00	222,92	16,15	206,77
Medium motor vehicle driver	966,00	70,00	896,00	222,92	16,15	206,77
Kitchen supervisor	882,00	70,00	812,00	203,54	16,15	187,39
Cook/baker	823,00	70,00	753,00	189,92	16,15	173,77
Counter assistant	823,00	70,00	753,00	189,92	16,15	173,77
Light motor vehicle driver	823,00	70,00	753,00	189,92	16,15	173,77
Part-time driver	823,00	70,00	753,00	189,92	16,15	173,77
Waiter/wine steward	823,00	70,00	753,00	189,92	16,15	173,77
Catering assistant	776,00	70,00	716,00	179,08	16,15	162,93
Employee not elsewhere specified	724,00	70,00	654,00	167,08	16,15	150,93
General assistant	724,00	70,00	654,00	167,08	16,15	150,93
Delivery employee	724,00	70,00	654,00	167,08	16,15	150,93
Watchman	724,00	70,00	654,00	167,08	16,15	150,93

* Where such a deduction is agreed to in terms of clause 15 (1).

	Maandelikse bruto salaris	Min kos*	Maandelikse netto salaris	Weeklikse bruto salaris	Min kos*	Weeklikse netto salaris
	R	R	R	R	R	R
Sjef	1 992,00	70,00	1 922,00	459,69	16,15	443,34
Bestuurder	1 992,00	70,00	1 922,00	459,69	16,15	443,34
Assistent-bestuurder	1 389,00	70,00	1 319,00	320,54	16,15	304,39
Kroegbediener	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Klerk/kassier	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Ekstraswaarmotorvoertuigdrywer	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Veiligheidswag	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Toesighouer	1 159,00	70,00	1 089,00	267,46	16,15	251,31
Assistent-kroegbediener	1 002,00	70,00	932,00	231,23	16,15	215,08
Assistent-klerk-kassier	1 002,00	70,00	932,00	231,23	16,15	215,08
Swaarmotovoertuigdrywer	1 002,00	70,00	932,00	231,23	16,15	215,08
Hoofkok	966,00	70,00	896,00	222,92	16,15	206,77
Ontvangsdame/hoofkelner/hoofwynkelner	966,00	70,00	896,00	222,92	16,15	206,77
Bestuurskwekeling	966,00	70,00	896,00	222,92	16,15	206,77
Mediummotorvoertuigdrywer	966,00	70,00	896,00	222,92	16,15	206,77
Kombuisopsigter	882,00	70,00	812,00	203,54	16,15	187,39
Kok/bakker	823,00	70,00	753,00	189,92	16,15	173,77
Toonbankassistent	823,00	70,00	753,00	189,92	16,15	173,77
Ligtemotorvoertuigdrywer	823,00	70,00	753,00	189,92	16,15	173,77
Deeltydse drywer	823,00	70,00	753,00	189,92	16,15	173,77
Kelner/wynkelner	823,00	70,00	753,00	189,92	16,15	173,77
Spyseniersassistent	776,00	70,00	716,00	179,08	16,15	162,93
Werknemer nie elders gespesifiseer	724,00	70,00	654,00	167,08	16,15	150,93
Algemene assistent	724,00	70,00	654,00	167,08	16,15	150,93
Afleweringswerknemer	724,00	70,00	654,00	167,08	16,15	150,93
Wag	724,00	70,00	654,00	167,08	16,15	150,93

* Waar kragtens klousule 15 (1) tot so 'n aftrekking ingestem word.

With effect from 1 March 1998 and for the period ending 28 February 1999:

Met ingang van 1 Maart 1998 en vir die tydperk eindigende 28 Februarie 1999:

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Chef	2 092,00	70,00	2 022,00	482,77	16,15	466,62
Manager	2 092,00	70,00	2 022,00	482,77	16,15	466,62
Assistant manager	1 458,00	70,00	1 388,00	336,46	16,15	320,31
Bartender	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Clerk/cashier	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Extra-heavy motor driver	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Security guard	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Supervisor	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Assistant bartender	1 052,00	70,00	987,00	242,77	16,15	226,62
Assistant clerk/cashier	1 052,00	70,00	987,00	242,77	16,15	226,62
Heavy motor vehicle driver	1 052,00	70,00	987,00	242,77	16,15	226,62
Head cook	1 014,00	70,00	944,00	234,00	16,15	217,85
Receptionist/headwaiter/head wine steward	1 014,00	70,00	944,00	234,00	16,15	217,85
Management trainee	1 014,00	70,00	944,00	234,00	16,15	217,85

* Where such a deduction is agreed to in terms of clause 15 (1).

	Monthly gross salary	Less food*	Monthly net salary	Weekly gross salary	Less food*	Weekly net salary
	R	R	R	R	R	R
Medium motor vehicle driver	1 014,00	70,00	944,00	234,00	16,15	217,85
Kitchen supervisor	926,00	70,00	856,00	213,69	16,15	197,54
Cook/baker	864,00	70,00	794,00	199,38	16,15	183,23
Counter assistant	864,00	70,00	794,00	199,38	16,15	183,23
Light motor vehicle driver	864,00	70,00	794,00	199,38	16,15	183,23
Part-time driver	864,00	70,00	794,00	199,38	16,15	183,23
Waiter/wine steward	864,00	70,00	794,00	199,38	16,15	183,23
Catering assistant	834,00	70,00	764,00	192,46	16,15	176,31
Employee not elsewhere specified	778,00	70,00	708,00	179,54	16,15	163,39
General assistant	778,00	70,00	708,00	179,54	16,15	163,39
Delivery employee	778,00	70,00	708,00	179,54	16,15	163,39
Watchman	778,00	70,00	708,00	179,54	16,15	163,39

* Where such a deduction is agreed to in terms of clause 15 (1).

	Maandelikse bruto salaris	Min kos*	Maandelikse netto salaris	Weeklikse bruto salaris	Min kos*	Weeklikse netto salaris
	R	R	R	R	R	R
Sjef	2 092,00	70,00	2 022,00	482,77	16,15	466,62
Bestuurder	2 092,00	70,00	2 022,00	482,77	16,15	466,62
Assistent-bestuurder	1 458,00	70,00	1 388,00	336,46	16,15	320,31
Kroegbediener	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Klerk/kassier	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Ekstraswaarmotorvoertuigdrywer	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Veiligheidswag	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Toesighouer	1 217,00	70,00	1 147,00	280,85	16,15	264,70
Assistent-kroegbediener	1 052,00	70,00	987,00	242,77	16,15	226,62
Assistent-klerk-kassier	1 052,00	70,00	987,00	242,77	16,15	226,62
Swaartmotorvoertuigdrywer	1 052,00	70,00	987,00	242,77	16,15	226,62
Hoofkok	1 014,00	70,00	944,00	234,00	16,15	217,85
Ontvangsdame/hoofkelner/hoofwynkelner	1 014,00	70,00	944,00	234,00	16,15	217,85
Bestuurskwekeling	1 014,00	70,00	944,00	234,00	16,15	217,85
Mediummotorvoertuigdrywer	1 014,00	70,00	944,00	234,00	16,15	217,85
Kombuisopsigter	926,00	70,00	856.00	213,69	16,15	197,54
Kok/bakker	864,00	70,00	794,00	199,38	16,15	183,23
Toonbankassistent	864,00	70,00	794,00	199,38	16,15	183,23
Ligtemotorvoertuigdrywer	864,00	70,00	794,00	199,38	16,15	183,23
Deeltydse drywer	864,00	70,00	794,00	199,38	16,15	183,23
Kelner/wynkelner	864,00	70,00	794,00	199,38	16,15	183,23
Spyseniersassistent	834,00	70,00	764,00	192,46	16,15	176,31
Werknemer nie elders gespesisifeer	778,00	70,00	708,00	179,54	16,15	163,39
Algemene assistent	778,00	70,00	708,00	179,54	16,15	163,39
Afleweringswerknemer	778,00	70,00	708,00	179,54	16,15	163,39
Wag	778,00	70,00	708,00	179,54	16,15	163,39

* Waar kragtens klousule 15 (1) tot so 'n aftrekking ingestem word.

(3) Delete subclause (1) (a) (ii).

(4) Insert the following new subclause (1) (bA):

"(bA) *Contract waiters:* The employer shall pay a contract waiter not less than R0,50 per hour and the employer shall have no claim on any moneys received by the contract waiter in the form of tips and/or a percentage of the value of orders excecuted (excluding VAT) as previously agreed to in writing, and which shall be not less than one per cent. All moneys shall be paid at the end of each shift unless the employee requests otherwise in writing. The employer and employee shall keep and maintain a record of such moneys received.".

(3) Skrap subklousule (1) (a) (ii).

(4) Voeg die volgende nuwe subklousule (1) (bA) in:

"(bA) *Kontrakkelners:* Die werkgewer mag 'n kontrakkelner nie minder as R0,50 per uur betaal nie en die werkgewer mag geen aanspraak hê nie op enige gelde wat die kontrakkelner in die vorm van fooitjies ontvang het, en/of geen aanspraak hê nie op 'n persentasie van die waarde van bestellings uitgevoer (BTW uitgesluit), soos voorheen skriftelik ooreengekom, en wat nie minder as een persent mag wees nie. Alle gelde moet aan die end van elke skof betaal word, tensy skriftelik anders deur die werknemer versoek word. Die werkgewer en werknemer moet 'n register van sodanige gelde hou en byhou.".

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

"(d) *Special function casual employees:*

Minimum hourly rate for the period ending:

	28 February 1997	28 February 1998	28 February 1999
	R	R	R
Assistant bartender	13,00	14,00	15,00
Bartender	16,00	17,00	18,00
Catering assistant	12,00	13,00	14,00
Clerk/cashier	16,00	17,00	18,00
Cook	12,00	13,00	14,00
Counter assistant	12,00	13,00	14,00
Driver	14,00	15,00	16,00
General assistant	12,00	13,00	14,00
Head Cook	16,00	17,00	18,00
Staff supervisor	18,00	19,00	20,00
Waiter/wine steward	12,00	13,00	14,00".

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

"(3) *Basis of contract:* For the purposes of this clause the contract of employment of an employee, other than a casual employee, a special function casual employee and a contract waiter shall be on a weekly basis, and, save as provided in clause 5 (9), an employee shall be paid in respect of a week not less than the full weekly wage prescribed in subclause (1) read with subclause (6) of this clause, for an employee of his class, whether he has in that week worked the maximum number of ordinary hours of work applicable to him in terms of clause 8 or less.".

5. CLAUSE 5: PAYMENT OF REMUNERATION

(1) Substitute the following for the introductory paragraph of subclause (1):

"(1) *Employees, other than casual employees, special function casual employees and contract waiters:* Save as provided in clauses 14 and 15, any amount due to an employee, other than casual employees, special function casual employees and contract waiters shall be paid weekly or monthly in cash or, with the consent of the employee, into his bank account, by uncrossed cheque, during the ordinary hours of work of the establishment, and such pay-day shall—".

(2) Substitute the following for subclause (8):

"(8) *Board and lodging:* An employer shall not require his employee to board or lodge or board and lodge with him or with any person or at any place nominated by him.".

(3) Substitute the following for subclause (9) (x):

"(x) with the written permission of the employee for trade union subscriptions;".

6. CLAUSE 6: PUBLIC HOLIDAYS

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

"(1) (a) Whenever a public holiday falls on a Sunday, the following Monday shall be a public holiday. Any public holiday shall be exchangable for any other day that is fixed by agreement or agreed to between employer and employee.

(b) Whenever an employee works for a period that falls partly on a public holiday and partly on an ordinary working day, such an employee shall, for the purposes of this clause, be deemed to have worked the whole period on the day on which the major portion of such working period falls.".

(2) In subclauses (2) to (5), substitute the expression "public holiday" for "paid holiday" whenever it occurs.

(5) Vervang subklousule (1) (d) deur:

"(d) *Los werknemer by spesiale funksies:*

Minimum uurloon vir die tydperk eindigende:

	28 Februarie 1997	28 Februarie 1998	28 Februarie 1999
	R	R	R
Assistent-kroegbediener	13,00	14,00	15,00
Kroegbediener	16,00	17,00	18,00
Spyseniersassistent	12,00	13,00	14,00
Klerk/kassier	16,00	17,00	18,00
Kok	12,00	13,00	14,00
Toonbankassistent	12,00	13,00	14,00
Drywer	14,00	15,00	16,00
Algemene assistent	12,00	13,00	14,00
Hoofkok	16,00	17,00	18,00
Personeeltoesighouer	18,00	19,00	20,00
Kelner/wynkelner	12,00	13,00	14,00".

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

"(3) *Kontrakgrondslag:* Vir die toepassing van hierdie klousule is die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, 'n los werknemer by spesiale funksies en 'n kontrakkelner, op 'n weeklikse grondslag, en behoudens klousule 5 (9), moet 'n werknemer vir 'n week minstens die volle weekloon betaal word wat in subklousule (1), gelees met subklousule (6) van hierdie klousule, vir 'n werknemer van sy klas voorgeskryf word, hetsy hy in daardie week die maksimum getal gewone werkure wat ingevolge klousule 8 op hom van toepassing is of minder gewerk het.".

5. KLOUSULE 5: BETALING VAN BESOLDIGING

(1) Vervang die inleidende paragraaf van subklousule (1) deur die volgende:

"(1) *Werknemers, uitgesonderd los werknemers, los werknemers by spesiale funksies en kontrakkelners:* Behoudens klousules 14 en 15 moet die bedrag wat verskuldig is aan 'n werknemer, uitgesonderd 'n los werknemer, 'n los werknemer by spesiale funksies en 'n kontrakkelner weekliks of maandeliks in kontant betaal word, weekliks of maandeliks in kontant of, met die toestemming van die werknemer, deur middel van 'n inbetaling in sy bankrekening per ongekruiste tjek gedurende die gewone werkure van die bedryfsinrigting betaal word, en sodanige betaaldag moet—".

(2) Vervang subklousule (8) deur die volgende:

"(8) *Kos en inwoning:* 'n Werkgewer mag nie van sy werknemer vereis om van hom of enigiemand anders of op 'n plek wat hy aanwys, kos of inwoning of kos en inwoning te ontvang nie.".

(3) Vervang subklousule (9) (x) deur die volgende:

"(x) met die skriftelike toestemming van die werknemer vir vakvereniging ledegeld;".

6. KLOUSULE 6: BETAALDE VAKANSIEDAE

(1) Vervang subklousule 6 (1) deur die volgende:

"(1) (a) Indien 'n openbare vakansiedag op 'n Sondag val, is die daaropvolgende Maandag 'n openbare vakansiedag. Enige openbare vakansiedag mag vir enige ander dag omgeruil word soos ooreengekom deur werkgewer en werknemer.

(b) Wanneer 'n werknemer werk vir 'n tydperk wat deels op 'n gewone werkdag en deels op 'n openbare vakansiedag val, word die werknemer vir die doeleindes van hierdie klousule geag die hele tydperk te gewerk het op die dag waarin die grootste gedeelte van daardie tydperk val.".

(2) In subklousules (2) tot (5), vervang die uitdrukking "betaalde vakansiedag", waar dit ook al voorkom, deur die uitdrukking "openbare vakansiedag".

7. CLAUSE 7: UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

Substitute the following for clause 7:

"(a) An employer shall supply and maintain free of charge any uniform, overall, washable coat, cap or apron that by any law he is compelled to provide for his employee, and any such uniform, overall, washable coat, cap or apron shall remain the property of the employer.

(b) An employer may require an employee to pay a deposit towards wearing apparel. This deposit shall be refunded on its being returned in reasonable condition, less fair wear and tear.

(c) An employer may agree with an employee that the employee shall clean his wearing apparel in his own time, for which the employer shall pay the employee R5,00 per week. This amount shall not be payable when the employee is off work.".

8. CLAUSE 8: HOURS OF WORK, OVERTIME AND PAYMENT OF OVERTIME

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

"(1) *Ordinary hours of work:* An employer shall not require or permit an employee to work more ordinary hours than, in the case of—

(a) a watchman—

(i) 60 hours in any week; and

(ii) 12 hours on any day;

(b) a driver, cook, delivery employee, general assistant and catering assistant—

(i) 48 hours in any week; and

(ii) 10 hours on any day;

(c) a part-time employee—

(i) 24 hours in any week; and

(ii) five hours on any day;

(d) a casual employee—

eight hours on any day

(e) a special function casual employee—

15 hours on any day;

(f) all other employees—

(i) 46 hours in any week; and

(ii) 9 ¼ hours on any day.".

(2) In subclause (4) (c), substitute the expression "four" for the expression "three".

(3) In subclause (5), substitute the expression "four" for the expression word "two".

9. CLAUSE 9: PROHIBITION OF EMPLOYMENT

Substitute the following for clause 9:

An employer shall not employ—

(a) Any person under the age of 15 years;

(b) any female during the period commencing four weeks prior to the expected date of her confinement and ending eight weeks after the date of her confinement (the employer may require the employee to provide a doctor's certificate); and

(c) an alien without a valid work permit.

10. CLAUSE 12: TERMINATION OF CONTRACT OF EMPLOYMENT

In subclause (1), add the following further proviso:

"(iv) an employee's failure or refusal to complete an attendance register provided to him in accordance with clause 12 (4).".

7. KLOUSULE 7: UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

Vervang klousule 7 deur die volgende:

"(a) 'n Werkgewer moet alle uniforms, oorpakke, wasbare jasse, pette of voorskote wat hy ingevolge enige wet verplig is om aan sy werknemer te verskaf, gratis verskaf en in 'n bruikbare toestand hou, en alle sodanige uniforms, oorpakke, wasbare jasse, pette of voorskote bly die eiendom van die werkgewer.

(b) 'n Werkgewer mag van 'n werknemer vereis om 'n deposito vir sodanige kleredrag te betaal. Hierdie deposito moet by teruggawe van die kleredrag in 'n redelike toestand, min redelike slytasie, terugbetaal word.

(c) 'n Werkgewer mag met 'n werknemer ooreenkom dat die werknemer sy klere in sy eie tyd sal was, waarvoor die werkgewer die werknemer R5,00 per week moet betaal. Hierdie bedrag is nie gedurende die werknemer se afwesigheid van diens betaalbaar nie.".

8. KLOUSULE 8: WERKURE, OORTYD EN BETALING VIR OORTYDWERK

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

"(1) *Gewone werkure:* 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer gewone werkure te werk nie as, in die geval van—

(a) 'n Wag—

(i) 60 uur in 'n week; en

(ii) 12 uur op 'n dag;

(b) 'n drywer, 'n kok, 'n afleweringswerknemer, 'n algemene assistent en 'n spyseniersassistent—

(i) 48 uur in 'n week; en

(ii) 10 uur op 'n dag;

(c) 'n deeltydse werknemer—

(i) 24 uur in 'n week en

(ii) vyf uur op 'n dag;

(d) 'n los werknemer—

agt uur op 'n dag;

(e) 'n los werknemer by spesiale funksies—

15 uur op 'n dag;

(f) alle ander werknemers—

(i) 46 uur in 'n week; en

(ii) 9 ¼ uur op 'n dag.".

(2) In subklousule (4) (c), vervang die uitdrukking "drie" deur die uitdrukking "vier".

(3) In subklousule (5), vervang die uitdrukking "twee" deur die uitdrukking "vier".

9. KLOUSULE 9: VERBOD OP INDIENSNEMING

Vervang klousule 9 deur die volgende:

'n Werkgewer mag—

(a) niemand onder die ouderdom van 15 jaar in diens neem nie;

(b) nie 'n vrou in diens neem nie gedurende die tydperk wat begin vier weke voor die verwagte geboorte en eindig agt weke na die geboorte (die werkgewer mag van die werknemer vereis om 'n doktersertifikaat voor te lê); en

(c) nie 'n verbode immigrant sonder 'n geldige werkpermit in diens neem nie.

10. KLOUSULE 12: BEËINDIGING VAN DIENSKONTRAK

Voeg die volgende verdere voorbehoudsbepaling in subklousule (1) in:

"(iv) 'n werknemer se versuim of weiering om 'n bywoningsregister wat ooreenkomstig klousule 12 (4) aan hom voorsien word, in te vul.".

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

"(6) *Dismissal procedure:* This subclause shall be for guidance only, as a small employer can hardly be expected to be conversant with all the requirements of the Labour Relations Act and the Industrial Court.

The right of an employee in respect of an enquiry:

(a) To be informed of the nature of the offence misconduct, PLUS particulars of the charge.

(b) The hearing to take place timeously.

(c) He be given adequate prior notice of the enquiry.

(d) Representation to be allowed to assist him.

(e) The right to call witnesses.

(f) The right to challenge accusations, i.e. cross examination.

(g) The right to have an interpreter.

(h) A finding. If found guilty, the reasons WHY. The penalty = ?.

(i) The period of service and record to be taken into consideration.

(j) The right to appeal to "higher authority" when available.

Note that: Irrespective of the reason for dismissal there must be an enquiry.

11. CLAUSE 13: SICK LEAVE

(1) Substitute the following for the retroductory paragraph of subclause (1):

"(1) Subject to the provisions of subclause (2), an employer shall grant to each employee, other than a casual employee, a contract waiter and a special function casual employee, who is absent from work through incapacity—".

(2) In subclause 13 (3) (a), substitute the following for the existing proviso:

"Provided that an employee shall not be entitled to claim as employment more than four months of any one period of such service or absence on unpaid leave,

and any period of employment which an employee has had with the same employer immediately before the date of coming into operation of this Agreement shall, for the purposes of this clause, be deemed to be employment under this Agreement, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Agreement;".

12. Insert the following new clause 13A:

"13A. MATERNITY LEAVE

(1) An employer shall grant unpaid maternity leave to every employee who has been in his continuous employment for more than ten months, during the period commencing four weeks prior to the expected date of her confinement and ending eight weeks after the date of confinement.

(2) An employee applying for maternity leave shall do so at least two months prior to the expected date of confinement.

(3) Whilst an employee is on maternity leave the employer shall be entitled to employ in her stead a temporary employee in terms of clause 11, which temporary employee shall not be entitled to the status of a permanent employee (unless expressly agreed to in writing by both the parties, nor will such employment be construed as to create the expectation of employment beyound such period.".

(2) Voeg die volgende nuwe subklousule (6) in:

"(6) *Ontslagprosedure:* hierdie subklousule is slegs vir leiding bedoel, aangesien dit nie van 'n klein werkgewer verwag kan word om vertroud te wees met al die vereistes van die Wet op Arbeidsverhoudinge en die Nywerheidshof nie.

'n Werknemer se reg ten opsigte van 'n ondersoek:

(a) Om in kennis gestel te word van die aard van die misdryf/wangedrag EN besonderhede van die aanklag.

(b) Die verhoor om betyds gehou te word.

(c) Om voldoende vooraf van die verhoor in kennis gestel te word.

(d) Om die reg van verteenwoordiging te hê.

(e) Die reg om getuies te roep.

(f) Die reg van verweer teen aanklagtes d.w.s. kruisverhoor.

(g) Die reg op 'n tolk.

(h) 'n Bevinding, d.w.s. die redes vir 'n skuldigbevinding en die straf.

(i) Inagneming van dienstydperk en -rekord.

(j) Die reg van appèl na 'n hoër vlak indien beskikbaar.

Let wel: Afgesien van die redes vir ontslag, is 'n ondersoek nodig.

11. KLOUSULE 13: SIEKTEVERLOF

(1) Vervang die inleidende paragraaf van subklousule (1) deur die volgende:

"(1) 'n Werkgewer moet, behoudens subklousule (2), aan elke werknemer, uitgesonderd 'n los werknemer, 'n los werknemer by spesiale funksies en 'n kontrakkelner, wat weens ongeskiktheid van die werk afwesig is, siekteverlof toestaan van—".

(2) In subklousule 13 (3) (a), vervang die bestaande voorbehoudsbepaling deur die volgende:

"Met dien verstande dat 'n werknemer nie daarop geregtig is om meer as vier maande van enige sodanige dienstydperk of afwesigheid met onbetaalde verlof as diens te eis nie,

en word die tydperk van diens wat 'n werknemer onmiddellik vóór die datum van inwerkingtreding van hierdie Ooreenkoms by dieselfde werkgewer gehad het, vir die toepassing van hierdie klousule geag diens ingevolge hierdie Ooreenkoms te wees, en word alle siekteverlof moet volle besoldiging wat aan sodanige werknemer gedurende sodanige tydperk toegestaan is, geag ingevolge hierdie Ooreenkoms toegestaan te gewees het;".

12. Voeg die volgende nuwe klousule 13A in:

"13A. KRAAMVERLOF

(1) 'n Werkgewer moet aan elke werknemer wat vir 'n ononderbroke tydperk van meer as tien maande in sy diens was, onbetaalde kraamverlof toestaan gedurende die tydperk wat begin vier weke voor die verwagte geboorte en eindig agt weke na die geboorte.

(2) 'n Werknemer wat om kraamverlof aansoek doen, moet dit minstens twee maande voor die verwagte geboorte doen.

(3) Terwyl 'n werknemer met kraamverlof is, mag die werkgewer 'n tydelike werknemer kragtens klousule 11 in haar plek aanstel, sonder dat sodanige tydelike werknemer op die status van 'n permanente werknemer geregtig is (tensy daar uitdruklik skriftelik tussen albei partye so ooreengekom is); ewemin sodanige diens geag word die vooruitsig op permanente diens na sodanige 'n tydperk te skep.".

13. CLAUSE 14: ANNUAL LEAVE

Substitute the following for subclause (1):

(1) Subject to the provisions of subclauses (2) and (9), an employer shall grant the following periods of leave to each of his employees, other than a casual employee, a special function casual employee or a contract waiter, in respect of each completed continuous period of 12 months employment with him:

(a) During the first three years of employment, 21 consecutive days;

(b) thereafter 28 consecutive days;

(c) in the case of a night watchman, 28 consecutive days; and

(d) where an employer regularly granted an employee a longer period of leave, such longer period of leave while he/she remains in the employment of that employer,

and shall pay such employee in respect of such leave—

(i) in the case of an employee referred to in paragraph (a), an amount of not less than three times the weekly wage that the employee was receiving immediately prior to the date on which the leave commenced;

(ii) in the case of other employees, an amount of not less than four times the weekly wage that the employee was receiving immediately prior to the date on which the leave commenced.

(2) In subclause (3) (c), substitute the expression "(1) (b) or (c)" for the expression "(1) (b)".

(3) In subclause (5), substitute the expression "12 (4)" for the expression "12 (5)".

(4) Insert the following new subclause, (9):

"(9) *Annual closing:* (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purposes of annual leave, at any time, but not more than once in any period of 12 months, close his establishment for 14 consecutive days and in that case shall remunerate his employee in terms of subclause (1) or in terms of paragraph (b) or (c) hereof, as the case may be.

(b) Whenever a public holiday as defined is observed on a day which otherwise would be a working day for an employee and falls within the closed period referred to in paragraph (a), another working day shall be added to the said closed period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added.

(c) An employee who, at the date of the closing of an establishment in which he is employed, is not entitled to the full period of annual leave prescribed in subclause (1) shall, in respect of any leave due to him, be paid by his employer on the basis set out in subclause (5), and for the purposes of annual leave thereafter this employment shall be deemed to commence on the date of such closing of the establishment.

(d) An employer and his employee may agree that any leave in excess of 21 days, plus days *in lieu* of public holidays accrued to the employee, may be paid out.

(e) An employer and his employee may agree in writing to observe an annual closed period of not less than 14 consecutive days, in which case all excess leave shall be paid to the employee.".

13. KLOUSULE 14: JAARLIKSE VERLOF

Vervang subklousule (1) deur die volgende:

(1) Behoudens die bepalings van subklousules (2) en (9), moet 'n werkgewer aan elk van sy werknemers, uitgesonderd 'n los werknemer, 'n los werknemer by spesiale funksies of 'n kontrakkelner, vir elke voltooide tydperk van 12 maande diens by hom die volgende verloftydperke toestaan:

(a) Gedurende die eerste drie jaar diens, 21 agtereenvolgende dae;

(b) daarna, 28 agtereenvolgende dae;

(c) in die geval van 'n nagwag, 28 agtereenvolgende dae; en

(d) waar 'n werkgewer gereeld langer verlof aan 'n werknemer toegestaan het, sodanige langer verlof vir solank die werknemer in diens van daardie werkgewer bly,

en moet die werkgewer die werknemer ten opsige van sodanige verlof betaal—

(i) in die geval van 'n werknemer in paragraaf (a) bedoel, 'n bedrag van minstens drie maal die weekloon wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof begin het;

(ii) in die geval van ander werknemers, minstens vier maal die weekloon wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof begin het.

(2) In subklousule (3) (c), vervang die uitdrukking "(1) (b)" deur die uitdrukking "(1) (b) of (c)".

(3) In subklousule (5), vervang die uitdrukking "12 (5)" deur die uitdrukking "12 (4)".

(4) Voeg die volgende nuwe subklousule (9) in:

"(9) *Jaarlikse sluiting:* (a) Ondanks andersluidende bepalings in hierdie klousule mag 'n werkgewer vir die doeleindes van jaarlikse verlof, te eniger tyd, maar nie meer as een maal in 'n tydperk van 12 maande nie, sy besigheid vir 'n tydperk van 14 agtereenvolgende dae sluit, en in daardie geval moet hy sy werknemers vergoed ingevolge subklousule (1) of ingevolge paragraaf (b) of (c) hiervan, na gelang van die geval.

(b) Wanneer 'n openbare vakansiedag, soos omskryf, val op 'n dag wat andersins 'n werkdag vir 'n werknemer sou wees en wat val binne die sluitingstydperk, soos in (a) bedoel, moet nog 'n werkdag as verdere verlof by die sluitingstydperk gevoeg word, en moet die werknemer ten opsigte van elke sodanige dag wat bygevoeg word, 'n bedrag van minstens sy dagloon betaal word.

(c) 'n Werknemer wat op die datum van die sluiting van die bedryfsinrigting waarin hy werksaam is, nie geregtig is nie op die volle verloftydperk soos in subklousule (1) voorgeskryf, moet, ten opsigte van enige verlof aan hom verskuldig, betaal word op die grondslag soos voorgeskryf in subklousule (5), en vir die doeleindes van jaarlikse verlof daarna, moet sy diens geag word 'n aanvang te geneem het op die datum van sodanige sluiting van die bedryfsinrigting.

(d) 'n Werkgewer en sy werknemer mag ooreenkom dat enige verlof meer as 21 dae, plus dae in plaas van openbare vakansiedae wat die werknemer toekom, aan hom uitbetaal mag word.

(e) 'n Werkgewer en sy werknemer mag skriftelik ooreenkom op 'n jaarlikse sluiting van nie minder as 14 agtereenvolgende dae nie, in welke geval alle oortollige verlof aan die werknemer uitbetaal moet word.".

14. CLAUSE 15: MEALS AND TRANSPORT

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

"(1) *Provision of meals:* (a) Where an employee, other than a contract waiter, a casual employee or a special function casual employee, agrees to accept meals from his employer, a deduction not exceeding R30 per month or R6,93 per week in respect of part-time employees, and R50 per month or R11,54 per week in respect of full-time employees may be deducted from the employee's wage in respect of such meals for the period ending 28 February 1997, and R40,00 per month or R9,23 per week in respect of part-time employees, and R70,00 per month or R16,15 per week in respect of full-time employees after 1 March 1997, respectively: Provided that—

(i) the employee is provided with such meals as fall within his working hours but not less than two meals per working day or one meal for a part-time employee;

(ii) no deduction shall be made in respect of meals not taken by the employee while absent from work with pay, such as pay *in lieu* of notice, annual leave or sick leave;

(iii) no further deductions shall be made by the employer when an employee receives additional food while on duty;

(iv) it shall not be construed that a deduction may not be made when an employee agrees to accept meals and does not avail himself thereof, unless notice has been given to cancel the arrangement and such notice has expired;

(v) the meals shall be adequate as regards the quantities of food supplied and reasonable in respect of their content.".

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

"(b) Every employer shall provide each casual employee, contract waiter and special function casual employee with a free meal in respect of the first five consecutive hours of work or part thereof worked by such employee and thereafter in respect of each completed period of four consecutive hours worked.".

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

"(2) *Provision of transport of night workers:* (a) In the event of any special function employee or special function casual employee, casual employee or contract waiter working later than 22:30, the employer shall make reasonable arrangements for the transport home of such employee: Provided that, *in lieu* of providing such transport home, an employer may order a taxi to take one or more of the employees home, and pay the taxi in advance or pay each employee R10 in cash.

(b) In the event of an employee, other than a special function casual employee, a casual employee or a contract waiter who works after 22:30 and is authorised to work, the employer shall pay such employee R50 per month "late night allowance": Provided that if an employer daily provides free transport home for late night workers, he shall not be required to pay such an allowance to those employees.".

15. CLAUSE 16: RECORDS TO BE MAINTAINED

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

"(2) *Casual employees, special function casual employees and contract waiters:* Every employer shall provide or cause to be kept a register in the form prescribed in Annexure B to this Agreement which shall be signed by every casual employee, contract waiter and special function casual employee at the time of commencement and finishing work on each day on which he is employed.

14. KLOUSULE 15: MAALTYE EN VERVOER

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

"(1) *Verskaffing van maaltye:* (a) Waar 'n werknemer, uitgesonderd 'n kontrakkelner, 'n los werknemer of 'n los werknemer by spesiale funksies instem om maaltye van sy werkgewer te ontvang, kan 'n aftrekking van hoogstens R30 per maand of R6,93 per week ten opsigte van deeltydse werknemers en R50 per maand of R11,54 per week ten opsigte van voltydse werknemers van die werknemer se loon ten opsigte van sodanige maaltye gemaak word vir die tydperk eindigende 28 Februarie 1997, en R40,00 per maand of R9,23 per week ten opsigte van deeltydse werknemers, en R70,00 per maand of R16,15 per week ten opsigte van voltydse werknemers ná 1 Maart 1997, onderskeidelik—

(i) dié maaltye wat binne die werknemer se werkure val, maar minstens twee maaltye per werkdag, aan die werknemer verskaf moet word en een maaltyd per dag vir 'n deeltydse werknemer;

(ii) geen bedrag afgetrek mag word vir maaltye wat nie deur die werknemer geneem word terwyl hy met besoldiging van die werk afwesig is nie, soos besoldiging in plaas van kennis, jaarlikse verlof of siekteverlof;

(iii) die werkgewer geen verdere bedrag mag aftrek wanneer 'n werknemer terwyl hy op diens is ekstra kos ontvang nie;

(iv) dit nie so uitgelê moet word dat daar nie afgetrek mag word wanneer 'n werknemer instem om maaltye te ontvang en nie daarvan gebruik maak nie, tensy kennis van die herroeping van sodanige reëling gegee is en sodanige kennisgewing verstryk het;

(v) die maaltye voldoende moet wees wat betref die hoeveelheid kos wat verskaf word en redelik wat gehalte betref.".

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

"(b) Elke werkgewer moet elke los werknemer, elke kontrakkelner en elke los werknemer by spesiale funksies voorsien van 'n gratis ete vir die eerste vyf agtereenvolgende werkure of gedeelte daarvan deur sodanige werknemer gewerk en daarna vir elke voltooide tydperk van vier agtereenvolgende ure gewerk.".

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

"(2) *Verskaffing van vervoer vir nagwerkers:* (a) Ingeval 'n werknemer by spesiale funksies of 'n los werknemer by spesiale funksies of 'n los werknemer of 'n kontrakkelner later as 22:30 werk, moet die werkgewer redelike reëlings tref vir die vervoer huis toe van sodanige werknemer: Met dien verstande dat, in plaas van sodanige vervoer huis toe te verskaf, 'n werkgewer 'n taxi kan bestel om een of meer van die werknemers huis toe te neem en die taxi vooruit betaal of elke werknemer R10 in kontant betaal.

(b) In die geval van 'n werknemer, uitgesonderd 'n los werknemer by spesiale funksies, 'n los werknemer of 'n kontrakkelner, wat later as 22:30 werk en gemagtig is om te werk, moet die werkgewer sodanige werknemer R50 per maand as "laataand-toelae" betaal: Met dien verstande dat indien 'n werkgewer daagliks vir sy laataandwerknemer gratis vervoer huis to verskaf, daar nie van hom vereis moet word om sodanige toelae aan daardie werknemers te betaal nie.".

15. KLOUSULE 16: REGISTERS WAT BYGEHOU MOET WORD

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

"(2) *Los werknemers, los werknemers by spesiale funksies en kontrakkelners:* Elke werkgewer moet 'n register, in die vorm voorgeskryf in Aanhangsel B van hierdie Ooreenkoms, byhou of laat byhou wat deur elke los werknemer, los werknemer by spesiale funksies en kontrakkelner geteken moet word wanneer hy begin werk en wanneer hy ophou werk op elke dag waarop hy in diens is.

(3) *Time-table:* (a) A legibly typed or written schedule conforming as near as practicable to Annexure G to this Agreement shall be posted at least seven days in advance in a place frequented by the employees, setting forth the particulars of the daily shifts required to be worked by the employees, other than casual employees, special function casual employees and contract waiters, whose names are stated in the said schedule.

(4) *Attendance register:* Every employer shall provide each of his employees, other than a casual employee, contract waiter or special function casual employee, with an attendance register as required in terms of section 20 of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), and in the form prescribed under the regulations to the Act, which shall be filled in by the employee to show the actual time worked on each day of the week, the time of commencement and finishing work during the spreadover of hours daily and the occupation of each such employee: Provided that in lieu of such attendance register an employer may provide a semi-automatic time recorder with the necessary cards as nearly as practicable in the following form:

No..... Name .....

Week ending .....19....".

16. CLAUSE 18: CERTIFICATE OF SERVICE AND QUALIFICATIONS

Substitute the following for the heading of clause 18:

"18. CERTIFICATE AND SERVICE".

17. CLAUSE 20: EMPLOYERS' MEMBERSHIP OF EMPLOYERS' ORGANISATION AND TRADE UNIONS AS DEFINED IN THE PREAMBLE TO THIS AGREEMENT, AND INCIDENTAL MATTERS

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

"(a) Where an employee requests his employer in writing to deduct trade union subscriptions and the employer agrees thereto, the latter shall forward such amounts to the Secretary of the Council within one month of the date upon which any amount is so deducted: Provided that the employer may retain as a collection fee an amount not exceeding five per cent of the amount so deducted.".

Signed at Johannesburg this 10th day of August 1995.

J. MICHAELIDES,
Chairman.

E. SIEW,
Vice-Chairman.

S. B. VAN DYK,
Secretary.

No. R. 1701 **3 November 1995**

UNEMPLOYMENT INSURANCE ACT, 1966

AMENDMENT OF REGULATIONS

The Minister of Labour has, under section 62 of the Unemployment Insurance Act, 1966 (Act No. 30 of 1966), made the regulations set out in the Schedule hereto.

SCHEDULE

Definition

1. In these regulations "the Regulations" means the regulations published under Government Notice No. R. 849 of 29 April 1983, as amended by Government Notices Nos. R. 1235 of 17 June 1983, R. 2613 of 2 December 1983, R. 2775 of 21 December 1984, R.

(3) *Tydrooster:* (a) 'n Leesbaar getikte of skriftelik tydrooster, so na as moontlik in ooreensteming met aanhangsel G van hierdie Ooreenkoms, moet minstens sewe dae vooraf opgeplak word op 'n plek waar die werknemers dikwels kom, met die besonderhede van die daaglikse skofte wat die werknemers, uitgesonderd los werknemers, los werknemers by spesiale funksies en kontrakkelners, wie se name in genoemde tydrooster opgeteken staan, moet werk.

(4) *Bywoningsregister:* Elke werkgewer moet elkeen van sy werknemers, uitgesonderd 'n los werknemer, kontrakkelner en 'n los werknemer by spesiale funksies, voorsien van 'n bywoningsregister soos vereis ingevolge artikel 20 van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983) en in die vorm voorgeskryf ooreenkomstig die regulasies ingevolge die Wet, wat deur die werknemer ingevul moet word en wat die werklike tyd toon wat daar op elke dag van die week gewerk is, die tyd waarop werk begin en opgehou het gedurende die werkdagindeling van ure daagliks en die beroep van elke sodanige werknemer: Met dien verstande dat 'n werkgewer in plaas van sodanige bywoningsregister te verskaf, 'n halfoutomatiese tydopnemer beskikbaar kan stel met die nodige kaarte so na moontlik in die volgende vorm:

No..... Naam .....

Week eindigende.....19....".

16. KLOUSULE 18: DIENSSERTIFIKAAT EN KWALIFIKASIES

Vervang die opskrif van klousule 18 deur die volgende:

"18. DIENSSERTIFIKAAT".

17. KLOUSULE 20: LIDMAATSKAP VAN WERKGEWERSORGANISASIE EN VAN DIE VAKVERENIGINGS, SOOS OMSKRYF IN DIE AANHEF VAN HIERDIE OOREENKOMS, EN VERWANTE SAKE

(1) Vervang subklousule (2) (a) deur die volgende:

"(a) Waar 'n werknemer sy werkgewer skriftelik versoek om vakvereniginggledegeld af te trek en die werkgewer daartoe instem, moet laasgenoemde sodanige bedrae binne een maand vanaf die datum waarop enige bedrag aldus afgetrek is, aan die Sekretaris van die Raad stuur: Met dien verstande dat die werkgewer 'n bedrag van hoogstens vyf persent van die bedrag wat aldus afgetrek is, as 'n insamelingsfooi mag behou.".

Onderteken te Johannesburg op hede die 10de dag van Augustus 1995.

J. MICHAELIDES,
Voorsitter.

E. SIEW,
Ondervoorsitter.

S. B. VAN DYK,
Sekretaris.

No. R. 1701 **3 November 1995**

WERKLOOSHEIDVERSEKERINGSWET, 1966

WYSIGING VAN REGULASIES

Die Minister van Arbeid het kragtens artikel 62 van die Werkloosheidversekeringswet, 1966 (Wet No. 30 van 1966), die regulasies in die Bylae hierby, uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 849 van 29 April 1983, soos gewysig deur Goewermentskennisgewings Nos. R. 1235 van 17 Junie 1983, R. 2613 van 2 Desember 1983, R. 2775 van 21 Desember 1984, R. 2487 van 8 November

2487 of 8 November 1985, R. 901 of 16 May 1986, R. 1114 of 6 June 1986, R. 2427 of 21 November 1986, R. 2161 of 2 October 1987, R. 2412 of 30 October 1987, R. 2667 of 4 December 1987, R. 419 of 11 March 1988, R. 960 of 20 May 1988, R. 2115 of 21 October 1988, R. 272 of 24 February 1989, R. 1707 of 27 July 1990, R. 2962 of 21 December 1990, R. 1884 of 9 August 1991, R. 2585 of 11 September 1992, R. 2936 of 23 October 1992, R. 643 of 16 April 1993, R. 1447 of 13 August 1993, R. 1976 of 22 October 1993 and R. 2054 of 29 October 1993.

Amendment of regulation 4 of the Regulations

2. Regulation 4 of Regulations is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) A member of the board or of a committee, other than a member who is an officer, shall be paid a remuneration or allowance of, in the case of a board member, R48,00 per hour with a maximum of R380,00 per day and, in the case of a committee member, R38,00 per hour with a maximum of R299,00 per day, in respect of every hour during which such member attends or travels to or from a meeting of the board or of a committee, as the case may be.".

Commencement

3. The amendment of regulation 4 (1) of the Regulations shall be deemed to have come into operation on 1 October 1995.

No. R. 1702 **3 November 1995**

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 1996, 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 1996, upon all employers and employees, other than those referred to paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,
Minister of Labour.

1985, R. 901 van 16 Mei 1986, R. 1114 van 6 Junie 1986, R. 2427 van 21 November 1986, R. 2161 van 2 Oktober 1987, R. 2412 van 30 Oktober 1987, R. 2667 van 4 Desember 1987, R. 419 van 11 Maart 1988, R. 960 van 20 Mei 1988, R. 2115 van 21 Oktober 1988, R. 272 van 24 Februarie 1989, R. 1707 van 27 Julie 1990, R. 2962 van 21 Desember 1990, R. 1884 van 9 Augustus 1991, R. 2585 van 11 September 1992, R. 2936 van 23 Oktober 1992, R. 643 van 16 April 1993, R. 1447 van 13 Augustus 1993, R. 1976 van 22 Oktober 1993 en R. 2054 van 29 Oktober 1993.

Wysiging van regulasie 4 van die Regulasies

2. Regulasie 4 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) 'n Lid van die raad of van 'n komitee, uitgesonderd 'n lid wat 'n beampte is, word 'n toelae of besoldiging betaal van, in die geval van 'n raadslid, R48,00 per uur met 'n maksimum van R380,00 per dag en, in die geval van 'n komiteelid, R38,00 per uur met 'n maksimum van R299,00 per dag, ten opsigte van elke uur waartydens so 'n lid 'n vergadering van die raad of van 'n komitee, na gelang van die geval, bywoon of daarheen of daarvandaan reis.".

Inwerkingtreding

3. Die wysiging van regulasie 4 (1) van die Regulasies word geag op 1 Oktober 1995 in werking te getree het.

No. R. 1702 **3 November 1995**

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE NYWERHEID, NATAL: WYSIGING VAN OOREENKOMS VIR DIE ELEKTROTEGNIESE 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 1996 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 van klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1996 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebied in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

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 and R. 1233 of 18 August 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.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)

ELEKTROTEGNIESE 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 en R. 1233 van 18 Augustus 1995.

DEEL I

ALGEMENE VOORWAARDES VAN TOEPASSING OP HIERDIE HELE OOREEENKOMS

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.

PART II

1. CLAUSE 1: ALLOWANCES

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

"(e) (ii) Where an employee who, by reason of employment, is away from his usual working place and is required by his employer to live away from his usual domicilie, board and lodging shall be paid 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 acommodation is supplied on site, the employee shall be paid a subsistence allowance for each day he is required by his employer to live away from his usual domicile. The subsistence allowance per day shall be:

For employees whose work is scheduled in this Agreement at—

	Per night R
Master installation electrician, installation electrician, electrical tester for single phase, electrician, artisan, domestic appliance mechanic and Elconop 3	35,00
Elconop 2, Elconop 1 and labourer	30,00

The accommodation supplied on site shall include a bed and mattress. Where board is 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*bis:* GUARANTEED MINIMUM INCREASES AND OFFSET

Add the following new clause:

"(1) Every employee for whom wages are prescribed in this Agreement and who on the date on which this Agreement comes into operation is employed by an employer in the Industry shall, while in the employ of the same employer, and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, be paid not less than 4 per cent of the actual wage he was receiving immediately prior to the said date.

(2) The guaranteed minimum increase referred to in subclause (1) shall be subject to the provisions that any increase granted on or after 1 January 1995 may be offset by the employer when calculating the guaranteed minimum increase.".

Signed at Durban as authorised, for and on behalf of the parties, this 7th day of March 1995.

B. CARR,
Chairman of Council.

J. HARTWELL,
Member of Council.

R. H. FIDLER,
Secretary of Council.

No. R. 1706 3 November 1995

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF ADMINISTRATION EXPENSES AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the

DEEL II

1. KLOUSULE 1: TOELAES

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

"(e) (ii) Indien 'n werknemer as gevolg van sy werk weg is van sy gewone werkplek en sy werkgewer vereis dat hy elders as by sy gewone woonplek moet woon, moet daar vir kos en inwoning 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 beskikbaar is nie en akkomodasie op die perseel verskaf word, moet die werknemer 'n verblyftoelae betaal word vir elke dag wat sy werkgewer vereis dat hy weg van sy gewone plek moet bly. Die daaglikse verblyftoelae moet wees:

Vir werknemers wie se werk in hierdie Ooreenkoms voorgeskryf word teen—

	Per nag R
Meesterinstallasie-elektrisiën, installasie-elektrisiën, elektriese toetser vir enkelfase, elektrisiën, werktuigkundige vir huishoudelike toestelle, Elkonop 3	35,00
Elkonop 2, Elkonop 1 en arbeider	30,00

Die akkommodasie wat op die terrein verskaf word, moet 'n bed en matras insluit. Indien die werkgewer kos 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 betaal het.".

2. KLOUSULE 4*bis:* GEWAARBORGDE MINIMUM VERHOGINGS EN VERGOEDING

Voeg die volgende nuwe klousule by:

"(1) Elke werknemer vir wie daar in hierdie Ooreenkoms lone voorgeskryf word en wat op die datum waarop hierdie Ooreenkoms in werking tree in diens is by 'n werkgewer in die Nywerheid moet, terwyl hy in diens van dieselfde werkgewer is, en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir hom in hierdie Ooreenkoms voorgeskryf word, minstens van 4 persent van die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het.

(2) Die gewaarborgde minimum verhoging in subklousule (1) bedoel, is onderworpe aan die bepaling dat enige verhoging toegestaan op of na 1 Januarie 1995, deur die werkgewer verreken kan word wanneer die gewaarborgde minimum verhoging bereken word.".

Soos gemagtig vir en namens die partye by die Raad, op hede die 7de dag van Maart 1995 te Durban onderteken.

B. CARR,
Voorsitter van die Raad.

J. HARTWELL,
Lid van die Raad.

R. H. FIDLER,
Sekretaris van die Raad.

No. R. 1706 3 November 1995

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN ADMINISTRASIEFONDS OOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms ge-

Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading of this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1997, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

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

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

(a) **Western Cape Leather Industries Association;**

(b) **South African Tanning Employers' Organisation;**

(c) **Footwear Manufacturers' Federation of South Africa;**

and

(d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

(e) **National Union of Leather Workers;**

(f) **Transvaal Leather and Allied Trades Industrial Union;**

and

(g) **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 Administration Expenses Agreement published under Government Notice No. R. 1789 of 3 September 1982, as amended and extended by Government Notices Nos. R. 87 of 14 January 1983, R. 2443 of 4 November 1983, R. 1669 of 26 July 1985, R. 1759 of 22 August 1986, R. 306 of 13 February 1987, R. 319 of 26 February 1988, R. 273 of 24 February 1989, R. 830 of 12 April 1990, R. 2282 of 30 September 1991, R. 1151 of 24 April 1992, R. 639 of 23 April 1993, R. 1635 of 23 September 1994 and R. 1139 of 4 August 1995.

noem) 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 April 1997 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48(1)(b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1(1)(a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1997 eindig, bindend is vir alle werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,

Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

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

(a) **Western Cape Leather Industries Association;**

(b) **South African Tanning Employers' Organisation;**

(c) **Footwear Manufacturers' Federation of South Africa;**

en

(d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

(e) **National Union of Leather Workers;**

(f) **Transvaal Leather and Allied Trades Industrial Union;**

en

(g) **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 Administrasiefondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1789 van 3 September 1982, soos gewysig en verleng deur Goewermentskennisgewings Nos. R. 87 van 14 Januarie 1983, R. 2443 van 4 November 1983, R. 1669 van 26 Julie 1985, R. 1759 van 22 Augustus 1986, R. 306 van 13 Februarie 1987, R. 319 van 26 Februarie 1988, R. 273 van 24 Februarie 1989, R. 830 van 12 April 1990, R. 2282 van 30 September 1991, R. 1151 van 24 April 1992, R. 639 van 23 April 1993, R. 1635 van 23 September 1994 en R. 1139 van 4 Augustus 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) the terms of this Agreement shall be observed in 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, who are engaged and employed in the industry, respectively (other than persons engaged exclusively on repair work);

(b) in the Republic of South Africa:

Provided that on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice No. R. 1789 of 3 September 1982 it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Bellville which, subsequent to the publication of Government Notice No. 1683 of 7 August 1987, falls within the Magisterial District of Kuils River, The Cape, Goodwood, 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 those portions of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and Johannesburg: Provided further that on the operations set forth in paragraph (7) of the definition of "Industry" or "Leather Industry" in clause 3 of the said Agreement it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial district of Bellville which, subsequent to the publication of Government Notice No. 1683 of 7 August 1987, falls within the Magisterial district of Kuils River, 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 those portions 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: Provided further that on the operations set forth in paragraph (8) of the definition of "Industry" or "Leather Industry" in clause 3 of the said Agreement it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Bellville which, subsequent to the publication of Government Notice No. 1683 of 7 August 1987, falls within the Magisterial Districts of Kuils River, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall, however, apply only to those employees for whom wages are prescribed in any of the Main Agreements of the Council.

2. CLAUSE 5: COUNCIL FUNDS

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

"(1) Every employer shall, each pay-day, deduct from the wages of his employees an amount equal to 0,2% of the employee's basic wage rate prescribed in any of the main Agreements as defined, and where an employer pays an employee an amount higher than prescribed, it shall mean the higher amount. To the total amounts so deducted, the employer shall add an equal amount and forward, not later than the 15th day of the following month, the total sum to the General Secretary of the Council, P.O. Box 23080, Port Elizabeth, 6000, or such other official as may be specified by the Council or Executive Committee.".

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in 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 die Nywerheid betrokke en daarin werksaam is (uitgesonderd persone wat uitsluitlik herstelwerk doen);

(b) in die Republiek van Suid-Afrika:

Met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1789 van 3 September 1982, dit nagekom moet word net in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Bellville wat na die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Kuilsrivier val, Die Kaap, Goodwood, Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeeltes van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, en Johannesburg: Met dien verstande voorts dat in verband met die werksaamhede uiteengesit in paragraaf (7) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms, dit nagekom moet word net in die landdrosdistrikte Bellville, met inbegrip van gedeelte van die landdrosdistrikk Bellville wat na die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Kuilsrivier val, Goodwood en Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeeltes van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdroskistrik Inanda geval het: Met dien verstande voorts dat in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms, dit nagekom moet word net in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die Landdrosdistrik Bellville wat na die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Kuilsrivier val, Die Kaap, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria en Roodepoort.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms egter van toepassing slegs op dié werknemers vir wie lone in enige van die Hoofooreenkomste van die Raad voorgeskryf word.

2. KLOUSULE 5: FONDSE VAN DIE RAAD

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

"(1) Elke werkgewer moet op elke betaaldag aftrek van die loon van elkeen van sy werknemers, 'n bedrag gelyk aan 0,2% van die werknemer se basiese loonskaal voorgeskryf in enige van die Hoofooreenkomste, en waar 'n werkgewer 'n hoër bedrag as voorgeskryf aan 'n werknemer betaal, beteken dit die hoër bedrag. By die totaal bedrae aldus afgetrek, moet die werkgewer 'n gelyke bedrag voeg, en die totale bedrag voor of op die 15de dag van die volgende maand stuur aan die Hoofsekretaris van die Raad, Posbus 23080, Port Elizabeth, 6000, of aan sodanige ander beampte as wat die Raad of die Uitvoerende Komitee aanwys.".

(2) Insert the following new subclauses (4) and (5):

"(4) In the event of an employer failing to submit the contributions to the General Secretary of the Council in terms of subclause (1), the Council shall, for the purposes of instituting legal proceedings, calculate all outstanding contributions payable based on the last contributions previously submitted by the employer.

(5) *Payment of costs in civil proceedings:* In the event of the Council instituting civil proceedings against an employer for failing to pay to the General Secretary of the Council the total amount prescribed in subclause (1) on the date prescribed therein, such employer shall be liable for all legal fees and disbursements incurred by the Council as between attorney and client, including collection charges.".

Signed at Port Elizabeth, on behalf of the parties, this 17th day of March 1995.

D. J. F. LINDE,
Member of the Council.

T. DAVAN,
Member of the Council.

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

DEPARTMENT OF HEALTH

No. R. 1705 3 November 1995

HAZARDOUS SUBSTANCES ACT, 1973
(ACT No. 15 OF 1973)

REGULATIONS REGARDING THE DECLARATION OF CARBON TETRACHLORIDE AS A GROUP 1 CATEGORY A HAZARDOUS SUBSTANCE

The Minister of Health has in terms of section 2 (1) (a), read with section 2 (3) (a), of the Hazardous Substances Act, 1973 (Act No. 15 of 1973), made the regulations in the Schedule hereto.

SCHEDULE

Definitions

1. In these regulations "the Act" means the Hazardous Substances Act, 1973 (Act No. 15 of 1973), and any expression to which a meaning has being assigned in the Act shall bear such meaning.

Hazardous substances

2. Carbon tetrachloride is hereby declared to be a Group 1 Category A hazardous substance.

3. Carbon tetrachloride is hereby declared to be a prohibited substance subject to the following exemptions:

(a) An importer, for the importation of carbon tetracloride for sale or supply for mining or industrial purposes or for sale or supply to a *bona fide* laboratory, research institution or teaching institution; and

(b) a manufacturer, for own manufacturing purposes, sale or supply of carbon tetrachloride for mining or industrial purposes or for sale or supply to a *bona fide* laboratory, research institution or teaching institution.

4. The importer or manufacturer referred to in section 3 (a) and (b) shall adhere to the regulations regarding Group 1 Category A hazardous substances.

(2) Voeg die volgende nuwe subklousules (4) en (5) in:

"(4) In die geval waar 'n werkgewer versuim om kragtens subklousule (2) die bydraes aan die Hoofsekretaris van die Raad voor te lê, bereken die Raad, vir die doel van die instelling van 'n regsgeding, alle uitstaande betaalbare bydraes gebaseer op die laaste bydraes wat voorheen deur die werkgewer voorgelê is.

(5) *Betaling van koste in siviele sake:* In die geval waar die Raad 'n siviele regsgeding teen 'n werkgewer instel omdat hy versuim het om aan die Hoofsekretaris van die Raad die totale bedrag in subklousule (2) bepaal, op die voorgeskrewe datum daarin bepaal, te betaal, is sodanige werkgewer aanspreeklik vir alle regskoste en uitbetalings deur die Raad aangegaan soos tussen prokureur en kliënt, met inbegrip van invorderingsgelde.".

Namens die partye op hede die 17de dag van Maart 1995 te Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

T. DAVAN,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

DEPARTEMENT VAN GESONDHEID

No. R. 1705 3 November 1995

WET OP GEVAARHOUDENDE STOWWE, 1973
(WET No. 15 VAN 1973)

REGULASIES BETREFFENDE DIE VERKLARING VAN KOOLSTOFTETRACHLORIED AS 'N KATEGORIE A-, GROEP 1- GEVAARHOUDENDE STOF

Die Minister van Gesondheid het kragtens artikel 2 (1) (a) van die Wet op Gevaarhoudende Stowwe, 1973 (Wet No. 15 van 1973), gelees met artikel 2 (3) (a) van genoemde Wet, die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Wet" die Wet op Gevaarhoudende Stowwe, 1973 (Wet No. 15 van 1973), en het 'n uitdrukking waaraan 'n betekenis in die Wet gehef is, daardie betekenis.

Gevaarhoudende stof

2. Koolstoftetrachloried word hierby tot 'n Kategorie A-, Groep I- gevaarhoudende stof verklaar.

3. Koolstoftetrachloried word tot 'n verbode stof verklaar behoudens die volgende vrystellings:

(a) 'n Invoerder, vir die invoer van koolstoftetracloried vir verkoop of verskaffing vir myn- of industriële doeleindes, of vir verkoop of verskaffing aan 'n *bona fide*-laboratorium, navorsingsinstituut of opvoedkundige inrigting; en

(b) 'n vervaardiger, vir eie vervaardigingsdoeleindes, verkoop of verskaffing van koolstoftetrachloried vir myn- of industriële doeleindes of vir verkoop of verskaffing aan 'n *bona fide* -laboratorium, navorsingsinstituut of opvoedkundige inrigting.

4. Die invoerder of vervaardiger in artikel 3 (a) en (b) hierbo bedoel moet die regulasies betreffende Kategorie A-, Groep I- gevaarhoudende stowwe nakom.

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 1704 3 November 1995

IMPORT CONTROL

I, Trevor Andrew Manuel, in my capacity as Minister of Trade and Industry, and acting under the powers vested in me by section 2 of the Import and Export Control Act, 1963 (Act No. 45 of 1963), hereby amend Schedule 1 of Government Notice No. R. 2582 of 23 December 1988 by—

(a) the deletion of the following description in column (1) and corresponding tariff headings in column (2):

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 1704 3 November 1995

INVOERBEHEER

Ek, Trevor Andrew Manuel, in my hoedanigheid as Minister van Handel en Nywerheid, en handelende kragtens die bevoegdheid my verleen deur artikel 2 van die Wet op In- en Uitvoerbeheer, 1963 (Wet No. 45 van 1963), wysig hierby Bylae 1 van Goewermentskennisgewing No. R. 2582 van 23 Desember 1988 deur—

(a) die skrapping van die volgende beskrywings in kolom (3) en die tariefposte daarteenoor in kolom (2):

SCHEDULE 1 • BYLAE 1

Description of goods	Tariff heading Tariefpos	Beskrywing van goedere
Bird's eggs, not in shell, and egg yolks, fresh, dried, cooked by steaming or by boiling in water, moulded, frozen or otherwise preserved, whether or not containing added sugar or other sweetening matter	04.08	Voëleiers, nie in die dop nie en eiergele, vars, gedroog, gekook onder stoom of in water, gevorm, bevrore of andersins gepreserveer, hetsy bevattende bygevoegde suiker of ander versoetingsmiddels al dan nie.
Fruits of the genus *Capsimum*, neither crushed nor ground	0904.20.10	Vrugte van die soort *Capsicum*, nie gebreek of gemaal nie.
Fruits of genus Capsicum, crushed or ground	0904.20.20	Vrugte van die soort Capsicum, gebreek of gemaal.
Millet	1008.20	Giers.
Canary Seed	1008.30	Kanariesaad.
Other machines for games of skills or chance	9504.90.80	Ander masjiene vir behendigheid of gelukspele.

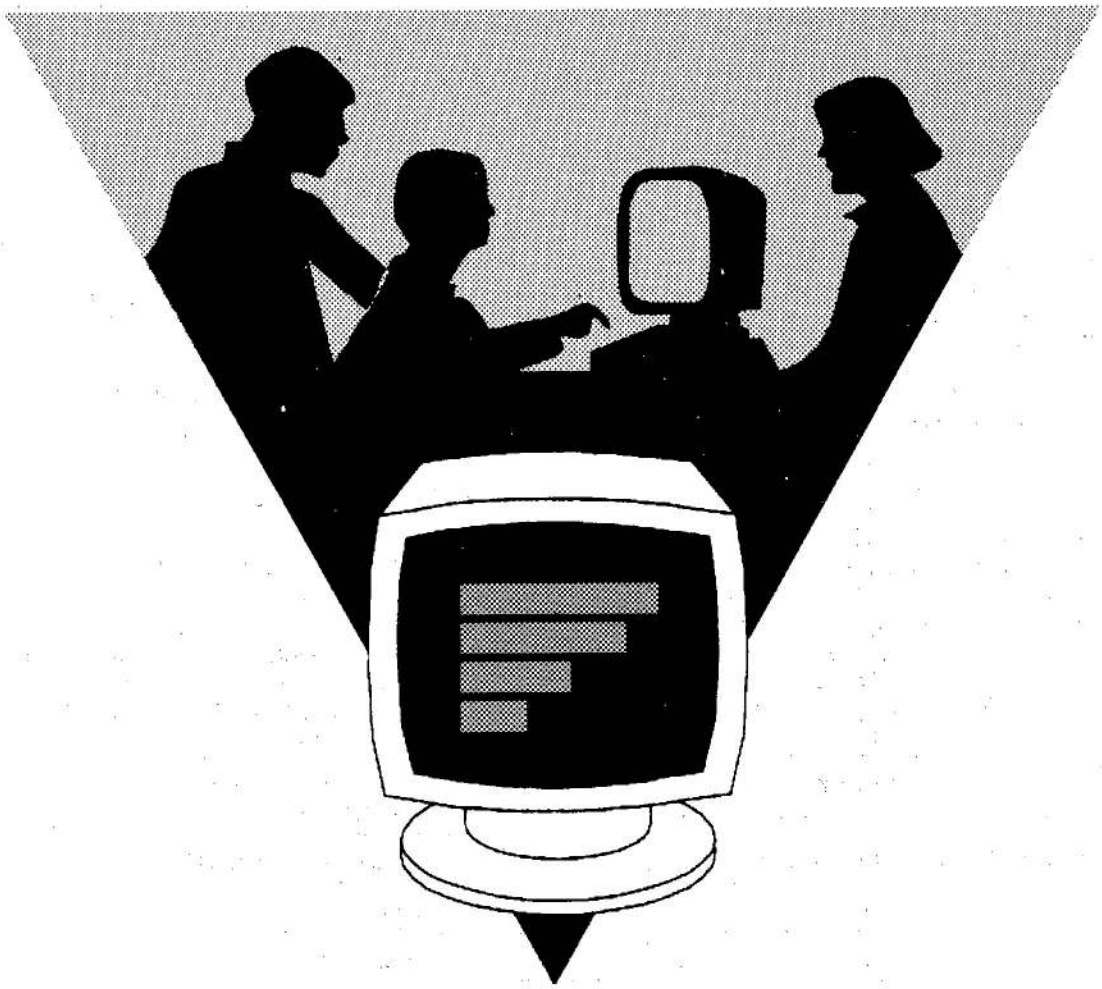
(b) by inserting the following tariff headings in column 2 and the corresponding description in column (1):

(b) die invoeging van die volgende tariefpos in kolom (2) die beskrywings daarteenoor in kolom (3):

Description of goods	Tariff heading Tariefpos	Beskrywing van goedere
Other games, coin or disc-operated (excluding bowling alley equipment)	9504.30	Ander spele, met munte of skywe in werking gestel (uitgesonderd kegelbaantoerusting).
Playing cards	9504.40	Speelkaarte.

T. A. MANUEL,
Minister of Trade and Industry.

T. A. MANUEL,
Minister van Handel en Nywerheid.



Electronic Government Gazette

- ✓ Online version of the Gazette dating back to January 1994
- ✓ Available via a number of public electronic networks including Internet, Easy Access and Beltel
- ✓ Information available within two working days of publication
- ✓ Flexible tariff structure - various options to suit individual needs

Why an Electronic Government Gazette?

- ✓ Eliminate unnecessary paper storage and wading through stacks of paper copies
- ✓ Provides immediate access to the information you are looking for - search by topic or notice type
- ✓ User friendly application - quick and effective with context sensitive online help

GENTEL

Contact Details: Tel: (012) 663-6873
Tel: (012) 663-4954
E-mail: gentel@info1.sabinet.co.za

SABINET

A joint venture between GENTEL and SABINET

Save a drop — and save a million

Water conservation is very important to the community and industry to ensure their survival. So save water!

Spaar 'n druppel — en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad

CONTENTS

No.		Page No.	Gazette No.
	GOVERNMENT NOTICES		
	Agriculture, Department of		
	Government Notices		
R. 1694	Liquor Products Act (60/1989): Prohibition of the use of certain names or descriptions for wines and brandies: Repeal: Amendment	3	16796
R. 1695	do.: Regulations: Amendment	4	16796
R. 1696	do.: Authorisation to sell Sacramental Beverages: Amendment	5	16796
R. 1697	Marketing Act (59/1968): Oilseeds Scheme: Records and returns relating to oilseeds	5	16796
	Environmental Affairs and Tourism, Department of		
	Government Notice		
R. 1703	Environment Conservation Act (73/1989): Declaration of the territory known as the Prince Edward Islands to be a Special Nature Reserve	7	16796
	Finance, Department of		
	Government Notices		
R. 1680	Customs and Excise Act (91/1964): Amendment of Schedule No. 1 (No. 1/1/740)	1	16796
R. 1681	do.: Amendment of Schedule No. 1 (No. 1/1/741)	2	16796
R. 1682	do.: Amendment of Schedule No. 1 (No. 1/1/742)	2	16796
R. 1688	Exchange Control Regulations: Appointment of authorised dealer in foreign exchange	3	16796
R. 1690	Customs and Excise Act (91/1964): Amendment of Schedule No. 1 (No. 1/1/743)	3	16796
	Health, Department of		
	Government Notice		
R. 1705	Hazardous Substances Act (15/1973): Regulations: Declaration of carbon tetrachloride as a Group 1 Category A hazardous substance	28	16796
	Labour, Department of		
	Government Notices		
R. 1692	Labour Relations Act (26/1956): Cancellation of Government Notices: Restaurant, Catering and Allied Trades: Main Agreement	7	16796
R. 1693	do.: Restaurant, Catering and Allied Trades: Re-enactment of Main Agreement	8	16796
R. 1701	Unemployment Insurance Act (30/1966): Amendment of Regulations	22	16796
R. 1702	Labour Relations Act (26/1956): Electrical Industry, Natal: Amendment: Agreement for the Electrical Contracting Section	23	16796
R. 1706	Labour Relations Act (26/1956): Leather Industry, Republic of South Africa: Amendment: Administration Expenses Agreement	25	16796
	Trade and Industry, Department of		
	Government Notice		
R. 1704	Import and Export Control Act (45/1963): Import control	29	16796

INHOUD

No.		Bladsy No.	Koerant No.
	GOEWERMENTSKENNISGEWINGS		
	Arbeid, Departement van		
	Goewermentskennisgewings		
R. 1692	Wet op Arbeidsverhoudinge (26/1956): Intrekking van Goewermentskennisgewings: Restaurant-, Spyseniers- en Verwante Bedrywe: Hoofooreenkoms	7	16796
R. 1693	do.: Restaurant-, Spyseniers- en Verwante Bedrywe: Herbekragtiging van Hoofooreenkoms	8	16796
R. 1701	Werkloosheidsversekeringswet (30/1966): Wysiging van Regulasies	22	16796
R. 1702	Wet op Arbeidsverhoudinge (26/1956): Elektrotegniese Nywerheid, Natal: Wysiging: Ooreenkoms vir die Elektrotegniese Aannemingseksie	23	16796
R. 1706	Wet op Arbeidsverhoudinge (26/1956): Leernywerheid, Republiek van Suid-Afrika: Wysiging: Administrasiefondsooreenkoms	25	16796
	Finansies, Departement van		
	Goewermentskennisgewings		
R. 1680	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 (No. 1/1/740)	1	16796
R. 1681	do.: Wysiging van Bylae No. 1 (No. 1/1/741)	2	16796
R. 1682	do.: Wysiging van Bylae No. 1 (No. 1/1/742)	2	16796
R. 1688	Deviesebeheerregulasies: Aanstelling van gemagtigde handelaar in buitelandse valuta	3	16796
R. 1690	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 (No. 1/1/743)	3	16796
	Gesondheid, Departement van		
	Goewermentskennisgewing		
R. 1705	Wet op Gevaarhoudende Stowwe (15/1973): Regulasies: Verklaring van koolstoftetrachloried as 'n Kategorie A-, Groep 1- gevaarhoudende stof	28	16796
	Handel en Nywerheid, Departement van		
	Goewermentskennisgewing		
R. 1704	Wet op In- en Uitvoerbeheer (45/1963): Invoerbeheer	29	16796
	Landbou, Departement van		
	Goewermentskennisgewings		
R. 1694	Wet op Drankprodukte (60/1989): Verbod op die gebruik van sekere name of beskrywings vir wyn en brandewyn: Herroeping: Wysiging	3	16796
R. 1695	do.: Regulasies: Wysiging	4	16796
R. 1696	do.: Magtiging om Sakramentele Drank te verkoop: Wysiging	5	16796
R. 1697	Bemarkingswet (59/1968): Oliesadeskema: Aantekeninge en opgawes met betrekking tot oliesade	5	16796
	Omgewingsake en Toerisme, Departement van		
	Goewermentskennisgewing		
R. 1703	Wet op Omgewingsbewaring (73/1989): Verklaring van die gebied bekend as die Prince Edward-eilande tot 'n Spesiale Natuurreservaat	7	16796

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001. Tel 323-9731 × 263, 269 or 273
Gedruk deur en verkrygbaar by die Staatsdrukker, Bosmanstraat, Privaat Sak X85, Pretoria, 0001. Tel. 323-9731 × 263, 269 of 273