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OF
SOUTH AFRICA



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PROCLAMATION

by the

Acting President

of the Republic of South Africa

No. R. 149, 1994

RATIONALISATION OF THE PUBLIC SERVICE:
AMENDMENT OF THE FINANCE AND FINANCIAL
ADJUSTMENTS ACTS CONSOLIDATION ACT, 1977,
UNDER SECTION 237 (3) OF THE CONSTITUTION
OF THE REPUBLIC OF SOUTH AFRICA, 1993

Whereas I consider it necessary for the establishment of an effective administration at the national level of government and effective administrations for the respective provinces that uniform measures, arrangements, practices and procedures regarding guarantees by government in respect of housing loans of persons employed under the Government be established upon rationalisation, in terms of section 237 of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993, hereinafter referred to as the Constitution), of the various public services and administrations referred to in section 236 (1) of the Constitution;

Now therefore, under subsection (3) of section 237 of the Constitution, I hereby amend the Finance and Financial Adjustments Acts Consolidation Act, 1977 (Act No. 11 of 1977), as and to the extent specified in the Schedule hereto.

PROKLAMASIE

van die

Waarnemende President

van die Republiek van Suid-Afrika

No. R. 149, 1994

RASIONALISERING VAN DIE STAATSDIENS:
WYSIGING VAN DIE KONSOLIDASIEWET OP
FINANSIE- EN FINANSIËLE REËLINGSWETTE,
1977, KRAGTENS ARTIKEL 237 (3) VAN DIE
GRONDWET VAN DIE REPUBLIEK VAN SUID-
AFRIKA, 1993

Nademaal ek dit nodig ag vir die instelling van 'n doeltreffende administrasie op die nasionale vlak van regering en doeltreffende administrasies vir die onderskeie provinsies dat eenvormige maatreëls, reëlings, praktyke en prosedures betreffende regeringswaarborgs in verband met huislenings van persone in diens van die Regering daargestel word by rasionalisering, ingevolge artikel 237 van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993, hieronder die Grondwet genoem), van die verskeie staatsdienste en -administrasies in artikel 236 (1) van die Grondwet bedoel;

Derhalwe, kragtens subartikel (3) van artikel 237 van die Grondwet, wysig ek hierby die Konsolidasiewet op Finansiële en Finansiële Reëlingswette, 1977 (Wet No. 11 van 1977), soos en in die mate in die Bylae hierby uiteengesit.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria, this Thirtieth day of September, One thousand Nine hundred and Ninety-four.

T. MBEKI,

Acting President.

By Order of the President-in-Cabinet:

C. F. LIEBENBERG,

Minister of the Cabinet.

SCHEDULE

AMENDMENT OF FINANCE AND FINANCIAL ADJUSTMENTS ACTS CONSOLIDATION ACT, 1977 (ACT No. 11 OF 1977)

Insertion of section 25A in Act 11 of 1977

The following section is hereby inserted in the Finance and Financial Adjustments Acts Consolidation Act, 1977, after section 25:

"Guarantees by Minister of Finance pertaining to dwellings for or of persons in employ of departments or organisational components under Public Service Act, 1994, or contributors to certain pension funds.

25A. (1) For the purpose of enabling any person in the employ of any department of organisational component specified, respectively, in column 1 of Schedule 1 and column 1 of Schedule 2 to the Public Service Act, 1994 (promulgated by Proclamation No. R. 103 of 1994), or who is a contributor to a pension fund referred to in—

- (a) section 3 of the Government Service Pension Act, 1973 (Act No. 57 of 1973);
- (b) section 3 of the Temporary Employees Pension Fund Act, 1979 (Act No. 75 of 1979);
- (c) section 2 (1) of the Pension Fund for Associated Institutions, 1963 (Act No. 41 of 1963);
- (d) section 3 of the Black Authorities' Service Pensions Act, 1971 (Act No. 6 of 1971);
- (e) section 3 of the Bophuthatswana Government Service Pension Fund Act, 1977 (Act No. 14 of 1977), of the former Republic of Bophuthatswana;
- (f) section 2 or 3 of the Government Employees Pensions Act, 1978 (Act No. 15 of 1978), of the former Republic of Transkei;
- (g) section 4 of the Government Service Pensions Act, 1970 (Act No. 4 of 1970), of the former Republic of Transkei;

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Dertigste dag van September Eenduisend Negehonderd Vieren-negentig.

T. MBEKI,

Waarnemende President.

Op las van die President-in-Kabinet:

C. F. LIEBENBERG,

Minister van die Kabinet.

BYLAE

WYSIGING VAN DIE KONSOLIDASIEWET OP FINANSIE- EN FINANSIËLE REËLINGSWETTE, 1977 (WET No. 11 VAN 1977)

Invoeging van artikel 25A in Wet 11 van 1977

Die volgende artikel word hierby in die Konsolidasiewet op Finansiële en Finansiële Reëlinswette, 1977, na artikel 25 ingevoeg:

"Waarborge deur Minister van Finansies met betrekking tot wonings vir of van persone in diens van departemente of organisasiekomponente ingevolge Staatsdienswet, 1994, of bydraers tot sekere pensioenfondse.

25A. (1) Met die doel om enige persoon in diens van enige departement of organisasiekomponent onderskeidelik vermeld in kolom 1 van Bylae 1 en kolom 1 van Bylae 2 by die Staatsdienswet, 1994 (uitgevaardig by Proklamasie No. R. 103 van 1994), of wat 'n bydraer is tot 'n pensioenfonds bedoel in—

- (a) artikel 3 van die Regeringsdienspensioenwet, 1973 (Wet No. 57 van 1973);
- (b) artikel 3 van die Wet op die Pensioenfonds vir Tydelike Werknemers, 1979 (Wet No. 75 van 1979);
- (c) artikel 2 (1) van die Wet op die Pensioenfonds vir Geassosieerde Inrigtings, 1963 (Wet No. 41 van 1963);
- (d) artikel 3 van die Wet op Pensioene vir Swart Owerheidsdiens, 1971 (Wet No. 6 van 1971);
- (e) artikel 3 van die Bophuthatswana-wet op Pensioene vir die Regeringsdiens, 1977 (Wet No. 14 van 1977), van die voormalige Republiek van Bophuthatswana;
- (f) artikel 2 of 3 van die "Government Employees Pensions Act, 1978" (Wet No. 15 van 1978), van die voormalige Republiek van Transkei;
- (g) artikel 4 van die "Government Service Pensions Act, 1970" (Wet No. 4 van 1970), van die voormalige Republiek van Transkei;

- (h) section 3 of the Venda Government Service Pensions Act, 1979 (Act No. 4 of 1979), of the former Republic of Venda; or
- (i) section 3 of the Government Service Pensions Act, 1989 (Act No. 4 of 1989), of the former Republic of Ciskei,

to acquire a dwelling for his or her own use or—

- (i) to enlarge such dwelling or to erect outbuildings thereto; or
- (ii) to comply in respect of such dwelling or any outbuildings thereto with any requirement of any local authority,

the Minister of Finance may guarantee, on such terms and conditions as he or she may determine, the interest on and the capital of an amount not exceeding thirty per cent of the amount of any loan required for that purpose by a person who is such a contributor, and may enter into such agreements and perform such other acts (including the making of regulations) as may be necessary for or incidental to the carrying out of this subsection.

(2) For the purpose of subsection (1) of this section, the provisions of section 25 (1) (b) and (c), (2), (3), (4) and (5) shall *mutatis mutandis* apply.

(3) Where, prior to the rationalisation, in terms of section 237 of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993, hereinafter referred to as the Constitution), of any of the departments of state or administrations, or the police forces or military forces, or any of the other institutions, contemplated in section 236 (1) of the Constitution, guarantees of the nature and for the purpose contemplated in subsection (1) of this section were issued—

- (a) in accordance with section 25 of this Act or any other measures, arrangements, practices or procedures applicable at the relevant time to or within any such department, administration, police force, military force or institution;
- (b) in respect of the loans of any persons who, at that time, were in its employ and were contributors to any pension fund referred to in subsection (1) of this section,

such a guarantee shall, where the person in respect of whose loan it was so issued, pursuant to such rationalisation and without any interruption in service continues his or her employment in the service of a department or organisational component referred to in subsection (1) of this section, be deemed to have been issued in terms of that subsection, subject to the same terms and conditions as those imposed under the said section 25 or any other measure, arrangement, practice or procedure contemplated in paragraph (a), provided such person continues to be a contributor to the pension fund so referred to which, for the purposes of this subsection, shall include any pension fund which at any time, in terms of any law, is the legal successor of the pension fund so referred to.

- (h) artikel 3 van die "Venda Government Service Pensions Act, 1979" (Wet No. 4 van 1979), van die voormalige Republiek van Venda; of

- (i) artikel 3 van die "Government Service Pensions Act, 1989" (Wet No. 4 van 1989), van die voormalige Republiek van Ciskei.

in staat te stel om 'n woning vir sy of haar eie gebruik te verkry of—

- (i) om sodanige woning te vergroot of om buitegeboue daarby op te rig; of
- (ii) om ten opsigte van sodanige woning of enige buitegeboue daarby te voldoen aan enige vereiste van enige plaaslike bestuur,

kan die Minister van Finansies, op die bedinge en voorwaardes wat hy of sy bepaal, die rente op en die hoofsom van 'n bedrag wat nie dertig persent van die bedrag van 'n lening wat vir daardie doel benodig word deur 'n persoon wat so 'n bydraer is, oorskry nie, waarborg, en kan die ooreenkomste aangaan en die ander handelinge verrig (met inbegrip van die uitvaardiging van regulasies) wat nodig mag wees vir, of in verband mag staan met, die uitvoering van hierdie subartikel.

(2) By die toepassing van subartikel (1) van hierdie artikel is die bepalings van artikel 25 (1) (b) en (c), (2), (3), (4) en (5) *mutatis mutandis* van toepassing.

(3) Waar, voor die rasionalisering, ingevolge artikel 237 van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993, hieronder die Grondwet genoem), van enige van die staatsdepartemente of administrasies, of die polisiemagte of weermagte, of enige van die ander instellings, in artikel 236 (1) van die Grondwet beoog, waarborge van die aard en vir die doel beoog in subartikel (1) van hierdie artikel uitgereik is—

- (a) ooreenkomstig artikel 25 van hierdie Wet of enige ander maatreëls, reëlins, praktyke of prosedures wat op die betrokke tydstop van toepassing was op of binne enige sodanige departement, administrasie, polisiemag, weermag of instelling;
- (b) ten opsigte van die lenings van enige persone wat op daardie tydstop in sy diens was en bydraers was tot enige pensioenfonds bedoel in subartikel (1) van hierdie artikel,

word so 'n waarborg, waar die persoon ten opsigte van wie se lening dit aldus uitgereik is, uit hoofde van sodanige rasionalisering en sonder enige onderbreking in diens, sy of haar werk in diens van 'n departement of organisasiekomponent bedoel in subartikel (1) van hierdie artikel voortsit, geag uitgereik te gewees het ingevolge daardie subartikel onderworpe aan dieselfde bedinge en voorwaardes as dié opgelê kragtens genoemde artikel 25 of enige ander maatreël, reëling, praktyk of prosedure beoog in paragraaf (a) mits sodanige persoon aanhou om 'n bydraer te wees tot die pensioenfonds aldus bedoel, wat by die toepassing van hierdie subartikel enige pensioenfonds insluit wat op enige tydstop, ingevolge enige wet, die regsopvolger is van die pensioenfonds aldus bedoel.

(4) Neither section 25, nor any such measure, arrangement, practice or procedure referred to in subsection (3) (a) of this section, as was applicable in any part of the Republic immediately prior to the commencement of this section, shall be applied on or after such commencement in relation to any person in the employ of any department or organisational component contemplated in subsection (1) of this section.

(5) The provisions of this section shall apply in the whole of the national territory of the Republic as contemplated in section 1 (2) of the Constitution."

GOVERNMENT NOTICES

DEPARTMENT OF JUSTICE

No. R. 1802 **21 October 1994**

DESIGNATION OF THE STATE OF FLORIDA, UNITED STATES OF AMERICA AS A TERRITORY IN RESPECT OF WHICH THE RECIPROCAL ENFORCEMENT OF MAINTENANCE ORDERS ACT, 1963 (ACT No. 80 OF 1963), SHALL APPLY

Under section 2 (1) of the Reciprocal Enforcement of Maintenance Orders Act, 1963 (Act No. 80 of 1963), I, Christiaan Loedolf Fismer, Deputy Minister of Justice, hereby designate the State of Florida, United States of America as a territory in respect of which the said Act shall apply.

C. L. FISMER,
Deputy Minister of Justice.

DEPARTMENT OF LABOUR

No. R. 1793 **21 October 1994**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE: RENEWAL OF MEDICAL BENEFIT SOCIETY AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice No. R. 2247 of 7 August 1992 to be effective from the date of publication of this notice and for the period ending 31 March 1995.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 1803 **21 October 1994**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: RENEWAL OF TRAINING FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Govern-

(4) Nóg artikel 25 nóg enige sodanige maatreël, reëling, praktyk of prosedure bedoel in subartikel (3) (a) van hierdie artikel as wat in enige deel van die Republiek van toepassing was onmiddellik voor die inwerkingtreding van hierdie artikel, is op of na sodanige inwerkingtreding van toepassing met betrekking tot enige persoon in die diens van 'n departement of organisasiekomponent in subartikel (1) van hierdie artikel beoog.

(5) Die bepalings van hierdie artikel is van toepassing in die geheel van die nasionale grondgebied van die Republiek soos in artikel 1 (2) van die Grondwet beoog."

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN JUSTISIE

No. R. 1802 **21 Oktober 1994**

AANWYSING VAN DIE STAAT VAN FLORIDA, VERENIGDE STATE VAN AMERIKA AS 'N GEBIED TEN OPSIGTE WAARVAN DIE WET OP WEDERKERIGE AFDWINGING VAN ONDERHOUDSBEVELE, 1963 (WET No. 80 VAN 1963), VAN TOEPASSING IS

Kragtens artikel 2 (1) van die Wet op Wederkerige Afdwinging van Onderhoudsbevele, 1963 (Wet No. 80 van 1963), wys ek, Christiaan Loedolf Fismer, Adjunkminister van Justisie, hierby die Staat Florida, Verenigde State van Amerika aan as 'n gebied ten opsigte waarvan die gemelde Wet van toepassing is.

C. L. FISMER,
Adjunkminister van Justisie.

DEPARTEMENT VAN ARBEID

No. R. 1793 **21 Oktober 1994**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND: HERNUWING VAN MEDIESE HULPVERENIGINGGOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermenskennisgewing No. R. 2247 van 7 Augustus 1992 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1995 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 1803 **21 Oktober 1994**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: HERNUWING VAN OPLEIDINGSFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermenskennisgewing No. R. 568

ment Notice No. R. 568 of 25 March 1994, to be effective from the date of publication of this notice and for the period ending 31 December 1994.

D. VAN DER WALT,

Director: Labour Relations

No. R. 1812

21 October 1994

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING AND SERVICING INDUSTRY (CAPE): 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 on 31 January 1995, 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 1995, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,

Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING AND SERVICING INDUSTRY (CAPE)

AGREEMENT FOR THE CONTRACTING SECTION

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

Amalgamated Engineering Union of South Africa,

Metal and Electrical Workers' Union of South Africa

and

South African Electrical Workers' Association

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

van 25 Maart 1994, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1994 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 1812

21 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE AANNEMING- EN BEDIENINGS NYWERHEID (KAAP): WYSIGING VAN OOREENKOMS VIR DIE ELEKTROTEGNIËSE AANNEMINGSEKSIE

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,

Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE AANNEMINGS- EN BEDIENINGSNYWERHEID (KAAP)

OOREENKOMS VIR DIE AANNEMINGSEKSIE

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

Amalgamated Engineering Union of South Africa,

Metal and Electrical Workers' Union of South Africa

en

South African Electrical Workers' Association

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

being the parties to the Industrial Council for the Electrical Contracting and Servicing Industry (Cape),

to amend the Agreement published under Government Notice No. R. 971 of 13 May 1983, as extended and amended by Government Notices Nos. R. 70 of 13 January 1984, R. 1284 and R. 1285 of 29 June 1984, R. 1364 and R. 1365 of 21 June 1985, R. 1339 and R. 1340 of 27 June 1986, R. 2453 and R. 2454 of 30 October 1987, R. 806 and R. 807 of 21 April 1989, R. 727 and R. 728 of 30 March 1990, R. 1637 of 13 July 1990, R. 2406 of 12 October 1990, R. 2304 of 27 September 1991, R. 2778 of 22 November 1991, R. 2072 of 24 July 1992, R. 2689 of 25 September 1992, R. 843 of 29 April 1994, R. 1172 of 1 July 1994 and R. 1222 of 8 July 1994.

PART I

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Electrical Contracting and Servicing Industry (Cape) —

- (a) by all employers and employees who are members of the employers' organisation and the trade unions, respectively;
- (b) in the Magisterial Districts of The Cape, Wynberg [including that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Simon's Town, Goodwood and Bellville; in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices Nos. 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville.

(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.

PART II

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

Substitute the following for clause 4:

"4. SCHEDULE OF WAGES AND/OR EARNINGS

"With effect from the date of publication of this Agreement, no employer shall pay and no employee shall accept wages at rates lower than the following:

	Rate per hour
	R
Master installation electrician	18,74
Installation electrician	18,26
Electrical tester, for single phase	15,74
Electrician and artisan	14,99
Elkonop 3	11,19
Elkonop 2	10,59
Elkonop 1	7,11
Labourer	5,82

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemings- en Bedieningsnywerheid (Kaap),

tot wysiging van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 971 van 13 Mei 1983, soos verleng en gewysig by Goewermenskennisgewings Nos. R. 70 van 13 Januarie 1984, R. 1284 en R. 1285 van 29 Junie 1984, R. 1364 en R. 1365 van 21 Junie 1985, R. 1339 en R. 1340 van 27 Junie 1986, R. 2453 en R. 2454 van 30 Oktober 1987, R. 806 en R. 807 van 21 April 1989, R. 727 en R. 728 van 30 Maart 1990, R. 1637 van 13 Julie 1990, R. 2406 van 12 Oktober 1990, R. 2304 van 27 September 1991, R. 2778 van 22 November 1991, R. 2072 van 24 Julie 1992, R. 2689 van 25 September 1992, R. 843 van 29 April 1994, R. 1172 van 1 Julie 1994 en R. 1222 van 8 Julie 1994.

DEEL I

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Elektrotegniese Aannemings- en Bedieningsnywerheid (Kaap) nagekom word —

- (a) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is;
- (b) in die landdrostdistrikte Die Kaap, Wynberg [met inbegrip van die gedeelte van die landdrostdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermenskennisgewing No. 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het], Simonstad, Goodwood en Bellville; in die gedeeltes van die Landdrostdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermenskennisgewings Nos. 171 van 8 Februarie 1957 en 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het en in die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermenskennisgewing No. 661 van 19 April 1974 binne die landdrostdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 binne die landdrostdistrik Bellville geval het en in die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermenskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het.

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

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

DEEL II

2. KLOUSULE 4: OPGAWE VAN LONE EN VERDIENSTES

Vervang klousule 4 deur die volgende:

"4. OPGAWE VAN LONE EN/OF VERDIENSTE

"Met ingang van die datum van publikasie van hierdie Ooreenkoms mag geen laer lone as die onderstaande deur 'n werkgewer betaal en deur 'n werknemer aanvaar word nie:

	Loon per uur
	R
Meester-installasie-elektrisiën	18,74
Installasie-elektrisiën	18,26
Elektriese toetsers vir enkelfase	15,74
Elektrisiën en ambagsman	14,99
Elkonop 3	11,19
Elkonop 2	10,59
Elkonop 1	7,11
Arbeider	5,82

Driver of a vehicle, the unladen weight of which is—

- | | |
|-------------------------------------|--------|
| (a) up to 3 500 kg | 6,29 |
| (b) from 3 501 kg to 9 000 kg | 7,11 |
| (c) 9 001 kg and over | 8,09". |

Signed at Cape Town as authorised, for and on behalf of the parties to the Council, this 30th day of June 1994.

M. MILLER,
Chairman of the Council.

A. A. STANLEY-BEST,
Vice-Chairman of the Council.

G. J. J. VAN DER MERWE,
Secretary of the Council.

Drywer van 'n voertuig waarvan die onbelaste massa—

- | | |
|--|--------|
| (a) hoogstens 3 500 kg is | 6,29 |
| (b) van 3 501 kg tot 9 000 kg is | 7,11 |
| (c) 9 001 kg en meer is | 8,09". |

Soos gemagtig, vir en namens die partye by die Raad op hede die 30ste dag van Junie 1994 te Kaapstad onderteken.

M. MILLER,
Voorsitter van die Raad.

A. A. STANLEY-BEST,
Ondervoorsitter van die Raad.

G. J. J. VAN DER MERWE,
Sekretaris van die Raad.

No. R. 1813

21 October 1994

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE: AMENDMENT OF MAIN AGREEMENT

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, EASTERN PROVINCE

AGREEMENT

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

Eastern Province Clothing Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

No. R. 1813

21 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE: WYSIGING VAN HOOFOOREENKOMS

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, OOSTELIKE PROVINSIE

OOREENKOMS

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

Eastern Province Clothing Manufacturers' Association
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union
(hierna die "werkgewers" of die "vakvereniging" genoem), aan die ander kant.

being the parties to the Industrial Council for the Clothing Industry, Eastern Province,

to amend the Agreement published under Government Notice No. R. 705 of 5 April 1991, as renewed and amended by Government Notices Nos. R. 1599 of 5 July 1991, R. 2461 of 11 October 1991, R. 3230 of 27 November 1992, R. 958 of 4 June 1993, R. 1087 of 25 June 1993, R. 1297 of 16 July 1993, R. 1326 of 23 July 1993, R. 2361 of 10 December 1993 and R. 1119 of 24 June 1994.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Subject to the provisions of subclause (2), the terms of this Agreement shall be observed in the Clothing Industry —

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
- (b) in the Magisterial Districts of Port Elizabeth and East London.

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.

(3) The terms of this Agreement shall not apply to a designer, foreman, factory clerk and supervisor who is remunerated monthly at a rate in excess of the weekly wage prescribed in this Agreement for such employee, multiplied by four and a third, and whose conditions of employment include the following provisions:

- (a) That his contract of service may not be terminated without a month's notice;
- (b) that his monthly remuneration may not be reduced as a result of short-time working or unpaid public holidays or periods of absence through illness not exceeding 10 working days in any one year of employment and subject to the production of a medical certificate if required by the employer.

2. CLAUSE 3: DEFINITIONS

(1) Substitute the following for the definition of "learner":

"**'learner'** means, in the case of an employee referred to in clause 4 (1) (b), (c), (h) and (v), an employee who has had less than four and a half years' experience; in the case of an employee referred to in clause 4 (1) (d), (f), (j) and (p), an employee who has had less than two and a half years' experience; in the case of an employee referred to in clause 4 (1) (g) and (o), an employee who has had less than two years' experience; in the case of an employee referred to in clause 4 (1) (m), an employee who has had less than one and a half year's experience; in the case of an employee referred to in clause 4 (1) (n), an employee who has had less than one year's experience; and in the case of an employee referred to in clause 4 (1) (i), (k) and (l), an employee who has had less than half a year's experience;"

(2) Substitute the following for the definition of "qualified":

"**'qualified'** means, in the case of an employee referred to in clause 4 (1) (b), (c), (h) and (v), an employee who has had not less than four and a half years' experience; in the case of an employee referred to in clause 4 (1) (d), (f), (j) and (p), an employee who has had not less than two and a half years' experience; in the case of an employee referred to in clause 4 (1) (g) and (o), an employee who has had not less than two years' experience; in the case of an employee referred to in clause 4 (1) (m), an employee who has had not less than one and a half years' experience; in the case of an employee referred to in clause 4 (1) (n), an employee who has had not less than one year's experience; and in the case of an employee referred to in clause 4 (1) (i), (k) and (l), an employee who has had not less than half a year's experience;"

wat die partye is by die Nywerheidsraad vir die Klerasiynerwerheid, Oostelike Provinsie,

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 705 van 5 April 1991, soos hernieu en gewysig by Goewermentskennisgewings Nos. R. 1599 van 5 Julie 1991, R. 2461 van 11 Oktober 1991, R. 3230 van 27 November 1992, R. 958 van 4 Junie 1993, R. 1087 van 25 Junie 1993, R. 1297 van 16 Julie 1993, R. 1326 van 23 Julie 1993, R. 2361 van 10 Desember 1993 en R. 1119 van 24 Junie 1994.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet, behoudens subklousule (2), in die Klerasiynerwerheid nagekom word —

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;
- (b) in die landdrostdistrikte Port Elizabeth en Oos-Londen.

(2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskrif word.

(3) Hierdie Ooreenkoms is nie van toepassing nie op 'n ontwerper, voorman, fabrieksklerk en toesighouer wat maandeliks besoldig word teen 'n hoër koers as die weekloon wat in hierdie Ooreenkoms vir sodanige werknemer voorgeskrif word, vermenigvuldig met vier en 'n derde, en wie se diensvoorwaardes die volgende bepalings insluit:

- (a) Dat sy dienskontrak nie sonder 'n maand kennisgewing beëindig mag word nie;
- (b) dat sy maandelikse besoldiging nie verminder mag word nie as gevolg van korttydwerk of openbare vaksiedae sonder besoldiging of tydperke van afwesigheid weens siekte van hoogstens 10 werkdade in 'n enkele jaar diens, behoudens die indiening van 'n mediese sertifikaat indien die werkgewer dit vereis.

2. KLOUSULE 3: WOORDOMSKRYWING

(1) Vervang die omskrywing van "leerling" deur die volgende:

"**'leerling'** in die geval van 'n werknemer in klousule 4 (1) (b), (c), (h) en (v) bedoel, 'n werknemer met minder as vier en 'n half jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (d), (f), (j) en (p) bedoel, 'n werknemer met minder as twee en 'n half jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (g) en (o) bedoel, 'n werknemer met minder as twee jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (m) bedoel, 'n werknemer met minder as een en 'n half jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (n) bedoel, 'n werknemer met minder as een jaar ondervinding; en in die geval van 'n werknemer in klousule 4 (1) (i), (k) en (l) bedoel, 'n werknemer met minder as 'n half jaar ondervinding;"

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

"**'gekwalfiseer'**, in die geval van 'n werknemer in klousule 4 (1) (b), (c), (h) en (v) bedoel, 'n werknemer met minstens vier en 'n half jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (d), (f), (j) en (p) bedoel, 'n werknemer met minstens twee en 'n half jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (g) en (o) bedoel, 'n werknemer met minstens twee jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (m) bedoel, 'n werknemer met minstens een en 'n half jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (n) bedoel, 'n werknemer met minstens een jaar ondervinding; en in die geval van 'n werknemer in klousule 4 (1) (i), (k) en (l) bedoel, 'n werknemer met minstens 'n half jaar ondervinding;"

3. CLAUSE 4: WAGES

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

"(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:

	Wages per week R
(a) Foreman	424,29
(b) Designer:	
Qualified	540,78
Learners—	
first 26 weeks	183,53
second 26 weeks	213,36
third 26 weeks	258,08
fourth 26 weeks	286,77
fifth 26 weeks	318,57
sixth 26 weeks	346,16
seventh 26 weeks	375,99
eighth 26 weeks	406,96
ninth 26 weeks	430,83
(c) Grader:	
Qualified	388,88
Learners—	
first 26 weeks	181,83
second 26 weeks	198,30
third 26 weeks	215,07
fourth 26 weeks	225,34
fifth 26 weeks	262,34
sixth 26 weeks	280,80
seventh 26 weeks	297,29
eighth 26 weeks	312,35
ninth 26 weeks	331,11
(d) Marker-in:	
Qualified	297,29
Learners—	
first 26 weeks	181,83
second 26 weeks	195,33
third 26 weeks	207,68
fourth 26 weeks	221,61
fifth 26 weeks	249,84
(e) Band-knife cutter:	
Qualified	297,29
<i>Note: Subject to the availability of a band-knife, only a qualified cutter-out shall progress to this class of employee.</i>	
(f) Cutter-out:	
Qualified	261,77
Learners—	
first 26 weeks	181,83
second 26 weeks	190,92
third 26 weeks	197,17
fourth 26 weeks	204,27
fifth 26 weeks	212,39
(g) Layer-up:	
Qualified	204,84
Learners—	
first 26 weeks	181,83
second 26 weeks	185,81
third 26 weeks	189,50
fourth 26 weeks	192,90
(h) Specialised presser:	
Qualified	285,64

3. KLOUSULE 4: LONE

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

"(1) Die minimum loon wat 'n werkgever aan elke lid van ondervermelde klasse van sy werknemers moet betaal, is soos hieronder uiteengesit:

	Loon per week R
(a) Voorman	424,29
(b) Ontwerper:	
Gekwalifiseer	540,78
Leerlinge—	
eerste 26 weke	183,53
tweede 26 weke	213,36
derde 26 weke	258,08
vierde 26 weke	286,77
vyfde 26 weke	318,57
sesde 26 weke	346,16
sewende 26 weke	375,99
agtste 26 weke	406,96
negende 26 weke	430,83
(c) Gradeerder:	
Gekwalifiseer	388,88
Leerlinge—	
eerste 26 weke	181,83
tweede 26 weke	198,30
derde 26 weke	215,07
vierde 26 weke	225,34
vyfde 26 weke	262,34
sesde 26 weke	280,80
sewende 26 weke	297,29
agtste 26 weke	312,35
negende 26 weke	331,11
(d) Merker:	
Gekwalifiseer	297,29
Leerlinge—	
eerste 26 weke	181,83
tweede 26 weke	195,33
derde 26 weke	207,68
vierde 26 weke	221,61
vyfde 26 weke	249,84
(e) Bandmessnyer:	
Gekwalifiseer	297,29
<i>Opmerking: Behoudens die beskikbaarheid van 'n bandmes, mag slegs 'n gekwalifiseerde snyer tot hierdie klas werknemer vorder.</i>	
(f) Snyer:	
Gekwalifiseer	261,77
Leerlinge—	
eerste 26 weke	181,83
tweede 26 weke	190,92
derde 26 weke	197,17
vierde 26 weke	204,27
vyfde 26 weke	212,39
(g) Laagmaker:	
Gekwalifiseer	204,84
Leerlinge—	
eerste 26 weke	181,83
tweede 26 weke	185,81
derde 26 weke	189,50
vierde 26 weke	192,90
(h) Gespesialiseerde parser:	
Gekwalifiseer	285,64

	Wages per week R		Loon per week R
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	189,95	tweede 26 weke	189,95
third 26 weeks	196,61	derde 26 weke	196,61
fourth 26 weeks	204,27	vierde 26 weke	204,27
fifth 26 weeks	211,94	vyfde 26 weke	211,94
sixth 26 weeks	219,04	sesde 26 weke	219,04
seventh 26 weeks	241,88	sewende 26 weke	241,88
eighth 26 weeks	250,41	agste 26 weke	250,41
ninth 26 weeks	216,83	negende 26 weke	216,83
(i) Examiner and quality control inspector:		(i) Ondersoeker en gehaltebeheerinspekteur:	
Qualified	245,01	Gekwalifiseer	245,01
Learners—		Leerlinge—	
first 26 weeks	204,27	eerste 26 weke	204,27
(j) Machinist, presser, trimmer, clerk, embroidery machinist and cloakroom attendant:		(j) Masjienwerker, parser, afwerker, klerk, borduurmasjienwerker en kledkamerversorger:	
Qualified	240,50	Gekwalifiseer	240,50
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	186,08	tweede 26 weke	186,08
third 26 weeks	192,06	derde 26 weke	192,06
fourth 26 weeks	198,59	vierde 26 weke	198,59
fifth 26 weeks	203,70	vyfde 26 weke	203,70
(k) Progress examiner:		(k) Vorderingsondersoeker:	
Qualified	243,01	Gekwalifiseer	243,01
Learners—		Leerlinge—	
first 26 weeks	191,60	eerste 26 weke	191,60
(l) Despatcher:		(l) Versender:	
Qualified	228,00	Gekwalifiseer	228,00
Learners—		Leerlinge—	
first 26 weeks	192,90	eerste 26 weke	192,90
(m) Checker in the knitting section:		(m) Nasiener in die breiseksie:	
Qualified	203,20	Gekwalifiseer	203,20
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	185,81	tweede 26 weke	185,81
third 26 weeks	190,92	derde 26 weke	190,92
(n) General worker:		(n) Algemene werker:	
Qualified	196,97	Gekwalifiseer	196,97
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	185,81	tweede 26 weke	185,81
(o) Steambox pleater:		(o) Stoomkasplooier:	
Qualified	246,14	Gekwalifiseer	246,14
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	190,63	tweede 26 weke	190,63
third 26 weeks	196,61	derde 26 weke	196,61
fourth 26 weeks	203,98	vierde 26 weke	203,98
(p) Plain sewer:		(p) Gewone naaldwerker:	
Qualified	204,19	Gekwalifiseer	204,19
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	183,95	tweede 26 weke	183,95
third 26 weeks	186,08	derde 26 weke	186,08
fourth 26 weeks	189,50	vierde 26 weke	189,50
fifth 26 weeks	192,91	vyfde 26 weke	192,91

	Wages per week R		Loon per week R
(q) General assistant	222,74	(q) Algemene assistent	222,74
(r) Cleaner	198,59	(r) Skoonmaker	198,59
(s) Tea maker	198,59	(s) Teemaker	198,59
(t) Watchman	243,02	(t) Wag	243,02
(u) Motor vehicle driver:		(u) Motorvoertuigdrywer:	
(i) Driver of a motor vehicle, the unladen mass of which—		(i) Drywer van 'n motorvoertuig waarvan die onbelaste massa—	
(aa) does not exceed 453 kg	242,18	(aa) hoogstens 453 kg is	242,18
(ab) exceed 453 kg but does not ex- ceed 2 722 kg	259,79	(ab) meer as 453 kg maar hoogstens 2 722 kg is	259,79
(ac) exceeds 2 722 kg but does not ex- ceed 4 536 kg	287,07	(ac) meer as 2 722 kg maar hoogstens 4 536 kg is	287,07
(ad) exceeds 4 536 kg	336,50	(ad) meer as 4 536 kg is	336,50
(ii) Part-time driver of a motor vehicle	222,74	(ii) Deeltydse drywer van 'n motorvoertuig	222,74
(v) Clicker:		(v) Perssnyer:	
Qualified	392,48	Gekwalifiseer	392,48
Learners—		Leerlinge—	
first 26 weeks	181,83	eerste 26 weke	181,83
second 26 weeks	197,17	tweede 26 weke	197,17
third 26 weeks	212,80	derde 26 weke	212,80
fourth 26 weeks	242,45	vierde 26 weke	242,45
fifth 26 weeks	260,04	vyfde 26 weke	260,04
sixth 26 weeks	274,27	sesde 26 weke	274,27
seventh 26 weeks	291,04	sewende 26 weke	291,04
eighth 26 weeks	307,23	agste 26 weke	307,23
ninth 26 weeks	322,57	negende 26 weke	322,57
(w) Bearer	245,01	(w) Randvormer	245,01
(x) Chlorinator	218,65	(x) Chloreerder	218,65
(y) Compounder	260,06	(y) Menger	260,06
(z) Dipper:		(z) Indoper:	
Qualified—		Gekwalifiseer—	
Category A	260,06	Kategorie A	260,06
Category B	266,08	Kategorie B	266,08
Category C	274,51	Kategorie C	274,51
Learners—		Leerlinge—	
first 26 weeks to Category A	197,45	eerste 26 weke tot Kategorie A	197,45
first 17 weeks to Category B	260,06	eerste 17 weke tot Kategorie B	260,06
first 26 weeks to Category C	266,08	eerste 26 weke tot Kategorie C	266,08
(aa) Glove turner	285,64	(aa) handskoenomdopper	285,64
(ab) Mouldmaker	250,69	(ab) Vormmaker	250,69
(ac) Packer	208,82	(ac) Verpakker	208,82
(ad) Quality product co-ordinator	329,69	(ad) Gehalteproduktkoördineerder	329,69
(ae) A supervisor shall be paid the qualified rate appli- cable to the employees being supervised, plus 33½ per cent:		(ae) 'n Toesighouer moet betaal word teen die skaal vir gekwalfiseerdes wat van toepassing is op die werknemers wat onder toesig staan, plus 33½ per- sent:	
Provided that—		Met dien verstande dat—	
(i) a trainee supervisor shall serve a probation- ary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;		(i) 'n leerlingtoesighouer 'n proeftyd van hoogstens ses maande moet uitdien en be- taal moet word teen die skaal vir gekwalifi- seerdes wat van toepassing is op die werk- nemers wat onder toesig staan, plus 10 per- sent;	
(ii) a trainee supervisor who is not considered suitable for promotion after completion of the probationary period shall return to his former position at his former wage."		(ii) 'n leerlingtoesighouer wat na voltooiing van die proeftyd nie as geskik vir promosie bes- kou word nie, na sy vorige status teen sy vo- rige loon moet terugkeer."	

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

“(6) Notwithstanding anything to the contrary contained herein the wage of an employee who, immediately prior to the date on which this Agreement comes into operation, is in receipt of a wage higher than that prescribed for the class of work on which he is engaged shall, with effect from the date of which this Agreement comes into operation, be increased by an amount equal to the difference between the wage prescribed in the Agreement published under Government Notice No. R. 2361 of 10 December 1993 and the wage prescribed in this Agreement for the class of work on which he is engaged.”

4. CLAUSE 10: OVERTIME

In subclause (1)(bis), substitute the expression “R3,00” for the expression “R2,00”.

5. CLAUSE 13: ANNUAL PAID LEAVE AND PAID PUBLIC HOLIDAYS

Substitute the following for subclause (1):

- “(1) (a) Every employer, shall grant to his employees during December in each year—
- (i) in the case of an employee with less than 12 months' service with the same employer, two consecutive weeks' and two days' leave; and
 - (ii) in the case of an employee with more than 12 months service with the same employer, two consecutive weeks' and three days' leave.
- (b) Every employer shall grant to a watchman paid leave of not less than three consecutive weeks to commence during December, in each year. Every employee shall be paid, not later than the last working day before the commencement of such leave, one twelfth of his total remuneration for three weeks for each completed month of employment with the same employer: Provided that—
- (i) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service in pursuance of the Defence Act, 1957;
 - (ii) if any public holiday referred to in subclause (7) falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave and the employee shall be paid in respect of such public holiday not later than the first pay-day following resumption of work or on the date of termination of services, whichever is the earlier, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours.
- (c) An employer may by agreement with his employees allow for two consecutive weeks' leave, inclusive of public holidays, to be taken in the period of December and January each year, with the balance to be taken before the end of June of the following year.

Every employee shall be paid, not later than the last working day before the commencement of such periods of leave, one twelfth of his total remuneration for the periods specified in paragraphs (a) (i), (a) (ii) and (b), as the case may be, for each completed month of employment with the same employer.

The terms of any such agreement reached by an employer with his employees shall be referred, for the purposes of the record, to the Council.”

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

“(6) Ondanks andersluidende bepalings hierin vervat, moet die loon van 'n werknemer wat onmiddellik voor die datum waarop hierdie Ooreenkoms in werking tree 'n hoër loon ontvang as dié wat voorgeskryf word vir die klas werk waarin hy werksaam is, met ingang van die datum waarop hierdie Ooreenkoms in werking tree, verhoog word met 'n bedrag wat gelyk is aan die verskil tussen die loon voorgeskryf in die Ooreenkoms wat by Goewermentskennisgewing No. R. 2361 van 10 Desember 1993 gepubliseer is en die loon voorgeskryf in hierdie Ooreenkoms vir die klas werk waarin hy werksaam is.”

4. KLOUSULE 10: OORTYD

In subklousule (1)(bis), vervang die uitdrukking “R2,00” deur die uitdrukking “R3,00”.

5. KLOUSULE 13: JAARLIKSE VERLOF EN VAKANSIEDAE MET BESOLDIGING

Vervang subklousule (1) deur die volgende:

- “(1) (a) Elke werkgewer moet aan sy werknemers gedurende Desember elke jaar—
- (i) in die geval van 'n werknemer met minder as 12 maande diens by dieselfde werkgewer, twee aaneenlopende weke en twee dae verlof toestaan;
 - (ii) in die geval van 'n werknemer met meer as 12 maande diens by dieselfde werkgewer, twee aaneenlopende weke en drie dae verlof toestaan.
- (b) Elke werkgewer moet aan 'n wag verlof met besoldiging vir minstens drie aaneenlopende weke toestaan wat gedurende Desember elke jaar begin. Elke werknemer moet voor of op die laaste werkdag voor die begin van sodanige verlof een twaalfde van sy totale besoldiging vir drie weke ten opsigte van elke voltooide maand diens by dieselfde werkgewer betaal word: Met dien verstande dat—
- (i) sodanige verloftydperk nie mag saamval nie met enige tydperk waarin die werknemer kennis van diensbeëindiging uitdien of militêre diens ingevolge die Verdedigingswet, 1957, ondergaan;
 - (ii) as 'n openbare vakansiedag in subklousule (7) bedoel, binne sodanige verloftydperk val, sodanige openbare vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof en die werknemer voor of op die eerste betaaldag na die hervatting van sy werk of op die datum van diensbeëindiging, welke datum ook al die vroegste is, ten opsigte van sodanige openbare vakansiedag 'n bedrag betaal moet word wat gelyk is aan die loon wat hy sou verdien het as hy op sodanige openbare vakansiedag sy daaglikse gemiddelde gewone werkure gewerk het.
- (c) 'n Werkgewer kan deur ooreenkoms met sy werknemers toelaat dat twee aaneenlopende weke verlof, openbare vakansiedae inbegrepe, in die tydperk Desember en Januarie elke jaar geneem word en dat die res voor die einde van Junie die volgende jaar geneem word.

Elke werknemer moet voor of op die laaste werkdag voor die begin van sodanige verloftydperke een twaalfde van sy totale besoldiging vir die tydperke bepaal by paragrawe (a) (i), (a) (ii) en (b), na gelang van die geval, ten opsigte van elke voltooide maand diens by dieselfde werkgewer betaal word.

Die bedinge van so 'n ooreenkoms gesluit tussen 'n werkgewer en sy werknemers moet vir rekorddoeleindes na die Raad verwys word.

6. CLAUSE 14: TERMINATION OF EMPLOYMENT

In subclause (1), substitute the expression "15" for the expression "ten".

Signed at Port Elizabeth this 28th day of July 1994.

R. VAN DEN ELSHOUT,
Chairman.

H. PETER,
Vice-Chairman.

B. J. WILSON,
Secretary.

No. R. 1814 21 October 1994

LABOUR RELATIONS ACT, 1956

**FURNITURE MANUFACTURING INDUSTRY,
SOUTH-WESTERN DISTRICTS: RENEWAL OF
TRAINING FUND AGREEMENT**

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 180 of 6 February 1981, R. 191 of 28 January 1983, R. 2535 of 18 November 1983 and R. 2793 of 18 December 1987, to be effective from the date of publication of this notice and for the period ending 31 March 1997.

T. T. MBOWENI,
Minister of Labour.

No. R. 1822 21 October 1994

LABOUR RELATIONS ACT, 1956

**FURNITURE MANUFACTURING INDUSTRY,
SOUTH-WESTERN DISTRICTS: AMENDMENT OF
TRAINING FUND AGREEMENT**

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

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

6. KLOUSULE 14: DIENSBEËINDIGING

In subklausule (1), vervang die uitdrukking "tien" deur die uitdrukking "15".

Op hede die 28ste dag van Julie 1994 te Port Elizabeth onderteken.

R. VAN DEN ELSHOUT,
Voorsitter.

H. PETER,
Ondervoorsitter.

B. J. WILSON,
Sekretaris.

No. R. 1814 21 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

**MEUBELNYWERHEID SUIDWESTELIKE DISTRIK-
TE: HERNUWING VAN OPLEIDINGSFONDSOOR-
EENKOMS**

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 180 van 6 Februarie 1981, R. 191 van 28 Januarie 1983, R. 2535 van 18 November 1983 en R. 2793 van 18 Desember 1987, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1997 eindig.

T. T. MBOWENI,
Minister van Arbeid.

No. R. 1822 21 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

**MEUBELNYWERHEID, SUIDWESTELIKE DIS-
TRIKTE: WYSIGING VAN OPLEIDINGSFONDS-
OOREENKOMS**

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

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

T. T. MBOWENI,
Minister van Arbeid.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE SOUTH-WESTERN DISTRICTS****TRAINING FUND AGREEMENT**

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

South Western Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry of the South-Western Districts,

to amend the Training Fund Agreement published under Government Notice No. R. 180 of 6 February 1981, as amended and renewed by Government Notices Nos. R. 187 and R. 191 of 28 January 1983, R. 2534 and R. 2535 of 18 November 1983, R. 2793 of 18 December 1987, R. 724 of 15 April 1988 and R. 1311 of 23 July 1993.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the South-Western Districts—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the Industry respectively;
- (b) in the Magisterial Districts of George, Knysna, Mossel Bay and Oudtshoorn (hereinafter referred to as the "South-Western Districts").

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

- (a) only to employees for whom wages are prescribed in the Main Agreement published under Government Notice No. R. 2859 of 28 December 1979 and to the employers of such employees;
- (b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder.

2. CLAUSE 3: DEFINITIONS

Substitute the expression "Labour Relations Act, 1956" for the expression "Industrial Conciliation Act, 1956" wherever it occurs.

3. CLAUSE 4: FURNITURE MANUFACTURING INDUSTRY TRAINING FUND

In subclause (6), substitute the expression "Director-General: Labour" for the expression "Director-General: Manpower Utilisation".

This Agreement signed on behalf of the parties this 16th day of August 1994.

S. A. MEYER,
Chairman.

J. C. DIPPENAAR,
Vice-Chairman.

I. DUNSTAN,
Secretary.

BYLAE**NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, SUID-WESTELIKE DISTRIKTE****OPLEIDINGSFONDSOOREENKOMS**

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

South Western Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Suid-westelike Distrikte,

tot wysiging van die Opleidingsfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 180 van 6 Februarie 1981, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 187 en R. 191 van 28 Januarie 1983, R. 2534 en R. 2535 van 18 November 1983, R. 2793 van 18 Desember 1987, R. 724 van 15 April 1988 en R. 1311 van 23 Julie 1993.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid van die Suidwestelike Distrikte nagekom word—

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;
- (b) in die landdrostdistrikte George, Knysna, Mosselbaai en Oudtshoorn (hierna die "Suidwestelike Distrikte" genoem).

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

- (a) slegs op werknemers vir wie lone voorgeskryf word in die Hofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2859 van 28 Desember 1979 en die werkgewers van sodanige werknemers;
- (b) op vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of 'n kontrak wat daarkragtens aangegaan is of 'n voorwaarde wat daarkragtens vasgestel is.

2. KLOUSULE 3: WOORDOMSKRYWING

Vervang die uitdrukking "Wet op Nywerheidsversoening, 1956" waar dit ookal voorkom deur die uitdrukking "Wet op Arbeidsverhoudinge, 1956".

3. KLOUSULE 4: OPLEIDINGSFONDS VIR DIE MEUBELNYWERHEID

In subklousule (6), vervang die uitdrukking "Direkteur-generaal: Mannekragbenutting" deur die uitdrukking "Direkteur-generaal: Arbeid".

Hierdie Ooreenkoms is namens die partye op hede die 16de dag van Augustus 1994 onderteken.

S. A. MEYER,
Voorsitter.

J. C. DIPPENAAR,
Ondervoorsitter.

I. DUNSTAN,
Sekretaris.

INDEPENDENT BROADCASTING AUTHORITY

No. R. 1820

21 October 1994

APPLICATIONS RECEIVED FOR TEMPORARY COMMUNITY BROADCASTING LICENCES

The Independent Broadcasting Authority gives notice under the Independent Broadcasting Authority (Temporary Community Broadcasting Licences) Regulations, 1994, that applications have been received for temporary community broadcasting licences as set out in the Schedules.

The applications and any written representations received pursuant thereto are open for inspection by interested parties during the normal office hours of the Authority.

Interested persons are invited to submit written representations in relation to the applications to the Authority at, IBA House, 26 Baker Street, Rosebank, Johannesburg, OR Private Bag X31, Parklands, 2121, OR by Fax No. (011) 447-6188/9 within **two weeks of the date of publication of this notice**.

Persons who submit representations in terms hereof shall, when submitting such representations, provide proof to the satisfaction of the Authority that a copy of the representations submitted have been sent by *registered* post or delivered to the applicant concerned.

SCHEDULE

- (i) **Name and address of applicant:** NWFM RADIO; 78 Church Street, Christiana, 2680.
- (ii) **Community:** The rural and semi-rural communities living in the South-western parts of the North-West Province, the north and north-eastern parts of the Northern Cape and the far north-western parts of the Orange Free State.
- (iii) **Proposed licence area:** Parts of the North-West Province, the Northern Cape and of the Orange Free State.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** To promote the rural and semi-rural communities and their activities, local businesses, schools, churches and welfare organisations and to educate and inform where needed.

SCHEDULE

- (i) **Name and address of applicant:** RADIO VOLKSTEM; Laurell Street, Virginia, 9430.

ONAFHANKLIKE UITSAAI-OWERHEID

No. R. 1820

21 Oktober 1994

AANSOEKE OM TYDELIKE GEMEENSKAPS- UITSAAILSENSIES ONTVANG

Die Onafhanklike Uitsaai-owerheid gee kennis onder die Onafhanklike Uitsaai-owerheid (Tydelike Gemeenskapsuitsaailensies) Regulasies, 1994, dat aansoeke vir tydelike gemeenskapsuitsaailensies soos in die Bylaes uiteengesit, ontvang is.

Die aansoeke en enige skriftelike verhoë wat in verband daarmee ontvang is, is gedurende die normale kantoorure van die Owerheid ter insae van belanghebbende partye beskikbaar.

Belanghebbende partye word uitgenooi om skriftelike verhoë met betrekking tot die aansoeke te rig aan die Owerheid te IBA-huis, Bakerstraat 26, Rosebank, Johannesburg, OF Privaatsak X31, Parklands, 2121, OF Faks No. (011) 447-6188/9 binne **twee weke vanaf die datum van hierdie kennisgewing**.

Persone wat in terme hiervan verhoë rig sal, wanneer sodanige verhoë ingedien word, bewys tot bevrediging van die Owerheid voorlê dat 'n kopie van die verhoë wat ingedien is per *geregistreerde pos* aan die betrokke aansoeker gestuur is of by die aansoeker afgelewer is.

BYLAE

- (i) **Naam en adres van aansoeker:** NWFM RADIO; Kerkstraat 78, Christiana, 2680.
- (ii) **Gemeenskap:** Die plattelandse en semi-plattelandse gemeenskappe wat woon in die suid-westelike deel van die Noordwes-provinsie, die noordelike en noordoostelike dele van die Noord-Kaap en die verre noordwestelike dele van die Oranje-Vrystaat.
- (iii) **Voorgestelde lisensiegebied:** Dele van die Noordwes-provinsie, die Noord-Kaap en Oranje-Vrystaat.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** Die bevordering van die plattelandse en semi-plattelandse gemeenskappe en hulle aktiviteite, plaaslike besighede, skole, kerke en welsyns-organisasies en om op te voed en in te lig waar nodig.

BYLAE

- (i) **Naam en adres van aansoeker:** RADIO VOLKSTEM; Laurellstraat, Virginia, 9430.

- (ii) **Community:** The Afrikaner Community of the Orange Free State and parts of the Northern Cape and North-West Province.
- (iii) **Proposed licence area:** Orange Free State and parts of the Northern Cape and North-West Province.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** The promotion of the culture, music and values of the Afrikaner in the Orange Free State and parts of the Northern Cape and North-West Province.

- (ii) **Gemeenskap:** Die Afrikanergemeenskap van die Oranje-Vrystaat en dele van die Noord-Kaap en Noordwes-provinsie.
- (iii) **Voorgestelde lisensiegebied:** Oranje-Vrystaat en dele van die Noord-Kaap en Noordwes-provinsie.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** Die bevordering van die kultuur, musiek, en waardes van die Afrikaner in die Oranje-Vrystaat en dele van die Noord-Kaap en Noordwes-provinsie.

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