



UNIE VAN SUID-AFRIKA
UNION OF SOUTH AFRICA

UITENGEWONE

EXTRAORDINARY

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GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN HANDEL EN NYWERHEID.

No. R. 349.] [24 Februarie 1961.

WET OP DIE BRANDSTOF-NAVORSINGS-INSTITUUT EN STEENKOOL, 1930.

REGULASIES VAN DIE BRANDSTOF-NAVORSINGSINSTITUUT VAN SUID-AFRIKA.

Dit het Sy Eksellensie die Goewerneur-generaal behaag om kragtens artikel *negentien* van die Wet op die Brandstof-navorsingsinstituut en Steenkool, 1930 (Wet No. 36 van 1930), onderstaande regulasies uit te vaardig:—

DEEL I.

WOORDBEPALINGS.

1. Tensy uit die samehang anders blyk, het alle uitdrukkings waaraan 'n betekenis toegeskryf is deur enige bepaling van die Wet vir die toepassing daarvan, wanneer hulle in hierdie regulasies gebruik word, dieselfde betekenis—

- „Wet” beteken die Wet op die Brandstof-navorsingsinstituut en Steenkool, 1930 (Wet No. 36 van 1930);
- „Raad” beteken die Brandstof-navorsingsraad, soos saamgestel kragtens artikel *drie* van die Wet;
- „Direkteur” beteken die Direkteur aangestel kragtens subartikel (1) van artikel vyf van die Wet;
- „gradeersertifikaat” beteken 'n sertifikaat uitgereik kragtens subartikels (2) en (2) *bis* van artikel *nege* en subartikel (1) *bis* van artikel *tien* van die Wet;
- „Instituut” beteken die Brandstof-navorsingsinstituut van Suid-Afrika soos ingestel kragtens artikel *een* van die Wet; en
- „beampte” beteken enige persoon aangestel in die permanente personeel van die Instituut kragtens artikel *agt* van die Wet.

BEËINDIGING VAN AANSTELLING VAN LEDE VAN DIE RAAD OF VAN KOMITEES.

2. 'n Lid van die Raad of van 'n komitee moet sy setel ontruim indien hy—

- (1) insolvent word, of sy boedel ten behoeve van sy krediteure afstaan of 'n skikking met sy krediteure tref;
- (2) swaksinnig word of skuldig bevind word aan 'n oortreding en gevonnisd word tot gevangenisstraf sonder die keuse van 'n boete;
- (3) van drie agtereenvolgende gewone vergaderings van die Raad of van 'n komitee afwesig is sonder dat hy afwesigheidsverlof van die Raad of die Voorsitter van die Raad of, in die geval van 'n komitee, van die voorsitter van die komitee verkry het;
- (4) in 'n brief gerig aan die Voorsitter van die Raad in die geval van 'n Raadslid of, aan die voorsitter van die komitee in die geval van 'n komiteelid, sy setel bedank; of

GOVERNMENT NOTICES.

DEPARTMENT OF COMMERCE AND INDUSTRIES.

No. R. 349.] [24 February 1961.

FUEL RESEARCH INSTITUTE AND COAL ACT, 1930.

REGULATIONS OF THE FUEL RESEARCH INSTITUTE OF SOUTH AFRICA.

His Excellency the Governor-General has, in terms of section *nineteen* of the Fuel Research Institute and Coal Act, 1930 (Act No. 36 of 1930), been pleased to make the following regulations:—

PART I.

DEFINITIONS.

1. Unless the context otherwise indicates—any expression to which a meaning has been assigned by any provision of the Act for the purposes thereof shall, when used in these regulations, have the same meaning—

- “Act” means the Fuel Research Institute and Coal Act, 1930 (Act No. 36 of 1930);
- “Board” means the Fuel Research Board, as constituted by section *three* of the Act;
- “Director” means the Director appointed in terms of sub-section (1) of section *five* of the Act;
- “grading certificate” means a certificate issued in terms of sub-sections (2) and (2) *bis* of section *nine* and sub-section (1) *bis* of section *ten* of the Act;
- “Institute” means the Fuel Research Institute of South Africa as constituted by section *one* of the Act; and
- “officer” means any person appointed on the permanent staff of the Institute in terms of section *eight* of the Act.

TERMINATION OF APPOINTMENT OF MEMBERS OF THE BOARD OR OF COMMITTEES.

2. A member of the Board or of a committee shall vacate his seat if he—

- (1) becomes insolvent or assigns his estate for the benefit of his creditors or makes an arrangement with his creditors;
- (2) becomes of unsound mind or is convicted of an offence and sentenced to imprisonment without the option of a fine;
- (3) absents himself from three consecutive ordinary meetings of the Board or of a committee without having obtained leave of absence from the Board or the Chairman of the Board or, in the case of a committee, from the chairman of the committee;
- (4) resigns his seat in a letter addressed to the Chairman of the Board in the case of a member of the Board or, to the chairman of the committee in the case of a committee member; or

- (5) aan enige persoon enige vertroulike inligting met betrekking tot die werksaamhede van die Instituut meedeel, behalwe wanneer sodanige mededeling by die uitvoering van sy pligte as lid van die Raad of van 'n komitee, geskied.

BESOLDIGING VAN LEDE VAN DIE RAAD.

3. 'n Lid van die Raad, uitgesonderd die Voorsitter, is geregtig op onderstaande besoldiging:—

- (1) R6 30c vir elke dag of gedeelte van 'n dag waarop hy vergaderings van die Raad bywoon, of besig is met werk van die Raad met inbegrip van tyd bestee aan reis na en van vergaderings; met dien verstande dat geen lid meer as R6 30c per dag van 24 uur, gereken van middernag tot middernag, mag ontvang nie;
- (2) betaling van alle redelike vervoerontkoste;
- (3) redelike persoonlike uitgawes aangegaan in verband met die besigheid van die Raad.

NOTULE VAN VERGADERING.

4. (1) Notule moet gehou word van die verrigtinge by alle vergaderings van die Raad, die uitvoerende komitee en sodanige ander komitees as wat die Raad mag gelas. Sodanige notule moet by die eersvolgende vergadering van die Raad, die uitvoerende komitee of ander komitee, na gelang van die geval, vir bekragtiging voorgelê word, en moet deur die persoon wat by daardie vergadering voorsit, onderteken word. Afskrifte van sodanige notule moet na elke vergadering aan lede van die Raad of komitee gestuur word en moet by die aftrede van 'n lid aan die Sekretaris van die Instituut terugbesorg word.

(2) Afskrifte van die bekragtigde notule van die Raadsvergaderings moet aan die Sekretaris van Handel en Nywerheid gestuur word.

BEVOEGDHEDE EN PLIGTE VAN DIE RAAD.

5. (1) Die Raad beheer die finansies van die Instituut en moet behoorlike rekenings en notule van alle transaksies van die Instituut laat hou.

(2) Vergaderings van die Raad word deur die Voorsitter belê met tussenpose van hoogstens drie maande; met dien verstande dat 'n spesiale vergadering deur die Voorsitter belê kan word, of aldus belê moet word, op versoek van minstens twee ander lede van die Raad.

(3) Skriftelike kennisgewing met vermelding van die datum en plek van die vergaderings en die aard van die sake wat behandel gaan word, moet deur die Sekretaris van die Instituut aan lede van die Raad gegee word.

(4) Die uitvoerende komitee van die Raad bestaan uit die Voorsitter en hoogstens twee ander lede van die Raad wat deur die Raad aangestel moet word.

(5) Die bevoegdheide en pligte van die uitvoerende komitee is om namens die Raad te handel wanneer die Raad nie in sitting is nie; met dien verstande dat enige handeling van die uitvoerende komitee deur die Raad op sy eersvolgende vergadering bekragtig moet word, tensy sodanige handeling reeds vantevore deur die Raad goedgekeur is.

(6) Die Raad besit die bevoegdheid om die fondse van die Instituut te belê in lenings uitgeskryf deur die Regering of deur plaaslike besture en openbare utiliteitsondernemings wat deur die Unie-regering beheer of gewaarborg word, en in aandeel wat deur bouverenigings uitgereik word. Die Voorsitter van die Raad of ander lid van die Raad wat in sy plek ageer, en die Sekretaris van die Instituut of ander beampte wat in sy plek ageer, is gemagtig om alle dokumente in verband met die aankoop, verkoop of oordrag van sodanige beleggings te verly.

(7) Die Raad moet, voor die verstryking van elke kalenderjaar, 'n begroting van die lopende uitgawes van die Instituut vir die volgende kalenderjaar laat opstel ten einde die bedrag van die reg wat opgelê moet word kragtens subartikel (3) van artikel twaalf van die Wet op alle steenkool verkoop, of wat opgelê kan word op torbaniet en olieskalie en kragalkohol en industriële alkohol kragtens subartikels (7) en (8) van artikel twaalf van die Wet, vas te stel.

- (5) communicates to any person, otherwise than in the performance of his duties as a member of the Board or of a committee any confidential information relating to the Institute's activities.

REMUNERATION OF MEMBERS OF THE BOARD.

3. A member of the Board, other than the Chairman, shall be entitled to receive—

- (1) R 6 30c for each day or portion of a day upon which he attends meetings of the Board or is engaged upon work of the Board including time spent on travelling to and from meetings; provided that no member shall receive more than R6 30c per day of 24 hours reckoned from midnight to midnight;
- (2) payment of all reasonable transport charges;
- (3) reasonable out-of-pocket expenses incurred on the business of the Board.

MINUTES OF MEETING.

4. (1) Minutes shall be kept of the proceedings of every meeting of the Board, the executive committee and such other committees as the Board may direct. Such minutes shall be submitted for confirmation at the next meeting of the Board, the executive committee or the other committee, as the case may be, and shall be signed by the person presiding at that meeting. Copies of such minutes shall be circulated after each meeting to members of the Board or committee and shall be returned to the Secretary of the Institute on the retirement of any member.

(2) Copies of the confirmed minutes of the Board meetings shall be sent to the Secretary for Commerce and Industries.

POWERS AND DUTIES OF THE BOARD.

5. (1) The Board shall control the finances of the Institute and shall cause proper accounts and records to be kept of all the transactions of the Institute.

(2) Meetings of the Board shall be convened by the Chairman at intervals of not longer than three months; provided that a special meeting may be convened by the Chairman or shall be so convened on the requisition of not less than two other members of the Board.

(3) Written notice, specifying the date and place of the meetings and the nature of the business to be transacted, shall be given by the Secretary of the Institute to members of the Board.

(4) The executive committee of the Board shall consist of the Chairman and not more than two other members of the Board, to be appointed by the Board.

(5) The powers and duties of the executive committee shall be to act on behalf of the Board when the Board is not in session; provided that any action taken by the executive committee shall be confirmed by the Board at its next meeting, unless such action has been previously sanctioned by the Board.

(6) The Board shall have the power to invest the funds of the Institute in loans issued by the Government or by Local Authorities and public utility undertakings controlled or guaranteed by the Union Government and in shares issued by building societies. The Chairman of the Board or other member of the Board acting in his stead and the Secretary of the Institute or other officer acting in his stead shall be empowered to execute all documents in connection with the purchase, sale or transfer of such investments.

(7) The Board shall, prior to the expiration of each calendar year, cause an estimate of the running expenses of the Institute for the next calendar year to be prepared in order to determine the rate of the levy which shall be imposed in terms of sub-section (3) of section twelve of the Act on all coal sold or which may be imposed on torbanite and oil shale and power alcohol and industrial alcohol in terms of sub-sections (7) and (8) of section twelve of the Act.

(8) Die Voorsitter van die Raad of ander lid van die Raad wat in sy plek ageer, of, in hul afwesigheid, die Direkteur en die Sekretaris van die Instituut of ander beampte wat in sy plek ageer, onderteken alle tjeks wat deur die Instituut uitgeskryf word.

BESOLDIGING VAN LEDE VAN KOMITEES.

6. Alle lede van 'n komitee aangestel kragtens sub-artikel (1) van artikel sewe van die Wet, uitgesonderd lede van die personeel van die Instituut, is geregtig op die ontvangs van 'n besoldiging ten bedrae van R200 per jaar en is verder geregtig op die ontvangs van—

- (1) betaling van alle redelike vervoeronekoste; en
- (2) redelike persoonlike uitgawes aangegaan in verband met die besigheid van die Instituut.

DEEL II.

PERSONEELREGULASIES.

BEAMPTES VAN DIE INSTITUUT.

1. (1) Aan die Direkteur en Sekretaris van die Instituut word salarisse soos volg betaal:—

- (a) Die Direkteur, binne die skaal $R4,400 \times R300$ — R5.600 per jaar; en
- (b) die Sekretaris, binne die skaal $R3,240 \times R120$ — R4.200 per jaar.

(2) Die salarisskale van toepassing op ander beamptes van die Instituut as dié in subregulasie (1) van hierdie regulasie vermeld, is soos deur die Raad bepaal word.

AANSTELLINGS.

2. Alle aanstellings, uitgesonderd gevalle waar 'n beampte reeds vantevore in diens van die Instituut was en heraan gestel word, geskied vir 'n proeftyd van ses maande, en na verloop van hierdie tydperk word die aanstelling skriftelik deur albei partye bevestig. In bepaalde gevalle kan die proeftyd tot 'n maksimum van een jaar verleng word, na welke tydperk die aanstelling of bevestiging of beëindig moet word. Applikante om 'n aanstelling wat aangeneem word, moet voor die verstryking van die proeftyd 'n bevredigende gesondheidsertifikaat voorlê.

BEËINDIGING VAN DIENS.

3. (1) Die tydperk van wedersydse kennisgewing is een maand.

(2) 'n Kennisgewing waardeur 'n aanstelling ingevoel hierdie regulasie beëindig word, moet skriftelik geskied en moet of persoonlik of per geregistreerde pos aan die beampte of aan die Sekretaris van die Instituut, na gelang van die geval, bestel word.

(3) Daar bestaan geen appèl teen die beëindiging deur die Raad van die diens van 'n beampte of werknemer gedurende die proeftyd nie.

(4) Wanneer die diens van 'n beampte of werknemer deur die Raad beëindig word nadat die aanstelling bekragtig is, besit die beampte of werknemer die reg om by die Minister appèl teen die besluit van die Raad aan te teken. Kennis van appèl moet binne veertien dae na die datum van ontvangs van die skriftelike kennisgewing wat sy aanstelling beëindig, aan sowel die Sekretaris van die Instituut as die Minister deur hom gegee word en moet of persoonlik of per geregistreerde pos deur hom bestel word. Die besluit van die Minister oor enige sodanige appèl is finaal.

SALARISVERHOOGINGS.

4. (1) Verhogings van salaris binne die goedgekeurde salarisskale ten opsigte van die verskillende range van beamptes en werknemers van die Instituut geskied nie outomaties nie, maar word op verdienstelikheid gebaseer.

(2) In gevalle van buitengewone verdienstelikheid kan meer as een salarisverhoging binne 'n bepaalde jaar deur die Raad toegestaan word.

(8) The Chairman of the Board or other member of the Board acting in his stead or, in their absence, the Director and the Secretary of the Institute or other officer acting in his stead shall sign all cheques issued by the Institute.

REMUNERATION OF MEMBERS OF COMMITTEES.

6. Every member of a committee appointed in terms of sub-section (1) of section seven of the Act, except members of the staff of the Institute shall be entitled to receive remuneration at the rate of R200 per annum and shall further be entitled to receive—

- (1) payment of all reasonable transport charges; and
- (2) reasonable out-of-pocket expenses incurred on the business of the Institute.

PART II.

STAFF REGULATIONS.

OFFICERS OF THE INSTITUTE.

1. (1) The Director and Secretary of the Institute shall be paid salaries as follows:—

- (a) the Director, within the scale $R4,400 \times R300$ — R5,600 per annum; and
- (b) the Secretary, within the scale $R3,240 \times R120$ — R4,200 per annum.

(2) The salary scales applicable to officers of the Institute, other than those referred to in sub-regulation (1) of this regulation, shall be as determined by the Board.

APPOINTMENTS.

2. All appointments, except in cases where an officer has previously been in the Institute's service and is re-appointed, shall be for a probationary period of six months and thereafter appointment shall be confirmed in writing by both parties. In particular cases the probationary period may be extended to a maximum of one year, after which time, the appointment shall be either confirmed or discontinued. Applicants for appointment, who are accepted shall, prior to the termination of the period of probation, submit a satisfactory certificate of health.

TERMINATION OF EMPLOYMENT.

3. (1) The period of notice on either side shall be one month.

(2) Any notice terminating an appointment under this regulation shall be in writing and served on the officer or on the Secretary of the Institute, as the case may be, personally or by registered post.

(3) There shall be no appeal against the termination by the Board of the employment of an officer or employee during the period of probation.

(4) Where the employment of an officer or employee is terminated by the Board after the appointment has been confirmed, the officer or employee shall have the right to appeal to the Minister against the decision of the Board. Notice of appeal shall be given by him to both the Secretary of the Institute and to the Minister within fourteen days from the date of the receipt of the written notice terminating his appointment and shall be served by him either personally or by registered post. The decision of the Minister on any such appeal shall be final.

SALARY INCREMENTS.

4. (1) Increments of salary within the approved scales of salary in respect of the various grades of officers and employees of the Institute shall not be automatic but shall be based on merit.

(2) More than one increment of salary may be granted by the Board during any one year in cases of exceptional merit.

TOELAES.

5. (1) *Lewenskoste- of persoonlike toelaes* word aan die beamptes van die Instituut betaal op dieselfde basis en teen dieselfde skale as dié wat van tyd tot tyd in die Staatsdiens betaalbaar is.

(2) *Vervoer- en verblyftoelaes*.—Die skale van toelaes betaalbaar aan beamptes van die Instituut vir vervoer en verblyf terwyl hulle in verband met sake van die Instituut van hul hoofkwartier afwesig is, is dieselfde as dié wat van tyd tot tyd in die Staatsdiens betaalbaar is.

(3) *Verlofbonus*.—'n Verlofbonus word betaal teen die skale wat op beamptes in die Staatsdiens van toepassing is.

(4) *Gasvryheidsuitgawes*.—Wanneer magtiging van die Voorsitter van die Raad, in ooreenstemming met die Direkteur, daartoe verkry is, word seniorbeamptes vergoed vir sodanige gasvryheidsuitgawes as wat hulle redelikerwys in belang van die Instituut mag aangegaan het.

VOORSORGSFONDS.

6. Aanstellings is nie-pensioendraend, maar van alle beamptes word vereis dat hulle lede van die Brandstofnavorsingsinstituut se Voorsorgsfonds moet word; en lede dra ooreenkomstig die reëls daarvan tot die fonds by.

AFTREE-OUDERDOM.

7. 'n Beampte van die Instituut tree uit die diens van die Instituut op die dag waarop so 'n beampte die ouderdom van 65 jaar bereik; met dien verstande dat—

- (1) 'n beampte van die Instituut, voordat hy/sy die ouderdom van 60 jaar bereik, sy/haar begeerte om op enige ouderdom tussen 60 en 65 jaar op pensioen gestel te word, skriftelik te kenne kan gee; en met dien verstande verder dat—
- (2) die Raad, voordat 'n beampte die ouderdom van 60 bereik, skriftelik kennis kan gee van sy voorneme om die diens van die beampte op enige ouderdom tussen 60 en 65 jaar te beëindig; en met dien verstande verder dat—
- (3) die Raad in uitsonderlike gevalle, behoudens die goedkeuring van die Minister, die diens van 'n beampte na die aftree-ouderdom kan behou, en wel op sodanige voorwaardes as wat die Raad mag stel.

REG OP UITVINDINGS.

8. (1) Indien 'n beampte in die loop van sy pligte by die Instituut enige proses ontdek of enige nuwe apparaat of toestel uitvind, moet hy sy hele reg, aanspraak en belang ten opsigte van sodanige proses, apparaat of toestel oormake ten gunste van die Raad, wat na goeddunke aansoek om patentregte op naam van die Raad kan doen.

(2) Die Raad kan uit sy fondse aan 'n ontdekker of uitvinder wat as 'n beampte by die Instituut in diens is, sodanige bonus betaal, of voorsiening vir sodanige finansiële deelname aan die winste uit die betrokke ontdekking of uitvinding maak as wat die Minister, in ooreenstemming met die Minister van Finansies, mag bepaal.

GEOHOORSAAMHEID AAN BEVELE.

9. 'n Beampte van die Instituut moet alle wettige bevel wat deur sy onmiddellike hoof aan hom gegee word, onvoorwaardelik gehoorsaam. Indien die beampte aan wie die bevel gegee word, van mening is dat hy as gevolg van so 'n bevel rede tot klage het, kan hy die hoër beampte versoek om die bevel skriftelik te herhaal en om sy klage aan die hoof van sy tak, kantoor of inrigting te rapporteer. Genoemde hoof moet die saak dan vir 'n besluit aan die Voorsitter voorlê.

WERKPLEK EN PLIGTE.

10. (1) Beamptes moet op sodanige plekke en op sodanige tye werk as wat voorgeskryf mag word deur die Direkteur of 'n beampte wat behoorlik deur hom gemagtig is.

(2) Die pligte van beamptes is soos voorgeskryf deur die Direkteur of 'n beampte wat deur hom gemagtig is, en sluit sodanige ander pligte in verband daarmee in as wat van hulle verlang mag word.

ALLOWANCES.

5. (1) *Cost of Living or Personal Allowances* shall be payable to the officers of the Institute on the same basis and at the same rates as are from time to time payable in the Public Service.

(2) *Transport and Subsistence Allowances*.—The rates of allowances payable to officers of the Institute for transport and subsistence while absent from headquarters on the business of the Institute shall be at the same rates as are from time to time payable in the Public Service.

(3) *Leave Bonus*.—A leave bonus shall be paid at the rates applicable to officers of the Public Service.

(4) *Hospitality Expenses*.—Senior officers, when authorised thereto by the Chairman of the Board in consultation with the Director, shall be reimbursed for such hospitality expenses as they may have reasonably incurred in the interest of the Institute.

PROVIDENT FUND.

6. Appointments shall be non-pensionable, but all officers shall be required to become members of the Fuel Research Institute Provident Fund and shall contribute to the fund according to the rules thereof.

AGE OF RETIREMENT.

7. An officer of the Institute shall retire from the Institute's service on the day on which such officer reaches the age of 65 years; provided that—

- (1) an officer of the Institute may, before reaching the age of 60 years, indicate in writing his/her desire to be retired at any age between 60 and 65 years; and provided further that—
- (2) the Board may, before an officer reaches the age of 60 years, give notice in writing of its intention to terminate the services of the officer at any age between 60 and 65 years; and provided further that—
- (3) in exceptional cases the Board may, subject to the approval of the Minister, retain the services of an officer beyond the age of retirement on such terms and conditions as the Board may determine.

RIGHTS TO INVENTIONS.

8. (1) If an officer in the course of his duties with the Institute discovers any process, or invents any new apparatus or appliance, he shall assign all his right, title and interest to and in such process, apparatus or appliance in favour of the Board, which may at its discretion apply for patent rights in its name.

(2) The Board may, out of its funds, pay to a discoverer or inventor working as an officer of the Institute such bonus, or make provision for such financial participation in the profits derived from the relevant discovery or invention, as the Minister, in consultation with the Minister of Finance, may determine.

OBEDIENCE TO INSTRUCTIONS.

9. Every officer of the Institute shall obey implicitly every lawful instruction given to him by his immediate superior. If the officer to whom the instruction is given considers that he has ground for complaint arising out of such instruction he may ask the superior officer to repeat the instruction in writing and to report his complaint to the head of his branch, office or institution, who shall thereupon submit the matter for decision to the Chairman.

PLACE OF WORK AND DUTIES.

10. (1) Officers shall serve at such places and at such times as may be directed by the Director or by an officer duly authorised by him.

(2) The duties of officers shall be as prescribed by the Director or by an officer authorised by him, and shall include such other duties in connection therewith as they may be required to perform.

DIENSURE.

11. (1) Beamptes van die Instituut moet op werkdag hulle aan sodanige gereelde diensure by hul onderskeie kantore hou as wat die Direkteur voorskryf.

(2) Die hoof van elke tak of kantoor is daarvoor verantwoordelik dat die beamptes onder sy beheer hulle aan die diensure hou wat ingevolge hierdie regulasie voorskryf word.

(3) Ondanks andersluidende bepalings in hierdie regulasie vervat, moet 'n beampte, wanneer hy versoek word deur die Direkteur of 'n beampte behoorlik daartoe gemagtig deur die Direkteur, in sy kantoor aanwesig wees of aan diens wees op ander tye as en benewens die voorgeskrewe ure, en indien sodanige aanwesigheid van hom verlang word, het hy geen aanspraak op ekstra besoldiging of oortydbetaling nie. Die Raad kan egter die omstandighede bepaal waaronder betalings ten opsigte van ekstra besoldiging of oortydwerk gedoen mag word, en kan ook die tarief van sodanige betaling vasstel.

NAKOMING VAN PLIGTE.

12. (1) 'n Beampte van die Instituut moet hom gedurende sy diensure aan die uitvoering van sy pligte wy en mag hom nie met private sake besig hou nie.

(2) Geen beampte mag gedurende sy diensure sy kantoor weens private aangeleenthede verlaat nie, behalwe met die toestemming van die hoof van sy tak of kantoor.

ONGEREELDHEID EN GEBREK AAN STIPTHEID.

13. 'n Beampte van die Instituut wat, na die mening van die Direkteur, in die gewoonte verval om nie stip of gereeld te wees met betrekking tot sy aanwesigheid gedurende die voorgeskrewe ure nie, of wat versuim om in sy kantoor aanwesig te wees of aan diens te wees vir 'n langer tydperk soos voorsien in subregulasie (3) van regulasie 11 van hierdie Deel, is skuldig aan 'n oortreding van hierdie regulasies.

BETAALDE WERK BUITE DIE DIENS VAN DIE INSTITUUT.

14. 'n Beampte van die Instituut mag te gener tyds sonder verlof van die Raad enige private werk vir geldelike beloning verrig, of onderneem om sodanige werk te verrig nie. Die Raad kan so 'n beampte toelaat om sulke werk te verrig of te onderneem, onderworpe aan sodanige voorwaardes en sodanige reëlings met betrekking tot die gelde of ander vergoeding betaalbaar aan die beampte as wat die Raad goedgevind.

ONTSLAG VAN BEAMPTES VAN DIE INSTITUUT.

15. (1) Ondanks die bepaling van subregulasie (1) van regulasie 3 van hierdie Deel kan die Raad—

- (a) 'n beampte se aanstelling of summier of met sodanige kennisgewing as wat die Raad onder die omstandighede raadsaam mag ag, beëindig;
- (b) die betrokke beampte waarsku of tereg wys;
- (c) die toekenning van verhogings 'n vermelde aantal jare lank kanselleer;
- (d) die rang van die beampte verlaag; of
- (e) die beampte versoek om met ingang van 'n gespesifiseerde datum te bedank, en, ingeval die beampte in gebreke bly om 'n bedanking in te dien, word hy geag vanaf die gespesifiseerde datum ontslaan te wees;

indien so 'n beampte, na 'n ondersoek van die omstandighede ooreenkomstig die bepalings van subregulasie (2) van hierdie regulasie, skuldig bevind is aan 'n oortreding van enige bepalings van hierdie regulasies of aan wan-gedrag deurdat hy—

- (i) 'n wettige bevel aan hom gegee deur 'n persoon met die bevoegdheid om so 'n bevel te gee, nie gehoorsaam het nie, verontagsaam het of opsetlik nie uitgevoer het nie, of hom deur woord of gedrag aan insubordinasie skuldig gemaak het;
- (ii) nalatig of traag was by die vervulling van sy pligte;
- (iii) ondoeltreffend of ongeskik vir die uitvoering van sy pligte geword het as gevolg van oorsake binne sy beheer;

HOURS OF ATTENDANCE.

11. (1) Officers of the Institute shall observe such regular hours of attendance at their respective offices on working days as the Director shall direct.

(2) The head of every branch or office shall be responsible for the observance by the officers under his control of the hours of attendance prescribed under this regulation.

(3) Notwithstanding anything to the contrary contained in this regulation, every officer shall, when required by the Director or by an officer duly authorised by the Director, attend at his office, or be on duty at times other than and in addition to the prescribed hours and, if so required, shall have no claim to additional remuneration or overtime payment. The Board may, however, determine the circumstances under which payments in respect of additional remuneration or overtime may be made and fix the rates of such payment.

ATTENTION TO DUTY.

12. (1) An officer of the Institute shall, during the hours of attendance, devote himself to the discharge of his duties, and shall not allow his attention to be engaged upon private affairs.

(2) No officer shall leave his office on private business during the hours of attendance except with the permission of the head of his branch or office.

UNPUNCTUALITY AND IRREGULARITY.

13. An officer of the Institute who, in the opinion of the Director, develops habits of unpunctuality or irregularity in his attendance during the prescribed hours, or who fails to be in attendance at his office or on duty for any longer period as provided in sub-regulation (3) of regulation 11 of this Part, shall be guilty of a contravention of these regulations.

REMUNERATIVE WORK OUTSIDE THE INSTITUTE'S SERVICE.

14. An officer of the Institute shall not perform or undertake to perform any private work for financial reward at any time without the permission of the Board. The Board may permit such officer to perform or undertake such work subject to such conditions and to such arrangements in regard to the fees or other reward payable to the officer, as it may think fit.

DISMISSAL OF OFFICERS OF THE INSTITUTE.

15. (1) Notwithstanding the provision of sub-regulation (1) of regulation 3, of this Part, the Board may—

- (a) terminate an officer's appointment either summarily or on such notice as the Board may deem expedient in the circumstances;
- (b) caution or reprimand the officer concerned;
- (c) cancel the award of increments for a stated period of years;
- (d) reduce the officer in grade; or
- (e) call upon the officer to resign as from a specified date, the officer being deemed to have been discharged as from the specified date if he fails to submit a resignation;

if, after enquiry into the circumstances in accordance with the provisions of sub-regulation (2) of this regulation, such officer has been found guilty of contravention of any provision of these regulations or of misconduct in that he—

- (i) disobeyed, disregarded or made wilful default in carrying out a lawful order given to him by a person having authority to give it, or by word or conduct displayed insubordination;
- (ii) was negligent or indolent in the discharge of his duties;
- (iii) became inefficient or incompetent for the discharge of his duties from causes within his own control;

- (iv) hom op 'n skandelelike, onbehoorlike of onbetaamlike wyse gedra het of, terwyl hy aan diens was, hom aan growwe onbeleefdheid teenoor 'n ander beampte of 'n lid van die publiek skuldig gemaak het;
- (v) verslaafd is aan die buitensporige gebruik van sterk drank of bedwelkende middels;
- (vi) insolvent geword het of sy boedel afgestaan het ten gunste van, of 'n skikking getref het met, sy krediteure, of 'n bevel tot siviele gyseling in 'n wetshof opgelê is, en nie kon bewys dat sy insolvensie, boedelafstand, skikking of siviele gyseling deur onvermydelike teenspoed veroorsaak is nie;
- (vii) in geldelike moeilikheid geraak het en nie kon bewys dat sodanige geldelike moeilikheid die gevolg was van onversigtigheid of 'n ander laakbare oorsaak nie en nie nadelig was vir die getroue uitvoering van sy pligte nie;
- (viii) 'n kriminele misdryf gepleeg het;
- (ix) hom eiendom van die Instituut wederregtelik toegeëien het of onbehoorlike gebruik daarvan gemaak het, al het dit op 'n wyse geskied wat nie 'n kriminele misdryf uitmaak nie;
- (x) sonder verlof of 'n geldige rede van sy kantoor of diens weggebly het;
- (xi) met die oog op die verkryging van enige voorreg of voordeel met betrekking tot sy amptelike posisie of sy pligte of op die veroorsaking van enige nadeel of skade aan die Instituut of die Raad, 'n onjuiste of valse verklaring gedoen het, wetende dat dit onjuis of vals was;
- (xii) aan 'n ander persoon, behalwe by die uitvoering van sy pligte as 'n beampte van die Instituut, vertroulike inligting in verband met die werk en bedrywighede van die Instituut meegedeel het.

(2) (a) Wanneer 'n beampte van 'n oortreding van hierdie regulasies of van wangedrag beskuldig word, kan die Direkteur of enige beampte wat deur die Direkteur daartoe gemagtig is, hom skriftelik onder sy handtekening van daardie oortreding of wangedrag aankla.

(b) Die Direkteur of beampte wat die aanklag onderteken het, moet dit aan die aangeklaagde beampte laat bestel.

(c) Die aanklag moet 'n aansegging bevat, of van 'n aansegging vergesel gaan, waarby die aangeklaagde beampte aangesê word om binne 'n redelike tydperk wat in die aansegging vermeld word, aan die Direkteur of 'n ander persoon wat insgelyks daarin vermeld word, 'n skriftelike erkenning of ontkenning van die aanklag en, indien hy dit verlang, 'n skriftelike verklaring van die oortreding of wangedrag waarvan hy aangekla word, oor te dra of af te lewer.

(d) Die Raad of, indien daartoe gemagtig deur die Raad, hetsy spesiaal in 'n besondere geval of in die algemeen, die Direkteur of enige ander beampte van die Instituut, kan te eniger tyd voordat of nadat die beskuldigde beampte kragtens hierdie subregulasie aangekla is, hom in sy diens skors.

(e) 'n Beampte wat ingevolge subregulasie (d) in sy diens geskors is, is gedurende die tydperk van sy skorsing nie op enige emolumente geregtig nie: Met dien verstande dat die Raad na goeë dunks kan gelas dat die geheel of 'n gedeelte van die beampte se emolumente aan hom betaal word.

(f) Indien geen aanklag ingevolge hierdie artikel teen 'n beampte wat in sy diens geskors is, ingebring word nie, word hy toegelaat om weer diens te aanvaar en word sy volle emolumente vir die tydperk van sy skorsing aan hom betaal.

(g) Die Raad of die Direkteur of die beampte wat die betrokke beampte geskors het, kan die skorsing te eniger tyd intrek, maar ondanks die intrekking van die skorsing kan die verrigtinge in verband met die aanklag van oortreding van hierdie regulasies, of van wangedrag, voortgesit word.

(h) Indien die aangeklaagde beampte die aanklag ontken of versuim om aan die aansegging in subregulasie (c) genoem te voldoen, stel die Raad 'n komitee aan om ondersoek na die aanklag in te stel.

- (iv) conducted himself in a disgraceful, improper or unbecoming manner, or, whilst on duty, showed gross discourtesy to another officer or to a member of the public;
- (v) is addicted to the excessive use of intoxicants or stupefying drugs;
- (vi) became insolvent or assigned his estate for the benefit of, or compromised with, his creditors or had a decree of civil imprisonment made against him by a court of law, not being able to prove that his insolvency, assignment, compromise or civil imprisonment was occasioned by unavoidable misfortune;
- (vii) became pecuniarily embarrassed, such pecuniary embarrassment having been occasioned by imprudence or other reprehensible cause and having been prejudicial to the faithful performance of his duties;
- (viii) committed a criminal offence;
- (ix) misappropriated or improperly used property of the Institute, even though in a manner not constituting a criminal offence;
- (x) absented himself from his office or duty without leave or valid cause;
- (xi) with a view to obtaining any privilege or advantage in relation to his official position or his duties or to causing prejudice or injury to the Institute or Board, made an incorrect or false statement knowing it to be incorrect or false;
- (xii) communicated to some other person, otherwise than in the performance of his duties as an officer of the Institute, confidential information relating to the work and activities of the Institute.

(2) (a) When an officer is accused of a contravention of these regulations or of misconduct, the Director or any officer who has been authorised thereto by the Director, may charge him in writing under his hand with that contravention or misconduct.

(b) The Director or officer who signed the charge shall cause it to be served upon the officer charged.

(c) The charge shall contain or shall be accompanied by a direction calling upon the officer charged to transmit or deliver, within a reasonable period specified in the direction to the Director or other person likewise specified, a written admission or denial of the charge and, if he so desires, a written explanation of the contravention or misconduct with which he is charged.

(d) The Board, or if authorised thereto by the Board, either specially in a particular case, or generally, the Director or any officer of the Institute, may at any time before or after the accused officer has been charged under this sub-regulation, suspend him from duty.

(e) An officer who has been suspended from duty in terms of sub-regulation (d) shall not be entitled to any emoluments for the period of his suspension; provided that the Board may in its discretion, order payment to such officer of the whole or portion of his emoluments.

(f) If no charge under this section is preferred against an officer who has been suspended from duty, he shall be allowed to resume duty and be paid his full emoluments for the period of his suspension.

(g) The Board, or the Director or the officer who suspended the officer concerned may at any time cancel the suspension, but notwithstanding the cancellation of the suspension the proceedings on the charge of contravention of these regulations or of misconduct may be continued.

(h) If the officer charged denies the charge or fails to comply with the direction mentioned in sub-regulation (c), the Board shall appoint a committee to enquire into the charge.

(i) Die komitee wat die ondersoek moet instel, moet in oorleg met die Direkteur of die beampte wat die aanklag onderteken het, die tyd en plek van die ondersoek vasstel, en die Direkteur of die beampte wat die aanklag onderteken het, moet aan die aangeklaagde beampte redelike skriftelike kennis gee van die tyd en plek aldus vasgestel.

(j) Die Direkteur of die beampte wat die aanklag onderteken het, kan enige persoon magtig om by die ondersoek teenwoordig te wees en om getuienis en argumente ter stawing van die aanklag aan te voer, en om enige persoon wat as getuie vir die verweer opgeroep is, onder kruisverhoor te neem.

(k) (i) By die ondersoek het die aangeklaagde beampte die reg om teenwoordig te wees en om aangehoor te word, hetsy persoonlik of deur 'n verteenwoordiger, om enige persoon wat as getuie ter stawing van die aanklag opgeroep is, onder kruisverhoor te neem, om alle dokumente wat as getuienis voorgelê is, in te sien, om self getuienis af te lê, en om ander persone as getuies op te roep.

(ii) Die komitee wat die ondersoek instel, moet notule hou van die verrigtinge by die ondersoek en van alle getuienis wat aldaar afgelê word.

(iii) Versuim aan die kant van die aangeklaagde beampte om, hetsy persoonlik of deur 'n verteenwoordiger, by die ondersoek teenwoordig te wees, maak nie die verrigtinge ongeldig nie.

(l) Die vryspreking of die skuldigbevinding van 'n beampte deur 'n geregshof op 'n aanklag van 'n kriminele misdryf belet nie dat stappe ingevolge hierdie regulasies op 'n aanklag van oortreding van hierdie regulasies of van wangedrag teen hom ingestel word nie, ondanks die feit dat die feite uiteengesit in die aanklag van oortreding van hierdie regulasies of van wangedrag, indien dit bewys sou word, die misdryf sou uitmaak wat uiteengesit is in die kriminele aanklag waarop hy aldus vrygespreek of waaraan hy skuldig bevind is, of 'n ander misdryf waaraan hy by sy verhoor op genoemde kriminele aanklag skuldig bevind kon geword het.

(m) Indien die wangedrag waarvan die beampte aangekla word, neerkom op 'n misdryf waaraan hy deur 'n geregshof skuldig bevind is, is 'n gesertifiseerde afskrif van die notule van sy verhoor en skuldigbevinding deur genoemde hof, nadat bedoelde beampte geïdentifiseer is as die persoon wat in die notule genoem word, voldoende bewys dat hy bedoelde misdryf begaan het, tensy die skuldigbevinding deur 'n hoër hof tersyde gestel is: Met dien verstande dat die aangeklaagde beampte die reg het om getuienis aan te voer dat hy in werklikheid verkeerdlik skuldig bevind is.

(n) Na afloop van die ondersoek moet die komitee wat dit instel, bevind of die aangeklaagde beampte skuldig is of nie skuldig is nie aan die oortreding van hierdie regulasies of aan die wangedrag waarvan hy aangekla is, en moet hy die aangeklaagde beampte van sy bevindings verwittig. Die komitee moet die uitslag van die ondersoek aan die Raad rapporteer vir sodanige verdere optrede as wat die Raad onder die omstandighede raadsaam ag.

AFWESIGHEIDSVARLOF.

16. (1) Afwesigheidsverlof word toegestaan—

- (a) in die geval van die Direkteur—deur die Raad, die verlof van die Direkteur synde soos vir beamptes genoem in subregulasie (3) van hierdie regulasie;
- (b) in die geval van alle ander beamptes van die Instituut—deur die Direkteur of deur 'n verantwoordelike beampte deur hom aangestel.

(2) Verlof is nie as 'n reg eisbaar nie. Dit word toegestaan onderworpe aan die behoeftes van die Instituut se diens en kan deur die Raad of deur die Direkteur, na gelang van die geval, ingetrek word indien die belange van die Instituut se diens so 'n stap vereis.

(3) Vir die doeleindes van afwesigheidsverlof word die beamptes van die Instituut in onderstaande drie kategorieë ingedeel, en afwesigheidsverlof met volle betaling kan aan

(i) The committee which is to hold the enquiry shall, in consultation with the Director or officer who signed the charge, fix the time and place of the enquiry, and the Director or officer who signed the charge shall give the officer charged reasonable notice in writing of the time and place so fixed.

(j) The Director or officer who signed the charge may authorise any person to attend the enquiry and to adduce evidence and arguments in support of the charge and to cross-examine any person called as a witness for the defence.

(k) (i) The officer charged shall have the right to be present at the enquiry and to be heard either personally or through a representative, to cross-examine any person called as a witness in support of the charge, to inspect any documents produced in evidence, to give evidence himself and call other persons as witnesses.

(ii) The committee holding the enquiry shall keep a record of the proceedings at the enquiry and of all evidence given thereat.

(iii) The failure of the officer charged to attend the enquiry either personally or by a representative, shall not invalidate the proceedings.

(l) The acquittal or the conviction of an officer by a court of law upon a charge of a criminal offence shall not be a bar to proceedings against him under these regulations on a charge of contravention of these regulations or of misconduct, notwithstanding the fact that the facts set forth in the charge of contravention of these regulations or of misconduct would, if proved, constitute the offence set forth in the criminal charge on which he was so acquitted or convicted, or another offence on which he might have been convicted on his trial on the said criminal charge.

(m) If the misconduct with which the officer is charged amounts to an offence of which he has been convicted by a court of law, a certified copy of the record of his trial and conviction by that court shall, upon the identification of such officer as the person referred to in the record, be sufficient proof of the commission by him of such offence, unless the conviction has been set aside by a superior court; Provided that it shall be competent for the officer charged to adduce evidence that he was in fact wrongly convicted.

(n) At the conclusion of the enquiry the committee holding it shall find whether the officer charged is guilty or not guilty of the contravention of these regulations or of the misconduct with which he has been charged and shall inform the officer charged of its findings. The committee shall report the result of the enquiry to the Board for such further action as the Board deems expedient under the circumstances.

LEAVE OF ABSENCE.

16. (1) Leave of absence shall be granted—

- (a) in the case of the Director—by the Board, the leave of the Director being as for officers mentioned in sub-regulation (3) of this regulation;
- (b) in the case of all other officers of the Institute—by the Director or by a responsible officer appointed by him.

(2) Leave shall not be claimable as a right. It shall be granted subject to the exigencies of the Institute's service and may be withdrawn by the Board or by the Director as the case may be, if the interests of the Institute's service so require.

(3) For the purposes of leave of absence, the officers of the Institute shall be divided into the following three

beamptes in die verskillende kategorieë soos volg gekrediteer word:—

- (a) *Kategorie I*, wat alle senior range van die Wetenskaplike Vakkundige personeel vanaf die Direkteur tot en met inbegrip van Assistent-tegniese Beampte insluit—38 dae per jaar;
- (b) *Kategorie II*, wat alle Administratiewe en Tegniese Assistent-personeel (behalwe Tegniese Assistenten wat in 'n tydelike hoedanigheid in diens geneem is, en Monsternemers) insluit—34 dae per jaar; en
- (c) *Kategorie III* wat Monsternemers en alle blanke werknemers wat nie by Kategorie I en Kategorie II inbegrepe is nie, insluit—28 dae per jaar;

met dien verstande dat beamptes wat voor 1 Mei 1959 in die vaste personeel van die Instituut poste beklee het wat hulle ingevolge die destyds bestaande verlofregulasies reggegee het op 'n langer tydperk van verlof as dié waarvoor in hierdie regulasie voorsiening gemaak word, voortgaan om die langer tydperk van verlof te ontvang.

(4) Vir die berekening van die verlof wat ooreenkomstig hierdie regulasie toegestaan kan word, is die datum van die beampte se aanstelling die deurslaggewende faktor.

(5) (a) Vakansieverlof, soos in subregulasie (3) van hierdie regulasie uiteengesit, is oplopend, maar indien moontlik moet elke beampte 'n aaneenlopende tydperk van verlof van minstens 19 dae in elke kalenderjaar neem. Daarenteen mag geen beampte sonder die goedkeuring van die Raad met vakansieverlof afwesig wees vir 'n aaneenlopende tydperk wat 120 dae te bowe gaan nie.

(b) Hoogstens 12 dae verlof per jaar kan in tydperke van 5 dae of minder geneem word, tensy spesiale magtiging van die Voorsitter van die Raad verkry is.

(6) Meer as 7 dae afwesigheidsverlof mag nie gedurende die laaste maand van diens by die Instituut geneem word nie, behalwe in die geval van siekte of met die goedkeuring van die Raad.

(7) Indien enigeen van die volgende openbare vakansiedae, naamlik Goeie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag, op 'n weekdag, uitgesonderd 'n Saterdag, binne enige tydperk van goedgekeurde verlof val, word sodanige vakansiedag by genoemde tydperk bygevoeg as 'n verdere tydperk van afwesigheidsverlof met volle betaling. Ander Saterdae, Sondae of openbare vakansiedae as dié hierbo vermeld wat binne enige tydperk van goedgekeurde verlof val, word geag by genoemde verloftydperk ingesluit te wees.

(8) Alle verlof wat tot die krediet van 'n beampte in die Instituut se verlofregister staan ten tyde van sy aftrede uit die Instituut se diens, om watter rede ook al, word verbeur sonder aanspraak op vergoeding van enige aard, behalwe dat—

- (a) aan 'n beampte wat weens swak gesondheid aftree voordat hy die aftree-ouderdom bereik, na die goeddunke van die Raad, 'n *ex gratia*-betaling toegestaan kan word vir enige opgeloopte verlof tot sy krediet tot 'n maksimum van 91 dae;
- (b) in die geval van die dood van 'n beampte terwyl hy in die Instituut se diens is, die Raad na goeddunke 'n bedrag in plaas van enige opgeloopte verlof tot sy krediet, tot 'n maksimum van 91 dae, in sy boedel kan betaal;
- (c) betalings wat kragtens hierdie paragraaf gedoen kan word, geskied teen die skaal van die salaris en lewenskoste of persoonlike toelae, indien daar is, wat op die laaste dag van diens deur die beampte getrek is.

SIKTEVERLOF.

17. (1) (a) Die tydperk van siekteverlof wat aan die Direkteur of ander blanke lede van die vaste personeel toegestaan kan word, na die voltooiing van 30 dae diens, moet nie 120 dae met volle betaling en 120 dae met halwe betaling binne 'n tydkring van drie jaar, bereken vanaf die datum van diensaanvaarding, te bowe gaan nie.

categories, and leave of absence on full pay may be credited to officers in the various categories as follows:—

- (a) *Category I* which includes all senior grades of the Scientific Professional staff from the Director down to and including Assistant Technical Officers—38 days per annum;
- (b) *Category II* which includes all Administrative and Technical Assistant staff (except Technical Assistants employed in a temporary capacity and Samplers)—34 days per annum; and
- (c) *Category III* which includes Samplers and all European employees not included in Categories I and II—28 days per annum;

provided that officers who, before 1st May, 1959, held posts on the Institute's permanent staff entitling them under the then existing leave regulations to a longer period of leave than provided under this regulation, shall continue to receive the longer period of leave.

(4) For the purpose of calculating the leave which may be granted in accordance with this regulation, the date of the officer's appointment shall be the deciding factor.

(5) (a) Vacation leave, as set out in sub-regulation (3) of this regulation, shall be accumulative but if possible every officer should take a continuous period of leave of not less than 19 days in each calendar year. On the other hand, no officer shall be absent on vacation leave for a continuous period exceeding 120 days without the approval of the Board.

(b) Not more than 12 days' leave per annum may be taken in periods of 5 days or less unless special authority has been obtained from the Chairman of the Board.

(6) Leave of absence in excess of 7 days may not be taken during the last month of service with the Institute except in the case of illness or with the approval of the Board.

(7) If any of the following Public Holidays, namely, Good Friday, Day of the Covenant, Christmas Day or New Year's Day, fall on a week-day, except Saturday, within any period of approved leave, such holiday shall be added to the said period as a further period of leave of absence on full pay. Saturdays, Sundays or Public Holidays other than those mentioned above, falling within any period of approved leave, shall be regarded as included in the said period of leave.

(8) All leave standing to the credit of an officer in the Institute's leave register at the time of his retirement from the Institute's service from any cause shall be forfeited with no claim for compensation of any kind, excepting that—

- (a) an officer who retires on account of ill-health before attaining the age of retirement may be granted an *ex-gratia* payment for any accumulated leave standing to his credit, up to a maximum of 91 days, at the discretion of the Board;
- (b) in the case of the death of an officer while in the service of the Institute, the Board may, at its discretion, pay into his estate a sum in lieu of any accumulated leave standing to his credit, up to a maximum of 91 days;
- (c) payments which may be made under this paragraph shall be at the rate of salary and cost of living or personal allowance, if any, drawn by the officer on the last day of service.

SICK LEAVE.

17. (1) (a) The period of sick leave which may be granted to the Director or other European members of the permanent staff, after completion of 30 days' service, shall not exceed 120 days on full pay and 120 days on half pay during any cycle of 3 years calculated from the date of assumption of duty.

(b) Spesiale siekteverlof, benewens die siekteverlof vermeld in paragraaf (a) van hierdie subregulasie, word met volle betaling toegestaan aan 'n beampte van die Instituut gedurende die tydperk van sy ongeskiktheid vir werk as gevolg van 'n ongeval wat uit sy diens en in die loop daarvan ontstaan en 'n persoonlike besering of siekte meebring; met dien verstande dat, waar sodanige besering of siekte van so 'n aard is dat dit die beampte geregtig maak op skadeloosstelling ingevolge die Ongevallewet, 1941, of enige wysiging daarvan aan hom sodanige verlof met betaling toegestaan kan word teen 'n skaal gelyk aan die verskil tussen sy volle salaris of loon en die skadeloosstelling wat kragtens daardie Wet aan hom betaalbaar is, en met dien verstande verder dat die Direkteur daarvan oortuig is dat die ongeval wat aanleiding tot die aansoek om spesiale siekteverlof gee, nie aan die ernstige of opsetlike wangedrag of nalatigheid van die beampte toegeskryf kan word nie.

(2) Dit is die plig van elke beampte om kennis van sy onvermoë om hom, weens watter rede ook al, vir diens aan te meld, so vroeg moontlik by die kantoor van die Instituut te laat gee.

(3) (a) 'n Aansoek om siekteverlof van langer as 3 dae moet deur 'n sertifikaat van 'n geregistreerde geneesheer gestaaf word.

(b) Die Direkteur kan eis dat 'n geneeskundige sertifikaat ingedien word ter staving van 'n aansoek om siekteverlof vir 'n tydperk van 3 dae of minder, indien hy van mening is dat omstandighede so 'n stap regverdig.

(c) Die Direkteur kan te eniger tyd eis dat 'n beampte of werknemer hom aan 'n ondersoek en rapport deur 'n geneesheer onderwerp.

(4) 'n Beampte aan wie siekteverlof met minder as volle betaling toegestaan is en wat vakansieverlof tot sy krediet het, kan aansoek om vakansieverlof in plaas van siekteverlof doen tot die mate van die vakansieverlof wat tot sy krediet staan, met dien verstande dat, waar 'n beampte gekies het om vakansieverlof met volle betaling in plaas van siekteverlof met minder as volle betaling te neem, sy keuse onherroeplik is sodra hy betaling ontvang het ten opsigte van die vakansieverlof wat aan hom toegestaan is.

(5) Waar vakansieverlof aan 'n beampte toegestaan is, kan sodanige verlof slegs met die magtiging van die Raad in siekteverlof omgeskep word.

(6) Die toekenning van verlof onder 'n besondere hoof raak nie die toekenning van verlof wat onder 'n ander hoof geklassifiseer is nie.

(7) Onder spesiale omstandighede, en ondanks andersluidende bepalings in hierdie regulasies vervat, kan afwesigheidsverlof aan die Direkteur of ander lede van die personeel toegestaan word op sodanige terme en voorwaardes as wat die Raad mag bepaal.

SPEZIALE VERLOF.

18. (1) Spesiale afwesigheidsverlof met volle betaling kan aan 'n beampte van die Instituut toegestaan word vir onderstaande doeleindes:—

- (a) Wanneer hy 'n eksamen wat deur 'n universiteit binne die Unie afgeneem word, of enige ander eksamen wat vir verlofdoeleindes deur die Raad goedgekeur word, aflê;
- (b) wanneer die beampte, as gevolg van die opdoen van 'n aansteeklike of besmetlike siekte deur 'n lid van sy gesin, ooreenkomstig geneeskundige instruksies geïsoleer of afgesonder is;
- (c) wanneer hy as burger van die Unie van Suid-Afrika verpligte diens onderneem.

(2) Spesiale afwesigheidsverlof kan te eniger tyd toegestaan word vir navorsing, studie of enige ander doel wat deur die Raad goedgekeur word en wel vir sodanige tydperk en op sodanige voorwaardes met betrekking tot salaris as wat die Raad mag besluit.

NIE-BLANKE WERKNEMERS.

19. (1) Nie-blanke werknemers ontvang besoldiging volgens sodanige betalingskale, en dien onder sodanige voorwaardes as wat van tyd tot tyd deur die Raad vasgestel mag word.

(b) Special sick leave, in addition to the sick leave specified in paragraph (a) of this sub-regulation, shall be granted on full pay to an officer of the Institute during the period of his incapacitation from work in consequence of any accident arising out of and in the course of his employment and resulting in a personal injury or illness; provided that, where such injury or illness is such as to entitle the officer to compensation under the Workmen's Compensation Act, 1941, or any amendment thereof, he may be granted such leave with pay at a rate equal to the difference between his full salary or wage and the compensation payable to him under that Act; provided further that the Director is satisfied that the accident giving rise to the application for special sick leave cannot be ascribed to the serious or deliberate misconduct or negligence of the officer.

(2) It shall be the duty of every officer to cause notice of his inability to report for duty due to any cause whatsoever to be given to the office of the Institute at the earliest possible time.

(3) (a) An application for sick leave in excess of 3 days shall be supported by a certificate from a registered medical practitioner.

(b) The Director may require a medical certificate to be furnished in support of an application for sick leave for a period of 3 days or less, if he considers that circumstances warrant such a course.

(c) The Director may at any time require an officer or employee to submit himself for examination and report by a medical practitioner.

(4) An officer who has been granted sick leave with less than full pay, and who has vacation leave to his credit, may apply for vacation leave instead of sick leave, to the extent of the vacation leave standing to his credit, provided that where an officer has chosen to take vacation leave with full pay in place of sick leave with less than full pay, his choice shall be irrevocable as soon as he has received payment in respect of the vacation leave which has been granted to him.

(5) Where an officer has been granted vacation leave, such leave may be converted into sick leave only upon authority of the Board.

(6) The grant of leave under any one head shall not affect the grant of leave classified under any other head.

(7) In special circumstances and notwithstanding anything contained in these regulations, leave of absence may be granted to the Director or other members of the staff on such terms and conditions as the Board may determine.

SPECIAL LEAVE.

18. (1) Special leave of absence on full pay may be granted to an officer of the Institute for the following purposes:—

- (a) When he is sitting for an examination held within the Union by a University, or any other examination approved by the Board for purposes of leave;
- (b) when as a result of a member of the officer's household having contracted an infectious or contagious disease, the officer has been isolated or segregated under medical instructions;
- (c) when he is undertaking compulsory service as a citizen of the Union of South Africa.

(2) Special leave of absence may be granted at any time for purposes of research, study or any other purpose approved by the Board, for such period and upon such conditions in regard to salary as the Board may decide.

NON-EUROPEAN EMPLOYEES.

19. (1) Non-European employees shall receive remuneration according to such scales of pay and shall serve under such conditions as may be determined by the Board from time to time.

(2) Verlof vir nie-blanke personeel is volgens die skaal van 14 dae per jaar, met dien verstande dat subregulasie (6) van regulasie 16 van hierdie Deel ook in hierdie geval van toepassing is. Sodanige verlof is nie oplopend nie.

(3) Die tydperk van siekteverlof wat na voltooiing van 30 dae diens aan nie-blanke werknemers toegestaan kan word, mag nie 120 dae met volle betaling en 120 dae met halwe betaling gedurende enige tydkring van drie jaar, bereken vanaf die datum van diensaanvaarding, te bowe gaan nie.

(4) Spesiale siekteverlof, benewens die siekteverlof vermeld in subregulasie (3) van hierdie regulasie, word met volle betaling toegestaan aan 'n nie-blanke werknemer van die Instituut gedurende die tydperk van sy ongeskiktheid vir werk as gevolg van 'n ongeval wat uit sy diens en in die loop daarvan ontstaan en 'n persoonlike besering of siekte meebring; met dien verstande dat, waar sodanige besering of siekte van so 'n aard is dat dit die nie-blanke werknemer geregtig maak op skadeloosstelling ingevolge die Ongevallewet, 1941, of enige wysiging daarvan, aan hom sodanige verlof met betaling toegestaan kan word teen 'n skaal gelyk aan die verskil tussen sy volle salaris of loon en die skadeloosstelling wat kragtens daardie Wet aan hom betaalbaar is; en met dien verstande verder dat die Direkteur daarvan oortuig is dat die ongeval wat aanleiding tot die aansoek om spesiale siekteverlof gee, nie aan die ernstige of opsetlike wangedrag of nalatigheid van die werknemer toegeskryf kan word nie.

TYDELIKE EN DEELTYDSE BEAMPTES.

20. (1) Die Raad kan tydelike en deelydse beamptes aanstel teen sodanige skale van besoldiging en onder sodanige voorwaardes as wat deur die Raad vasgestel mag word.

(2) Vakansieverlof kan aan tydelike beamptes toegestaan word op dieselfde basis as wat op die ooreenstemmende beamptes in die vaste personeel van toepassing is. Sodanige verlof is egter nie oplopend nie.

(3) Die tydperk van siekteverlof wat toegestaan kan word aan tydlike beptes wat 30 dae diens voltooi het, mag nie 120 dae met volle betaling en 120 dae met halwe betaling gedurende enige tydkring van 3 jaar, bereken vanaf die datum van diensaanvaarding, te bowe gaan nie.

DEEL III.

AANSOEK OM GRADEERSERTIFIKATE.

VAN TOEPASSING OP STEENKOOL VIR UITVOER OF
BUNKERDOELEINDES.

1. (1) 'n Gradeersertifikaat vermeld in subartikel (1) van artikel *tien* van die Wet en van toepassing op 'n besondere besending of hoeveelheid steenkool, soos bepaal in paragraaf (a) van subartikel (2) *bis* van artikel *nege* van die Wet, kan deur 'n steenkoolmyn aangevra word te eniger tyd nie later nie as een-en-twintig dae voordat 'n aanvang gemaak word met die laai van die steenkool in trokke by die steenkoolmyn, maar die Instituut reik nie so 'n sertifikaat uit nie voordat hy in besit is van sodanige ontledings- en toetsgegevens in verband met die steenkoollae en voorbereide steenkool as wat deur die Instituut nodig geag mag word vir die vasstelling van die graad van die steenkool waarop die sertifikaat betrekking sal hê, en tensy die Instituut van mening is dat die vatbaarheid van die steenkool vir selfontbranding nie 'n gevaar vir lewe of eiendom uitmaak nie. Monsters moet hoogstens drie maande voor die datum van aansoek deur die Instituut geneem gewees het.

(2) 'n Gradeersertifikaat vermeld in subartikel (1) van artikel *tien* van die Wet en van toepassing op steenkool afkomstig van 'n steenkoolmyn of gedeelte van 'n steenkoolmyn, soos bepaal in paragraaf (b) van subartikel (2) *bis* van artikel *nege* van die Wet, kan te eniger tyd deur 'n steenkoolmyn aangevra word, maar die Instituut reik nie so 'n sertifikaat uit nie voordat hy in besit is van sodanige ontledings- en toetsgegevens in verband met die steenkoolleë en voorbereide steenkool as wat deur die Instituut nodig geag mag word vir die vasstelling van die

(2) Leave for Non-European staff shall be at the rate of 14 days per annum, provided that sub-regulation (6) of regulation 16 of this Part shall also apply in this case. Such leave shall not be accumulative.

(3) The period of sick leave which may be granted to Non-European employees after completion of 30 days' service, shall not exceed 120 days on full pay and 120 days on half pay during any cycle of 3 years, calculated from the date of assumption of duty.

(4) Special sick leave, in addition to the sick leave specified in sub-regulation (3) of this regulation shall be granted on full pay to a Non-European employee of the Institute during the period of his incapacitation from work in consequence of any accident arising out of and in the course of his employment and resulting in a personal injury or illness; provided that, where such injury or illness is such as to entitle the Non-European employee to compensation under the Workmen's Compensation Act, 1941, or any amendment thereof, he may be granted such leave with pay at a rate equal to the difference between his full salary or wage and the compensation payable to him under that Act; provided further that the Director is satisfied that the accident giving rise to the application for special sick leave cannot be ascribed to the serious or deliberate misconduct or negligence of the employee.

TEMPORARY AND PART-TIME OFFICERS.

20. (1) The Board may appoint temporary and part-time officers at such rates of remuneration and under such conditions as may be determined by the Board.

(2) Temporary officers may be granted vacation leave on the same basis as applies to the corresponding officers on the permanent staff. Such leave, however, shall not be accumulative.

(3) The period of sick leave which may be granted to temporary officers who have completed 30 days' service, shall not exceed 120 days on full pay and 120 days in half pay during any cycle of 3 years, calculated from the date of assumption of duty.

PART III.

APPLICATION FOR GRADING CERTIFICATES.

TO APPLY TO COAL FOR EXPORT OF BUNKERING.

1. (1) A grading certificate referred to in sub-section (1) of section *ten* of the Act and applicable to a particular consignment or quantity of coal, as provided in paragraph (a) of sub-section (2) *bis* of section *nine* of the Act, may be applied for by a colliery at any time not later than twenty-one days prior to the commencement of loading the coal into trucks at the colliery, but the Institute shall not issue such a certificate until it is in possession of such analytical and test data of the coal seams and prepared coal as may be deemed by the Institute to be necessary to determine the grade of the coal to which the certificate is to apply and unless the Institute considers that the liability of the coal to spontaneous combustion does not constitute a danger to life or property. Samples shall have been taken by the Institute not more than three months prior to the date of application.

(2) A grading certificate referred to in sub-section (1) of section *ten* of the Act and applicable to coal derived from a colliery or part of a colliery, as provided in paragraph (b) of sub-section (2) *bis* of section *nine* of the Act, may be applied for by a colliery at any time, but the Institute shall not issue such a certificate until it is in possession of such analytical and test data of the coal seams and prepared coal as may be deemed by the Institute to be necessary to determine the grade of the coal

graad van die steenkool waarop die sertifikaat betrekking sal hê, en tensy die Instituut van mening is dat die vatbaarheid van die steenkool vir selfontbranding nie 'n gevaar vir lewe of eiendom uitmaak nie. Monsters moet hoogstens drie maande voor die datum van aansoek deur die Instituut geneem gewees het.

VAN TOEPASSING OP STEENKOOI VIR PLAASLIKE VERBRUIK.

(3) 'n Gradeersertifikaat vermeld in subartikel (1) *bis* van artikel *tien* van die Wet kan te eniger tyd deur 'n steenkoolmyn aangevra word, maar die Instituut reik geen sodanige sertifikaat uit voordat hy in besit is van sodanige ontledings- en toetsgegevens in verband met die steenkool en voorbereide steenkool as wat deur die Instituut nodig geag mag word vir die vasstelling van die graad van die steenkool waarop die sertifikaat betrekking sal hê. Monsters moet hoogstens drie maande voor die datum van aansoek deur die Instituut geneem gewees het.

(4) 'n Aansoek om 'n gradeersertifikaat moet by die kantoor van die Instituut of by sodanige ander kantoor as wat die Instituut mag bepaal, ingedien word, en moet vergesel gaan van die inligting wat in regulasie 2 van hierdie Deel vereis word.

INLIGTING WAT VERSTREK MOET WORD.

2. Wanneer aansoek gedoen word om 'n gradeersertifikaat soos in subregulasie (1) van regulasie 1 van hierdie Deel beskryf, moet die applikant onderstaande inligting verstrek:—

- (1) Naam van steenkoolmyn;
- (2) naam van distrik waarin die steenkoolmyn geleë is;
- (3) opgawes van onlangse ontledings van die steenkool wat gegradeer moet word, met vermelding van die—
 - (a) benaderde ontleding van die steenkool;
 - (b) kaloriewaarde in lb./lb.;
 - (c) swawelpersentasie;
- (4) die grootte van die gate in die siwwe wat by die voorbereiding van die steenkool gebruik gaan word, met 'n aanduiding of hulle rond of vierkantig is;
- (5) die benaderde tonnemaat van die besending wat gegradeer moet word;
- (6) voorgestelde datum van aanvang van laai in trokke by die steenkoolmyn;
- (7) naam en adres van die persoon aan wie die gradeersertifikaat gestuur kan word;
- (8) plek waar monsters van die steenkool geneem kan word, en roete van die steenkool deur die Unie;
- (9) besonderhede van enige gevalle van selfontbranding van die steenkool; en
- (10) die wyse waarop die steenkool voorberei word, d.w.s. of dit met die hand gesorteer, droogskoon-gemaak of gewas word.

3. Wanneer aansoek gedoen word om 'n gradeersertifikaat soos in subregulasie (2) of (3) van regulasie 1 van hierdie Deel beskryf, moet die applikant die inligting verstrek wat in paragrawe (1), (2), (3), (4), (7), (8), (9) en (10) van regulasie 2 van hierdie Deel vereis word.

WYSE VAN STEENKOOI GRADERING.

4. (1) Vir gradeerdoeleindes word steenkool in onderstaande tipes ingedeel:—

- (a) „*Stoomsteenkool*”, wat in hierdie regulasies bitumineuse steenkool beteken soos gewoonweg vir stoomontwikkelingsdoeleindes in die Unie van Suid-Afrika gebruik word, naamlik steenkool met 'n inhoud van minstens 16.5 persent vlugtige stof (droë asvrye basis), wat naasteby ooreenstem met 14 persent vlugtige stof op die „lugdroë basis” vir Suid-Afrikaanse steenkool wat gewoonlik uitgevoer word.
- (b) „*Semi-antrasiet*”, wat in hierdie regulasies steenkool beteken met minstens 12.6 persent en hoogstens 16.4 persent vlugtige stof op die droë asvrye basis.

to which the certificate is to apply and unless the Institute considers that the liability of the coal to spontaneous combustion does not constitute a danger to life or property. Samples shall have been taken by the Institute not more than three months prior to the date of application.

TO APPLY TO COAL FOR INLAND CONSUMPTION.

(3) A grading certificate referred to in sub-section (1) *bis* of section *ten* of the Act may be applied for by a colliery at any time but the Institute shall not issue such a certificate until it is in possession of such analytical and test data of the coal seams and prepared coal as may be deemed by the Institute to be necessary to determine the grade of the coal to which the certificate is to apply. Samples shall have been taken by the Institute not more than three months prior to the date of the application.

(4) An application for a grading certificate shall be deposited at the office of the Institute or of such other office as the Institute may determine and shall be accompanied by the information called for in regulation 2 of this Part.

INFORMATION TO BE GIVEN.

2. In making application for a grading certificate described in sub-regulation (1) of regulation 1 of this Part, the applicant shall furnish the following information:—

- (1) Name of colliery;
- (2) name of district in which the colliery is situated;
- (3) records of recent analyses of the coal to be graded, giving—
 - (a) proximate analysis of coal;
 - (b) calorific value in lb./lb.;
 - (c) percentage of sulphur;
- (4) sizes of holes in screens to be used in the preparation of the coal with an indication as to whether round or square;
- (5) the approximate tonnage of the consignment to be graded;
- (6) proposed date of commencement of loading into trucks at the colliery;
- (7) name and address of person to whom the grading certificate can be sent;
- (8) place at which coal can be sampled and route of coal through the Union;
- (9) particulars of any cases of spontaneous combustion of the coal; and
- (10) the manner in which the coal is prepared, i.e. whether by picking, dry cleaning or washing.

3. In making application for a grading certificate as described in either sub-regulation (2) or (3) of regulation 1 of this Part, the applicant shall furnish the information called for in paragraphs (1), (2), (3), (4), (7), (8), (9) and (10) of regulation 2 of this Part.

MANNER OF GRADING COAL.

4. (1) For the purpose of grading, coal shall be divided into the following types:—

- (a) „*Steam Coal*”, which shall mean in these regulations bituminous coal as ordinarily used for steam raising purposes in the Union of South Africa, namely coal having a volatile matter content of not less than 16.5 per cent (dry ash-free basis), which corresponds approximately to 14 per cent volatile matter on the „air dry basis” for South African coal normally exported.
- (b) „*Semi-anthracite*”, which shall mean in these regulations coal having not less than 12.6 per cent and not more than 16.4 per cent volatile matter on the dry ash-free basis.

(c) „Suid-Afrikaanse antrasiet”, wat in hierdie regulasies steenkool beteken met 'n inhoud van hoogstens 12.5 persent vlugtige stof (droë asvrye basis), wat naastenby ooreenstem met 11 persent (lugdroëbasis) vir antrasiet wat gewoonlik uit Suid-Afrika uitgevoer word.

(2) Die gradering van die steenkool van 'n steenkoolmyn word deur die Instituut vasgestel op grond van die resultate van die ontledings en toetse uitgevoer met monsters van steenkoollae en voorbereide steenkool wat deur beamptes van die Instituut versamel, ontleed en getoets is.

(3) Alle bepalinge van kaloriewaardes word uitgevoer volgens Spesifikasie No. 5 van 1940 van die „South African Standards Institution”, en alle ander ontledings en toetse word uitgevoer in ooreenstemming met Britse Standaardspesifikasie No. 1016 van 1942 of Suid-Afrikaanse Standaardspesifikasie No. 1/1943, of enige wysigings of vervangings van hierdie spesifikasies. Daarbenewens word sodanige toetse uitgevoer as wat nodig geag mag word vir die vasstelling van die mate waarin die steenkool vir selfverhitting vatbaar is.

(4) Die tipe en graad steenkool soos vasgestel deur die Instituut, en die groottegroep van elke troklading steenkool wat vir uitvoer of bunkerdoeleindes versend word, moet duidelik aangedui word op die etiket geheg aan die trok waarin dit vervoer word, tesame met die naam van die steenkoolmyn waar die steenkool geproduseer is.

(5) Vir die gradering van stoomsteenkool vir uitvoer of bunkerdoeleindes is onderstaande groottes van toepassing:—

(a) *Stuksteenkool* of steenkool wat oor steenkoolmynsiwwe met ronde perforasies met 'n deursnee van minstens $1\frac{1}{4}$ duim, of vierkantige openinge met 'n sylengte van minstens $1\frac{1}{8}$ duim, geloop het.

(b) *Neutsteenkool* of steenkool wat deur steenkoolmynsiwwe met ronde perforasies met 'n deursnee van minstens $1\frac{1}{4}$ duim of gelykstaande vierkantige openinge gegaan het, maar wat agterbly op siwwe met vierkantige openinge met 'n sylengte van minstens $\frac{3}{4}$ duim, of met ronde perforasies met 'n deursnee van minstens $\frac{7}{8}$ duim.

(c) *Neutsteenkool* soos by die steenkoolmyn gelaai, moet hoogstens 20 persent bevat wat deur 'n sif met vierkantige openinge met 'n sylengte van $\frac{3}{8}$ duim kan gaan, en 7 persent wat deur 'n sif met vierkantige openinge met 'n sylengte van $\frac{1}{4}$ duim kan gaan.

(6) *Stoomsteenkool* wat vir uitvoer- of bunkerdoeleindes gegradeer is, word as eerste, tweede of onder-tweede graad geklassifiseer volgens onderstaande ontledingsvereistes, wat ook op die gradeersertifikaat geëndosseer moet word:—

	Kaloriewaarde lb./lb. lugdroog.	Assmelpunt °C.
Eerste Graad.....	min. 12.8	min. 1250
Tweede Graad.....	min. 12.3	min. 1250
Onder-tweede Graad.....	Voldoen nie aan die spesifikasies vir die Tweede Graad in een of albei opsigte nie.	

OPMERKING.—Weens die gevaar van selfontbranding word daar nie in hierdie regulasies voorsiening gemaak vir die uitreiking van gradeersertifikate vir steenkool met 'n grootte van minder as $\frac{3}{4}$ duim nie. Die beperkings op neutsteenkool onder die vereistes grootte is om dieselfde rede opgelê.

(7) *Semi-antrasiet* gegradeer vir uitvoer- of bunkerdoeleindes word as eerste of onder-eerste graad geklassifiseer volgens die onderstaande ontledingsvereistes wat ook agterop die gradeersertifikaat geëndosseer moet word:—

	Aspersentasie lugdroog.	Kaloriewaarde lb./lb. lugdroog.	Assmelpunt °C.
Eerste Graad.....	maks. 11.3	min. 13.5	min. 1350
Onder-eerste Graad	Voldoen nie aan bostaande in enige of alle opsigte nie.		

(8) *Suid-Afrikaanse antrasiet* gegradeer vir uitvoer- of bunkerdoeleindes word as eerste of onder-eerste graad geklassifiseer volgens onderstaande ontledingsvereistes wat

(c) „*South African Anthracite*”, which shall mean in these regulations coal having a volatile matter content not exceeding 12.5 per cent (dry ash-free basis) which corresponds approximately to 11 per cent. (air-dry basis) for anthracite normally exported from South Africa.

(2) The grading of the coal of any colliery shall be determined by the Institute on the strength of the results of the analyses and tests on samples of coal seams and prepared coal which have been collected, analysed and tested by officials of the Institute.

(3) All calorific value determinations shall be carried out according to Specification No. 5 of 1940 of the South African Standards Institution and all other analyses and tests shall be conducted in accordance with British Standard Specification No. 1016 of 1942 or South African Standard Specification No. 1/1943, or any amendments or replacements of these specifications. There shall be undertaken, in addition, such tests as may be deemed to be necessary to determine to what extent the coal is liable to spontaneous heating.

(4) The type and grade of coal as determined by the Institute and the size group of every truck load of coal forwarded for export or bunkering purposes shall be clearly marked on the label attached to the truck by which it is conveyed, together with the name of the colliery from which the coal was produced.

(5) For the purpose of grading steam coal for export or bunkering, the following sizes shall apply:—

(a) *Round Coal* or coal which has been passed over colliery screens having round hole perforations of not less than $1\frac{1}{4}$ inch diameter or square hole apertures of not less than $1\frac{1}{8}$ inch side.

(b) *Nut Coal* or coal that has passed through colliery screens having round hole perforations of not less than $1\frac{1}{4}$ inch diameter or equivalent square holes but which is retained on screens having square apertures of not less than $\frac{3}{4}$ inch side or round hole perforations of not less than $\frac{7}{8}$ inch diameter.

(c) *Nut Coal* as loaded at the colliery shall not contain more than 20 per cent. which can be passed through a screen having square apertures of $\frac{3}{8}$ inch side and 7 per cent. which can be passed through a screen having square apertures of $\frac{1}{4}$ inch side.

(6) *Steam Coal* graded for export or bunkering shall be classified as first, second or under-second grade, according to the following analytical requirements, which shall also be endorsed on the grading certificate:—

	Calorific Value lb./lb. Air-dry.	Ash Fusion Point °C.
First Grade.....	min. 12.8	min. 1250
Second Grade.....	min. 12.3	min. 1250
Under-second Grade.....	Not complying with the Second Grade specification in either or both respects.	

NOTE.—The issue of grading certificates for coal under $\frac{3}{4}$ inch in size is not provided for in these regulations owing to the risk of spontaneous combustion. For the same reason the limitations on undersize for nut coal have been imposed.

(7) *Semi-Anthracite* graded for export or bunkering shall be classified as first or under-first grade, according to the following analytical requirements which shall also be endorsed on the back of the grading certificate:—

	Ash Percentage Air-dry.	Calorific Value lb./lb. Air-dry.	Ash Fusion Point °C.
First Grade.....	max. 11.3	min. 13.5	min. 1350
Under-first Grade..	Not complying with above in any or all respects.		

(8) *South African Anthracite* graded for export or bunkering shall be classified as first or under-first grade, according to the following analytical requirements which

ook agterop die gradeersertifikaat geëndosseer moet word:—

	<i>Aspersentatie lugdroog.</i>	<i>Kaloriewaarde lb./lb. lugdroog.</i>	<i>Assmelpunt °C.</i>
Eerste Graad.....	maks. 11·3	min. 13·4	min. 1350
Onder-eerste Graad	Voldoen nie aan bostaande in enige of alle opsigte nie.		

METODE VAN MONSTERNEMING.

5. Die metode waarvolgens monsters uit enige gegewe hoeveelheid steenkool geneem word, moet in ooreenstemming wees met die beginsels wat in Spesifikasie No. 13 van 1937 van die „South African Standards Institution”, of in enige wysiging of vervanging van hierdie spesifikasie gestel is.

GRADEERSERTIFIKATE.

6. (1) Gradeersertifikate moet in die vorme wees wat in Aanhangsels A1, A2 en A3 hiervan voorgeskrif word en kan sodanige ander besonderhede as wat die Instituut nodig mag ag, insluit.

(2) Ingeval 'n gradeersertifikaat verlore raak of vernietig word, kan die persoon aan wie die sertifikaat uitgereik was, by die Raad aansoek doen om 'n duplikaat. So 'n aansoek moet vergesel gaan van bewys van die verlies of vernietiging van die oonspronklike.

(3) By ontvangs van 'n skriftelike kennisgewing van die Instituut dat 'n gradeersertifikaat gewysig moet word of dat dit teruggetrek is, moet die sertifikaat aan die Instituut teruggestuur word.

HANDHAWING VAN GRAAD.

7. Die bemonstering, ontleding en toetsing van steenkool afkomstig van enige steenkoolmyn ten opsigte waarvan 'n gradeersertifikaat betrekking het, moet so dikwels herhaal word as wat deur die Instituut nodig geag mag word ten einde vas te stel dat die tipe, graad en grootte van steenkool waarop die sertifikaat van toepassing is, gehandhaaf word. Die resultate van sodanige ontledings en toetse word aan die betrokke steenkoolmyn meegedeel.

VERKLARING WAT VERSTREK MOET WORD VOORDAT STEENKOOI IN SKEPE GELAAI WORD.

8. Geen steenkool mag hetsy vir uitvoer- of vir bunkerdoeleindes by enige Unie-hawe gelaai word nie, tensy 'n verklaring in duplo in die vorm voorgeskrif in Aanhangsel B hiervan eers by die hawebestuur ingedien is ingevolge subartikel (4) van artikel *elf* van die Wet.

REGTE.

9. Die regte opgelê deur die Goewerneur-generaal op verkoopte steenkool kragtens die bepalings van subartikel (3) (b) van artikel *twaalf* van die Wet, op alle torbaniet en olieskalie kragtens subartikel (7) van artikel *twaalf* van die Wet, en op alle kragalkohol en nywerheidsalkohol kragtens subartikel (8) van artikel *twaalf* van die Wet, is verskuldig en betaalbaar binne veertien dae na die datum van die oplegging van die regte deur die Goewerneur-generaal; met dien verstande dat 'n steenkoolmyn of produsent by die Instituut aansoek kan doen om vergunning om die reg in twee paalemente met tussenpose van hoogstens ses maande te betaal. Die Instituut kan na goeddunke die aansoek toestaan of weier.

10. Die reg betaalbaar ingevolge regulasie 9 van hierdie deel word deur die eienaar van elke steenkoolmyn of deur elke produsent, na gelang van die geval, aan die Brandstofnavorsingsinstituut betaal op sodanige plek as wat die Raad mag bepaal.

Goewermementskennisgewings Nos. 1045 van 21 Julie 1933, 244 van 2 Maart 1934, 798 van 14 Junie 1935, 1633 van 15 November 1935, 607 van 1 Mei 1936, 1159 van 15 Julie 1936, 1819 van 15 November 1940, 928 van 4 Julie 1941, 790 van 30 April 1943, 41 van 12 Januarie 1945, 605 van 28 Maart 1947, 275 van 6 Februarie 1948, 877 van 6 Mei 1949, 2436 van 26 November 1954, 2548 van 30 Desember 1955, 276 van 20 Februarie 1959, 1230 van 7 Augustus 1959 en 1306 van 21 Augustus 1959 word hierby herroep.

shall also be endorsed on the back of the grading certificate:—

	<i>Ash Percentage Air-dry.</i>	<i>Calorific Value lb./lb. Air-dry.</i>	<i>Ash Fusion. Point °C.</i>
First Grade.....	max. 11·3	min. 13·4	min. 1350
Under-first Grade...	Not complying with above in any or all respects.		

METHOD OF SAMPLING.

5. The method of sampling any given quantity of coal shall be in accordance with the principles laid down in Specification No. 13 of 1937 of the South African Standards Institution, or in any amendment or replacement of this specification.

GRADING CERTIFICATES.

6. (1) Grading Certificates shall be in the forms prescribed in Annexures A1, A2 and A3 hereto and may contain such other particulars as the Institute may consider necessary to insert.

(2) In the event of a grading certificate being lost or destroyed, the person in whose favour the certificate was issued may apply to the Board for a duplicate. Such application shall be accompanied by evidence of the loss or destruction of the original.

(3) Upon receipt of a notice in writing from the Institute that a grading certificate is to be amended or that it has been withdrawn, the certificate shall be returned to the Institute.

MAINTENANCE OF GRADE.

7. The sampling, analysis and testing of coal from any colliery in respect of which a grading certificate is operative shall be repeated as frequently as may be considered necessary by the Institute, in order to determine that the type, grade and size of coal to which the certificate applies are maintained. The results of such analyses and testing shall be communicated to the colliery concerned.

STATEMENT TO BE FURNISHED PRIOR TO LOADING COAL INTO SHIPS.

8. No coal shall be loaded at any Union port either for export or for bunkering purposes unless a statement in duplicate in the form prescribed in Annexure B hereto has first been lodged with the port authorities in terms of sub-section (4) of section *eleven* of the Act.

LEVIES.

9. The levies imposed by the Governor-General on sold coal, in terms of the provisions of sub-section (3) (b) of section *twelve* of the Act, on all torbanite and oil shale in terms of sub-section (7) of section *twelve* of the Act, and on all power alcohol and industrial alcohol in terms of sub-section (8) of section *twelve* of the Act, shall become due and payable within fourteen days after the date of the imposition of the levies by the Governor-General; provided that any colliery or producer may apply to the Institute for leave to pay the levy in two instalments at intervals not exceeding six months. The Institute may at its discretion grant or refuse the application.

10. The levy payable in terms of regulation 9 of this Part shall be paid by the owner of every colliery or by every producer as the case may be to the Fuel Research Institute at such place as the Board may determine.

Government Notices Nos. 1045 dated 21st July, 1933; 244, dated 2nd March, 1934; 798, dated 14th June, 1935; 1633, dated 15th November, 1935; 607, dated 1st May, 1936; 1159, dated 15th July, 1938; 1819, dated 15th November, 1940; 928, dated 4th July, 1941; 790, dated 30th April, 1943; 41, dated 12th January, 1945; 605, dated 28th March, 1947; 275, dated 6th February, 1948; 877, dated 6th May, 1949; 2436, dated 26th November, 1954; 2548, dated 30th December, 1955; 276, dated 20th February, 1959; 1230, dated 7th August, 1959 and 1306, dated 21st August, 1959, are hereby repealed.

AANHANGSEL A1.

No. _____ Verwysingsno. F.R.I.
Brandstof-navorsingsinstituut van Suid-Afrika
Pretoria.

[GRADEERSERTIFIKAAT VIR 'N BESENDING STEENKOOL.

[Uitgereik kragtens die bepalings van die Wet op die Brandstof-navorsingsinstituut en Steenkool, 1930 (Wet No. 36 van 1930), en regulasie 1 (1) van Deel III van die regulasies ingevolge daarvan opgestel.]

Uitgereik aan _____

Hierby word gesertifiseer dat 'n besending _____
-steenkool in trokke gelaai vir verskeping vanaf u maatskappy se _____
-steenkoolmyn, tussen _____

en _____ 19____, en bestaande uit ongeveer _____ ton,
deur die Instituut bemonster is en by ontleding bevind is onderstaande
ontledingswaardes te besit:—

	Lugdroog.	Droog.
Vog.....	____%	____%
As.....	____%	____%
Vlugtige stof.....	____%	____%
Vaste koolstof.....	____%	____%
Swawel.....	____%	____%
Kaloriewaarde*.....	____lb./lb.	____lb./lb.
Assmelpunt.....	____°C.	

Hierdie sertifikaat moet voor die aanvang van verskeping aan die
Hawebestuur getoon word en moet na voltooiing van laaibedrywighede
aan die Instituut terugbesorg word.

Namens die Instituut,

Voorsitter.

Sekretaris.

Datum van uitreiking _____

*Opmerking.—1 lb./lb. = 970 B.T.E./lb. = 539 K. Kal./Kg.

AANHANGSEL A2.

No. _____ Verwysingsno. F.R.I.
Brandstof-navorsingsinstituut van Suid-Afrika,
Pretoria.

GRADEERSERTIFIKAAT VIR 'N STEENKOOLMYN SE STEENKOOL.

[Uitgereik kragtens die Wet op die Brandstof-navorsingsinstituut en Steenkool, 1930 (Wet No. 36 van 1930), en regulasies 1 (2) en 4 van Deel III van die regulasies ingevolge daarvan opgestel.]

Uitgereik aan _____

Hierby word gesertifiseer dat u Maatskappy se _____
-steenkool, soos gewoonlik verkry vir verskeping van die _____
-steenkoolmyn, deur die Instituut bemonster
en gradeer is as _____ graad _____ met
onderstaande gemiddelde ontledingswaardes vasgestel deur die
ontleding van _____ monsters deur die Instituut
geneem tussen _____ en _____ 19____

	Lugdroog.	Droog.
Vog.....	____%	____%
Vlugtige stof.....	____%	____%
Vaste koolstof.....	____%	____%
Swawel.....	____%	____%
Kaloriewaarde*.....	____lb./lb.	____lb./lb.
Assmelpunt.....	____°C.	

Hierdie sertifikaat is geldig totdat dit ingetrek of vervang word
deur die Instituut, wat hom die reg voorbehou om dit na goeddunke
te wysig of in te trek.

Namens die Instituut,

Voorsitter.

Sekretaris.

Datum van uitreiking _____

*Opmerking.—1 lb./lb. = 970 B.T.E./lb. = 539 K. Kal./Kg.

ANNEXURE A1.

No. _____ Ref. No. F.R.I.
Fuel Research Institute of South Africa,
Pretoria.

GRADING CERTIFICATE FOR A CONSIGNMENT OF COAL.

[Issued in terms of the provisions of the Fuel Research Institute and Coal Act, 1930 (Act No. 36 of 1930), and regulation 1 (1) of Part III of the regulations framed thereunder.]

Issued to _____

This is to certify that a consignment of _____
coal loaded into trucks for shipment from your Company's _____
Colliery, between the _____ and _____ 19____,
and consisting approximately of _____ tons has been sampled
by the Institute and, on analysis, has been found to have the following
analytical values:—

	Air-dried.	Dry.
Moisture.....	____%	____%
Ash.....	____%	____%
Volatile Matter.....	____%	____%
Fixed Carbon.....	____%	____%
Sulphur.....	____%	____%
Calorific Value*.....	____lb./lb.	____lb./lb.
Ash Fusion Point.....	____°C.	

This certificate must be exhibited to the Port Authority prior to
the commencement of shipment and it must be surrendered to the
Institute on completion of loading.

On behalf of the Institute,

Chairman.

Secretary.

Date of Issue _____

*Note.—1 lb./lb. = 970 B. Th. U/lb. = 539 K. Cal./Kg.

ANNEXURE A2.

No. _____ Ref. No. F.R.I.
Fuel Research Institute of South Africa,
Pretoria.

GRADING CERTIFICATE FOR A COLLIERY'S COAL.

[Issued in terms of the Fuel Research Institute and Coal Act, 1930 (Act No. 36 of 1930), and regulations 1 (2) and 4 of Part III of the regulations framed thereunder.]

Issued to _____

This is to certify that your Company's _____ coal
as ordinarily derived for shipment from the _____ Colliery
has been sampled and graded by the Institute as _____ grade
_____ having the following average analytical values
obtained from the analysis of _____ samples taken by
the Institute between _____ and _____ 19____

	Air-dried.	Dry.
Moisture.....	____%	____%
Ash.....	____%	____%
Volatile Matter.....	____%	____%
Fixed Carbon.....	____%	____%
Sulphur.....	____%	____%
Calorific Value*.....	____lb./lb.	____lb./lb.
Ash Fusion Point.....	____°C.	

This certificate is valid until withdrawn or replaced by the Institute,
which reserves the right to amend or withdraw it at its discretion.

On behalf of the Institute,

Chairman.

Secretary.

Date of Issue _____

*Note.—1 lb./lb. = 970 B. Th. U/lb. = 539 K. Cal./Kg.

AANHANGSEL A3.

No. _____ Verwysingsno. F.R.I.
Brandstof-navorsingsinstituut van Suid-Afrika,
Pretoria.

GRADEBERSERTIFIKAAT VIR STEENKOOL VIR PLAASLIKE VERBRUIK.

[Uitgereik kragtens die bepaling van die Wet op die Brandstof-navorsingsinstituut en Steenkool, 1930 (Wet No. 36 van 1930), en regulasie 1 (3) van Deel III van die regulasies ingevolge daarvan opgestel.]

Uitgereik aan _____

Hierby word gesertifiseer dat u Maatskappy se _____
-steenkool vir verbruik binne die Unie van Suid-Afrika en die
Mandaatgebied Suidwes-Afrika, soos gewoonlik verkry van die
_____steenkoolmyn, deur die Instituut bemonster
en ontleed is en dat onderstaande ontledingsgegevens van toepassing
is op sodanige monster(s) van steenkool wat tussen _____
en _____ 19____ geneem is.

	<i>Lugdroog.</i>
Vog.....	_____%
As.....	_____%
Vlugtige stof.....	_____%
Vaste koolstof.....	_____%
Swawel.....	_____%
Kaloriewaarde*.....	____lb./lb.
Assmelpunt.....	____°C.

Die Instituut behou hom die reg voor om hierdie sertifikaat na goeddunke te wysig of in te trek.

Namens die Instituut,

Voorsitter.

Sekretaris.

Datum van uitreiking _____

*Opmerking.—1 lb./lb. = 970 B.T.E./lb. = 539 K. Kal./Kg.

ANNEXURE A3.

No. _____ Ref. No. F.R.I.
Fuel Research Institute of South Africa,
Pretoria.

GRADING CERTIFICATE FOR COAL FOR INLAND CONSUMPTION.

[Issued in terms of the provisions of the Fuel Research Institute and Coal Act, 1930 (Act No. 36 of 1930), and regulation 1 (3) of Part III of the regulations framed thereunder.]

Issued to _____

This is to certify that your Company's _____
coal for consumption within the Union of South Africa and the
Mandated Territory of South West Africa, as ordinarily derived from the
_____ Colliery, has been sampled and analysed
by the Institute and that the following analytical data apply to such
sample(s) of coal taken between _____ and _____
19____

	<i>Air-dried.</i>
Moisture.....	_____%
Ash.....	_____%
Volatile Matter.....	_____%
Fixed Carbon.....	_____%
Sulphur.....	_____%
Calorific Value*.....	____lb./lb.
Ash Fusion Point.....	____°C.

The Institute reserves the right to amend or withdraw this certificate at its discretion.

On behalf of the Institute,

Chairman.

Secretary.

Date of Issue _____

*Note.—1 lb./lb. = 970 B. Th. U/lb. = 539 K. Cal./Kg.

AANHANGSEL B.

VORM VAN VERKLARING WAT DEUR DIE KAPTEIN OF AGENT INGEVOLGE SUBARTIKEL (4) VAN ARTIKEL ELF VAN WET No. 36 VAN 1930 INGEDIEN MOET WORD.

Besonderhede van alle steenkool aan boord ss. of ms. _____ voor die laai van steenkool
wat in die Unie van Suid-Afrika gemyn is.

In Bunkers.				In Skeepsruime.			
No. of beskrywing van bunker.	Steenkool in bunker. Ton.	Waar gemyn.	Waar gelaai.	No. of beskrywing van ruim.	Steenkool in ruim. Ton.	Waar gemyn.	Waar gelaai.
Totaal in bunkers				Totaal in skeepsruime.....			

Ek, _____, die *Kaptein/Agent van die ss. of ms. _____,
verklaar hierby dat bostaande 'n ware opgawe is van al die steenkool in die bunkers en ruime van die ss. of ms. _____
voor die laai van steenkool wat in die Unie van Suid-Afrika gemyn is.

Datum _____

As Getuies:

1. _____

2. _____

*Kaptein/Agent.

*Skrap woord wat nie van toepassing is nie.

ANNEXURE B.

FORM OF STATEMENT TO BE FURNISHED BY THE MASTER OR AGENT IN TERMS OF SUB-SECTION (4) OF SECTION ELEVEN OF ACT No. 36 OF 1930.

Particulars of all coal on board S/S or M/S. _____ prior to loading coal mined in the Union of South Africa.

In Bunkers.				In Holds.			
No. or Description of Bunker.	Coal in Bunker. Tons.	Where Mined.	Where Loaded.	No. or Description of Hold.	Coal in Hold. Tons.	Where Mined.	Where Loaded.
Total in Bunkers				Total in Holds			

I, _____, being the *Master/Agent of the S/S or M/S _____ hereby declare that the foregoing is a true statement of all coal in the Bunkers and Holds of the S/S or M/S _____ prior to loading coal mined in the Union of South Africa.

Date _____

As Witnesses:

1. _____
2. _____

*Master/Agent.

*Delete word not required.

INHOUD.

No.

GOEWERMENTSKENNISGEWING.

BLADSY

Departement van Handel en Nywerheid.

R. 349. Regulasies van die Brandstofnavorsings-instituut van Suid-Afrika 1

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