

Republiek van Suid-Afrika

Republic of South Africa



Buitengewone
Staatskoerant
Government Gazette
Extraordinary

(As 'n Nuusblad by die Poskantoor Geregistreer)

(Registered at the Post Office as a Newspaper)

(REGULASIEKOERANT No. 544)

Prys 10c Price
Oorsee 15c Overseas
POSVRY - POST FREE

(REGULATION GAZETTE No. 544)

VOL 17.]

PRETORIA, 17 SEPTEMBER 1965.

[No. 1228.]

GOEWERMENSKENNISGEWING.

DEPARTEMENT VAN BANTOE-ONDERWYS.

No. R. 1419.] [17 September 1965.]

REGULASIES MET BETREKKING TOT DIE AANSTELLING, GRADERING, BEVORDERING, OORPLASING, ONTSLAG, TUG, GEDRAG, BEVOEGDHEDE, PLIGTE, DIENSURE, VERLOF- EN ANDER VOORREGTE, UITDIENSTREDINGS- EN PENSIOENVOORDELE EN DIENSVOORWAARDES, MET INBEGRIIP VAN DIE BEWONING VAN AMPTELIKE WONINGS, INWONING IN KOSHUISE EN AFSLAG OP LOSIES TEN OPSIGTE VAN TOESIGDIENS, VAN PERSONEEL IN DIENS BY SPESIALE STAATSBANTOESKOLE EN STAATS-ONDERSTEUNDE SPESIALE BANTOESKOLE.

Kragtens die bevoegdheid my verleen by artikels *sewentien, negentien en een-en-twintig* van die Wet op Buitengewone Onderwys vir die Bantoe, 1964 (Wet No. 24 van 1964), vaardig ek, WILLEM ADRIAAN MAREE, Minister van Bantoe-onderwys, hierby die regulasies uit wat in die Bylae hiervan vervat is en herroep ek hierby die regulasies uitgevaardig by Goewermentskennisgewing No. R. 1220 van 9 Augustus 1963.

W. A. MAREE,
Minister van Bantoe-onderwys.

BYLAE.

WOORDOMSKRYWING EN ALGEMEEN.

WOORDOMSKRYWING.

1. In hierdie regulasies beteken „die Wet” die Wet op Buitengewone Onderwys vir die Bantoe, 1964 (Wet No. 24 van 1964), en tensy uit die samehang anders blyk, het elke uitdrukking waaraan in daardie Wet ’n betekenis geheg is, die betekenis aldus daaraan geheg, en beteken—

„beheerbeampte” met betrekking tot ’n spesiale Staatsbantoeskool die Sekretaris en met betrekking tot ’n Staatsondersteunde spesiale Bantoeskool die betrokke bestuursliggaam;

„bevoegde gesag” met betrekking tot ’n spesiale Staatsbantoeskool die Minister en met betrekking tot ’n Staatsondersteunde spesiale Bantoeskool die betrokke bestuursliggaam wie se optrede in elke geval onderworpe is aan die goedkeuring van die Minister;

GOVERNMENT NOTICE.

DEPARTMENT OF BANTU EDUCATION.

No. R. 1419.] [17 September 1965.]

REGULATIONS REGARDING THE APPOINTMENT, GRADING, PROMOTION, TRANSFER, DISCHARGE, DISCIPLINE, CONDUCT, POWERS, DUTIES, HOURS OF ATTENDANCE, LEAVE AND OTHER PRIVILEGES, RETIREMENT AND PENSION BENEFITS AND THE CONDITIONS OF SERVICE, INCLUDING THE OCCUPATION OF OFFICIAL RESIDENCES, RESIDENCE IN HOSTELS AND REDUCTION OF BOARDING FEES IN RESPECT OF SUPERVISORY SERVICES, OF STAFF EMPLOYED AT SPECIAL GOVERNMENT BANTU SCHOOLS AND STATE-AIDED SPECIAL BANTU SCHOOLS.

Under and by virtue of the powers vested in me by sections *seventeen, nineteen and twenty-one* of the Bantu Special Education Act, 1964 (Act No. 24 of 1964), I, WILLEM ADRIAAN MAREE, Minister of Bantu Education, hereby make the regulations contained in the Schedule hereto and repeal the regulations promulgated under Government Notice No. R. 1220 of 9th August, 1963.

W. A. MAREE,
Minister of Bantu Education.

SCHEDULE.

DEFINITIONS AND GENERAL.

DEFINITIONS.

1. In these regulations “the Act” shall mean the Bantu Special Education Act, 1964 (Act No. 24 of 1964), and unless the context otherwise indicates, any expression to which a meaning has been assigned in that Act, shall have the meaning so assigned thereto, and—

“control officer”, in relation to any special Government Bantu school, shall mean the Secretary and, in relation to any State-aided special Bantu school, the governing body concerned;

“competent authority”, in relation to any special Government Bantu school, shall mean the Minister and, in relation to any State-aided special Bantu school, the governing body concerned whose actions shall in each case be subject to the approval of the Minister;

- „Blanke” ’n Blanke soos in artikel een van die Bevolkingsregistrasiewet, 1950 (Wet No. 30 van 1950), omskryf;
- „kalenderkwartaal” ’n tydperk van drie agtereenvolgende kalendermaande wat op 31 Maart, 30 Junie, 30 September en 31 Desember van ’n kalenderjaar eindig;
- „kalendermaand” ’n tydperk wat van die eerste tot en met die laaste dag van enigeen van die twaalf maande van ’n kalenderjaar strek;
- „kalenderjaar” ’n tydperk van twaalf agtereenvolgende kalendermaande wat strek van 1 Januarie tot en met 31 Desember;
- „maand” ’n tydperk wat strek vanaf ’n datum in een kalendermaand tot die datum wat die ooreenstemmende datum in die volgende kalendermaand voorafgaan, albei datums inbegrepe;
- „onderwyser” enige permanente lid van die onderwyspersoneel van ’n skool en vir die doeleindes van hierdie regulasies ook ’n prinsipaal en ’n vise-prinsipaal;
- „prinsipaal” ’n onderwyser wat beheer het oor ’n skool en die personeel daarvan;
- „salarisverhoging” die goedgekeurde bedrag waarmee ’n salaris volgens die toepaslike skaal verhoog kan word;
- „salarisverhogingstydperk” ’n tydperk van twaalf maande wat met betrekking tot ’n onderwyser moet verstryk voordat sy salaris volgens die skaal wat op hom van toepassing is verhoog kan word;
- „skool” dieselfde as ’n spesiale Staatsbantoeskool en sluit ook ’n Staatsondersteunde spesiale Bantoeskool in;
- „skoolkwartaal” enigeen van die tydperke in enige kalenderjaar soos van tyd tot tyd deur die Sekretaris bepaal waarin onderrig aan leerlinge in ’n skool gegee word;
- „skoolvakansie” die tydperk tussen twee agtereenvolgende skoolkwartale;
- „tydkring” ’n tydperk van drie jaar gereken vanaf 1 Januarie 1962 en elke daaropvolgende tydperk van drie jaar;
- „vaste diensstaat” die onderwysposte goedgekeur deur die Minister as noodsaaklik vir die normale en gereelde vereistes van ’n skool; en
- „werkgewer” met betrekking tot ’n spesiale Staatsbantoeskool die Departement en met betrekking tot ’n Staatsondersteunde spesiale Bantoeskool die betrokke bestuursliggaam.

ALGEMEEN.

Buitengewone gevalle.

2. As die omstandighede van ’n geval na die oordeel van die Minister ’n afwyking van die bepalings van hierdie regulasies regverdig, kan hy die geval, behoudens die bepalings van die Wet, na goeëdunke behandel: Met dien verstande dat geen sodanige handeling kragtens hierdie regulasie ten opsigte van enige persoon tot sy nadeel mag strek nie.

Gradering van skole.

3. (1) Behoudens die bepalings van subregulasies (2), (4) en (5), word die graad van ’n skool met ingang van die eerste dag van elke kalenderjaar hersien en op die volgende grondslag bepaal:—

Graad.	Gemiddelde getal voltydse leerlinge ingeskryf gedurende die vier skoolkwartale eindigende op 30 Junie onmiddellik voor die datum waarop die graad bepaal of hersien word.
Spesiale graad.....	400 en meer.
Graad A.....	150-399.
Graad B.....	75-149.
Graad C.....	minder as 75.

(2) Die gradering van ’n skool word nie verander nie tensy daar gedurende die voorafgaande twee jaar ’n gemiddelde afwyking van minstens 10 persent bo of onder die vasgestelde kwota vir die bestaande graad van die skool was.

“White person” shall mean a White person as defined in section one of the Population Registration Act, 1950 (Act No. 30 of 1950);

“calendar quarter” shall mean a period of three consecutive calendar months ending on 31st March, 30th June, 30th September and 31st December of any calendar year;

“calendar month” shall mean a period extending from the first up to and including the last day of any of the twelve months of any calendar year;

“calendar year” shall mean a period of twelve consecutive calendar months extending from 1st January up to and including 31st December;

“month” shall mean the period extending from a date in one calendar month to the date preceding the corresponding date in the following calendar month, both dates inclusive;

“teacher” shall mean any permanent member of the teaching staff of a school and, for the purposes of these regulations, shall include a principal and a vice-principal;

“principal” shall mean a teacher who is in charge of a school and of its staff;

“salary increment” shall mean the approved amount by which a salary may be increased according to the appropriate scale;

“salary incremental period” shall mean a period of twelve months that shall elapse in respect of any teacher before his salary may be increased in accordance with the scale applicable to him;

“school” shall be synonymous with special Government Bantu school and shall also include a State-aided special Bantu school;

“school quarter” shall mean any one of the periods of any calendar year as determined from time to time by the Secretary in which instruction is given to pupils in a school;

“school holidays” shall mean the period falling between two consecutive school quarters;

“cycle” shall mean a period of three years reckoned from 1st January, 1962, and each subsequent period of three years;

“fixed establishment” shall mean the teaching posts approved by the Minister as essential for the normal and regular requirements of a school; and

“employer”, in relation to any special Government Bantu school, shall mean the Department and, in relation to any State-aided special Bantu school, the governing body concerned.

GENERAL.

Exceptional Cases.

2. If in the opinion of the Minister the circumstances of a case justify a departure from the provisions of these regulations, it may, subject to the provisions of the Act, be dealt with by him as he may deem fit: Provided that no such action taken in terms of this regulation in respect of a particular person shall detrimentally affect him.

Grading of Schools.

3. (1) Subject to the provisions of sub-regulations (2), (4) and (5), the grade of a school shall be reviewed with effect from the first day of each calendar year and shall be determined on the following basis:—

Grade.	Average number of full-time pupils enrolled during the four school quarters ending on 30th June immediately prior to the date on which the grade is determined or reviewed.
Special grade.....	400 and over.
Grade A.....	150-399.
Grade B.....	75-149.
Grade C.....	under 75.

(2) The grading of a school shall not be altered unless during the preceding two years there has been an average deviation of at least 10 per cent above or below the fixed quota for the existing grade of the school.

(3) Die verlaging van die graad van 'n skool bring geen vermindering aan in die pensioengewende verdienste van enige onderwyser in diens by sodanige skool nie, maar sodanige onderwyser kan, sodra daar 'n geskikte vakature ontstaan, oorgeplaas word na 'n betrekking wat by sy graad pas.

(4) Wanneer 'n skool ingestel of goedgekeur word, word die graad daarvan deur die Minister vasgestel.

(5) Ondanks die bepalings van subregulasie (2) kan die gradering van 'n skool spesiaal hersien word wanneer die leerlingtal aansienlik gestyg het as 'n direkte gevolg van die verskaffing van addisionele koshuis-, klaskamer- of werkwinkelruimte of ander buitengewone omstandighede.

(6) 'n Onderwyser wat 'n pos beklee waarvan die graad by hergradering verhoog word, kan nie as 'n reg op die hoër pos aanspraak maak nie.

(7) Ondanks andersluidende bepalings van hierdie regulasies word 'n onderwyser wat in diens by 'n skool is kragtens die regulasies wat onmiddellik voor die inwerkingtreding van hierdie regulasies van krag was, beskou asof hy kragtens hierdie regulasies aangestel is en sodanige onderwyser behou sy rang, salarisskaal en salaris as persoonlik, indien dit vir hom gunstiger is.

Aanstellings en bevorderings.

4. (1) Geen persoon word op proef of in 'n permanente hoedanigheid in 'n onderwyspos aangestel of daartoe bevorder nie tensy hy—

(a) die kwalifikasies besit en die ouderdom bereik het wat vir die bepaalde pos vereis word: Met dien verstande dat die Minister die permanente aanstelling van 'n persoon wat nie sodanige kwalifikasies besit nie kan goedkeur, maar sodanige persoon se salaris word nie verhoog bo die salaris wat hy na verstryking van drie jaar na die datum van sy eerste aanstelling ontvang nie tensy en totdat hy sodanige kwalifikasies verwerf het;

(b) 'n Suid-Afrikaanse burger is;

(c) van goeie karakter is;

(d) vry is van enige geestelike of liggaamlike gebrek, siekte of kwaal wat na die oordeel van die Minister moontlik afbreuk kan doen aan die behoorlike uitvoering van sy pligte, of moontlik die oorsaak kan wees dat hy moet aftree voor bereiking van die voorgeskrewe aftree-ouderdom;

(e) 'n geneeskundige sertifikaat voorlê waarmee die Sekretaris tevrede is;

(f) 'n geboortesertifikaat of ander aanneemlike bewys van die datum van sy geboorte indien.

(2) Nieteenstaande die bepalings van subregulasie (1) word 'n onderwyser wat in diens van die werkgewer aangestel is kragtens die regulasies wat onmiddellik voor die inwerkingtreding van hierdie regulasies op hom van toepassing was, geag kragtens hierdie regulasies aangestel te wees: Met dien verstande dat die salaris van sodanige onderwyser nie verhoog word bo die salaris wat hy ontvang op die datum waarop hierdie regulasies op hom van toepassing word nie tensy en totdat hy voldoen aan die vereistes van paragraaf (a) van subregulasie (1).

(3) By die vulling van 'n onderwyspos moet die bevoegde gesag 'n onderwyser wat reeds by 'n skool in diens is, oorplaas of bevorder, of as die pos nie aldus op bevredigende wyse deur 'n oorpasing of bevordering gevul kan word nie, 'n geskikte persoon van buite aanstel.

(4) Wanneer hy sodanige aanstelling doen, moet die bevoegde gesag behoorlik rekening hou met die kwalifikasies, relatiewe verdienstelikheid, bekwaamheid en geskiktheid van die persone wat vir bevordering, oorpasing of aanstelling in aanmerking kom.

AANSTELLINGS EN BEVORDERINGS OP PROEF.

Tydlike, deeltydse en kontrakaanstellings.

5. (1) Die bevoegde gesag kan enige persoon in 'n bestaande onderwyspos in 'n tydelike of deeltydse hoedanigheid of op kontrak vir 'n bepaalde tyd aanstel om sodanige werk te verrig as wat nodig is vir die uitvoering van die skool se werksaamhede.

(3) The lowering of the grade of a school shall not cause any reduction in the pensionable emoluments of any teacher at such school but such teacher may, as soon as a suitable vacancy occurs, be transferred to a post appropriate to his grade.

(4) When a school is established or approved the grade thereof shall be fixed by the Minister.

(5) Notwithstanding the provisions of sub-regulation (2), the grading of a school may be specially reviewed when the enrolment has increased considerably as a direct result of the provision of additional hostel, classroom or workshop accommodation or other special circumstances.

(6) A teacher who occupies a post which on regrading is raised to a higher grade may not claim such higher post as of right.

(7) Notwithstanding anything to the contrary contained in these regulations, a teacher who is employed at a school in terms of the regulations in force immediately prior to the coming into operation of these regulations shall be deemed to have been appointed in terms of these regulations and such teacher shall retain his rank, salary scale and salary as personal, if it is more advantageous to him.

Appointments and Promotions.

4. (1) No person shall be appointed on probation or in a permanent capacity to a teaching post or promoted to such post unless he—

(a) possesses the qualifications and has reached the age required for the particular post: Provided that the Minister may approve the permanent appointment of a person who does not possess such qualifications, but the salary of such person shall not be raised above the salary which he receives after the expiry of three years after the date of his first appointment unless and until he has obtained such qualifications;

(b) is a South African citizen;

(c) is of good character;

(d) is free from any mental or physical defect, disease or ailment which in the opinion of the Minister may possibly be detrimental to the proper performance of his duties, or may possibly cause him to retire before reaching the prescribed retirement age;

(e) submits a medical certificate with which the Secretary is satisfied;

(f) submits a birth certificate or other acceptable proof of his date of birth.

(2) Notwithstanding the provisions of sub-regulation (1), a teacher appointed in the service of the employer in terms of the regulations applicable to him immediately prior to the date of commencement of these regulations shall be deemed to have been appointed in terms of these regulations: Provided that the salary of such teacher shall not be raised above the salary which he receives on the date on which these regulations become applicable to him unless and until he complies with the requirements of paragraph (a) of sub-regulation (1).

(3) When a teaching post is to be filled the competent authority shall transfer or promote a teacher who is already employed at a school or if a post cannot thus be satisfactorily filled by a promotion or transfer, appoint a suitable person from outside.

(4) When such appointment is made the competent authority shall duly take into account the qualifications, relative merit, ability and suitability of the persons who are eligible for promotion, transfer or appointment.

APPOINTMENTS AND PROMOTIONS ON PROBATION.

Temporary, Part-time Appointments and Appointments Under Contract.

5. (1) The competent authority may appoint any person in a temporary or part-time capacity or on contract for a specific period to an existing teaching post to perform such duties as may be necessary for the execution of the functions of the school.

(2) Alle aanstellings van 'n tydelike of deeltydse aard kan met skriftelike kennisgewing van vier-en-twintig uur deur die een of die ander party beëindig word.

Permanente aanstellings en bevorderings.

6. (1) Alle permanente aanstellings in die onderwyspersoneel is onderworpe aan 'n proeftydperk: Met dien verstande dat die Minister vrystelling van hierdie bepaling kan verleen in die geval van 'n persoon wat in voltydse diens is van—

- (a) 'n universiteit of universiteitskollege in die Republiek van Suid-Afrika; of
- (b) 'n provinsiale administrasie; of
- (c) 'n staatsdepartement; of
- (d) 'n onderwysinrigting wat ingestel of as 'n Staats-ondersteunde of private skool erken is kragtens 'n wet wat deur 'n Staatsdepartement geadminestreer word; of
- (e) die Suid-Afrikaanse Spoorweë; of
- (f) die Administrasie van Suidwes-Afrika,

en wat sonder onderbreking in sy diens aangestel word in of oorgeplaas word na 'n betrekking op die vaste diensstaat by 'n skool.

(2) Die proeftydperk moet minstens een jaar en hoogstens drie jaar wees: Met dien verstande dat 'n aanstelling op proef van minder as drie jaar van tyd tot tyd deur die bevoegde gesag verleng kan word.

(3) Die aanstelling van 'n persoon op proef word nie bekragtig nie tensy die bevoegde gesag oortuig is dat sodanige persoon gedurende die proeftydperk ywerig was, dat sy gedrag deurgaans bevredigend was en dat hy in alle opsigte geskik is vir die bekragtiging van sy aanstelling.

(4) Die bevordering van 'n onderwyser tot 'n hoër pos kan op proef geskied vir 'n tydperk van twaalf maande indien die bevoegde gesag aldus besluit: Met dien verstande dat as 'n onderwyser wat diens op proef doen, oorgeplaas word na of bevorder word tot 'n ander pos, 'n korter diens tyd op proef in die nuwe pos aanbeveel kan word of magtiging daartoe verleen kan word, wat, saam met die proeftyd in diens in die vorige pos minstens twaalf maande is.

(5) Ondanks andersluidende bepalings in hierdie regulasies vervat, keer 'n onderwyser wat onmiddellik voor sy bevordering op proef 'n onderwyser in die diens van die werkgewer was, maar nie 'n onderwyser op proef was nie, terug na die pos wat hy tevore bekleed het, of na 'n pos van gelyke gradering, en na die salaris wat hy in sy vorige pos sou bereik het, as sy bevordering op proef nie bekragtig word nie.

(6) Ondanks andersluidende bepalings in hierdie regulasies vervat, kan 'n onderwyser wat op proef dien deur die bevoegde gesag uit die diens ontslaan word hetsy gedurende die proeftydperk of by of na die verstryking daarvan—

- (a) deur hom een maand kennis te gee; of
- (b) onverwyld as sy gedrag onbevredigend is.

Aanstelling van plaasvervangende personeel.

7. Wanneer 'n onderwyser afwesig is of weens siekte, of om enige ander rede, nie in staat is om die funksies van sy pos uit te voer nie, kan die bevoegde gesag 'n geskikte plaasvervanger in die plek van sodanige onderwyser aanstel en iemand wat aldus aangestel is, moet die bevoegdhede uitoefen en die pligte uitvoer wat aan die pos verbonde is.

Oorplasing van onderwysers.

8. (1) 'n Onderwyser kan, wanneer die openbare belang of die belange van die werkgewer dit vereis, van die skool waar hy werksaam is of van die betrekking wat hy bekleed, na enige ander skool, kantoor of betrekking in die onderwyspersoneel oorgeplaas word, of hy kan na 'n betrekking van 'n laer graad oorgeplaas word: Met dien verstande dat 'n oorplasing wat 'n verlaging van sodanige onderwyser se pensioengewende verdienste meebring, nie sonder sy toestemming mag plaasvind nie.

(2) All appointments of a temporary or part-time nature may be terminated by written notice of twenty-four hours by either party.

Permanent Appointments and Promotions.

6. (1) All permanent appointments to the teaching staff shall be subject to a period of probation: Provided that the Minister may grant exemption from this provision in the case of a person who is in the full-time employment of—

- (a) a university or university college in the Republic of South Africa; or
- (b) a provincial administration; or
- (c) a Government department; or
- (d) an educational institution established or recognised as a State-aided or private school in terms of any Act administered by a Government department; or
- (e) the South African Railways; or
- (f) the Administration of South West Africa;

and who is appointed or transferred to a post on the fixed establishment of a school without a break in his service.

(2) The period of probation shall be at least one year and not more than three years: Provided that the competent authority may from time to time extend an appointment on probation for a period less than three years.

(3) The appointment of any person on probation shall not be confirmed unless the competent authority is satisfied that during the period of probation such person has been diligent, that his conduct has been uniformly satisfactory and that he is in all respects suitable for confirmation of his appointment.

(4) The promotion of any teacher to a higher post may be effected on probation for a period of twelve months if the competent authority so decides: Provided that if a teacher who is serving on probation, is transferred or promoted to another post, a lesser period on probation in the new post may be recommended or authorised which together with the period of probation in the former post shall be not less than twelve months.

(5) Notwithstanding anything to the contrary contained in these regulations, any teacher who immediately prior to his promotion on probation, was a teacher in the employ of the employer, but not a teacher who was on probation, shall revert to the post previously held by him, or to a post of equal grading, and to the salary that he would have attained in his former post, if his promotion on probation is not confirmed.

(6) Notwithstanding anything to the contrary contained in these regulations, any teacher serving on probation may be discharged by the competent authority from the service either during the period of probation or at or after the expiry thereof—

- (a) by giving him one month's notice; or
- (b) forthwith, if his conduct is unsatisfactory.

Appointment of Substitute Staff.

7. When by reason of his absence or incapacity through illness or any other cause any teacher is unable to carry out the functions of his post, the competent authority may appoint a suitable substitute in the place of such teacher and any person so appointed shall exercise the powers and perform the duties attached to such post.

Transfer of Teachers.

8. (1) Any teacher may, when the public interest or the interest of the employer so requires, be transferred from the school where he is employed, or post which he occupies, to any other school, office or post on the teaching staff, or he may be transferred to a post of a lower grade: Provided that a transfer involving a reduction in the pensionable emoluments of such teacher shall not take place without his consent.

(2) Die bevoegde gesag kan 'n onderwyser met sy eie toestemming en op die voorwaardes (benewens die voorwaardes wat by of kragtens enige ander wet voorgeskryf word) wat die Minister in oorleg met die Tesourie goedkeur, hetsy vir 'n besondere diens of tydperk, sekondeer aan die diens van 'n ander departement, regering of van 'n raad, inrigting of liggaam wat by of kragtens enige ander wet ingestel is, of aan 'n ander liggaam of persoon, en sodanige onderwyser bly, terwyl hy aldus gesekondeer is, onderworpe aan die bepalings van die Wet en hierdie regulasies.

Die volle tyd van onderwysers is tot beskikking van die werkgewer.

9. (1) Tensy die Minister anders bepaal, moet elke onderwyser al sy tyd tot beskikking van die werkgewer plaas.

(2) Geen onderwyser mag sonder die skriftelike toestemming van die bevoegde gesag besoldigde werk buite die diens van die werkgewer doen of hom verbind om sulke werk te doen nie.

(3) Geen onderwyser kan as 'n reg aanspraak maak op ekstra besoldiging ten opsigte van die verrigting van enige plig of werk wat nie deel uitmaak van die gewone werksaamhede aan sy pos verbonde as dit van hom vereis word deur 'n persoon wat die reg daartoe het nie.

(4) 'n Onderwyser wat gedurende of na skoolure, op die skoolterrein of daarvan af, besig is met goedgekeurde bedrywighede wat nie deel uitmaak van die gewone werksaamhede aan sy pos verbonde nie, maar wat met skool-aangeleenthede in verband staan, word as op diens beskou.

(5) 'n Onderwyser moet by die skool waaraan hy verbonde is, op diens wees sonder aanspraak op ekstra besoldiging op—

- (a) die werkdag onmiddellik voor die dag waarop die eerste skoolkwartaal begin;
- (b) die werkdag wat onmiddellik volg op die dag waarop die tweede skoolkwartaal eindig; en
- (c) die twee werkdag wat onmiddellik volg op die dag waarop die vierde skoolkwartaal eindig:

Met dien verstande dat die bepalings van paragraaf (a) nie van toepassing is op 'n persoon wat pas by 'n skool as onderwyser aangestel is nie: Met dien verstande voorts dat die bepalings van paragrawe (b) en (c) van toepassing is slegs op 'n onderwyser wie se dienste by die werkgewer nie aan die einde van genoemde skoolkwartale beëindig word nie.

Diensure.

10. Die diensure van onderwysers is soos deur die Sekretaris bepaal.

Pligte van 'n prinsipaal.

11. 'n Prinsipaal moet sorg dra dat die geboue en terrein van sy skool te alle tye onder doeltreffende org is en hy moet te alle tye aandag skenk aan die organisasie- en administrasiewerk vir die behoorlike funksionering van sy skool, en indien die Sekretaris dit vereis, moet hy ook onderwys gee.

Voorskrifte deur Sekretaris.

12. Die Sekretaris kan van tyd tot tyd voorskrifte uitreik aan die onderwyspersoneel in verband met die vervulling van hulle pligte.

Aanneming van geskenke.

13. Behalwe met die skriftelike toestemming van die beheerbeampte, mag geen onderwyser 'n geskenk, geldelik of anders, aanneem wat aan hom deur 'n lid van die publiek aangebied word uit hoofde daarvan dat hy 'n bepaalde amp of pos by 'n skool beklee of beklee het nie.

(2) The competent authority may second a teacher with his own consent and on such conditions (apart from such conditions as prescribed by or under any other Act) as approved by the Minister in consultation with the Treasury, either for a specific service or period, to the service of any other department, Government or council, institution or body established by or under any other Act, or any other body or person, and such teacher shall remain, whilst he is so seconded, subject to the provisions of the Act and these regulations.

Whole Time of Teachers to be at the Disposal of the Employer.

9. (1) Unless the Minister otherwise determines, every teacher shall place the whole of his time at the disposal of the employer.

(2) No teacher shall, without the written consent of the competent authority, perform remunerative work outside the service of the employer or engage himself to perform such work.

(3) No teacher may claim as of right additional remuneration in respect of the performance of any duty or work which does not form part of the ordinary activities attached to his post if it is required of him by a person who has the authority thereto.

(4) Any teacher who, during or after school hours, on or off the school premises, is engaged in approved activities which do not form part of the ordinary activities attached to his post but are connected with school matters, shall be deemed to be on duty.

(5) Any teacher shall be on duty at the school to which he is attached without any claim to additional remuneration on—

- (a) the working day immediately preceding the day on which the first school quarter commences;
- (b) the working day which immediately follows the day on which the second school quarter ends; and
- (c) the two working days which immediately follow the day on which the fourth school quarter ends:

Provided that the provisions of paragraph (a) shall not apply to a person who has been newly appointed a teacher at any school: Provided further that the provisions of paragraphs (b) and (c) shall apply only to a teacher whose services with the employer are not terminated at the end of the said school quarters.

Hours of Attendance.

10. The hours of attendance of teachers shall be as determined by the Secretary.

Duties of a Principal.

11. Any principal shall ensure that the buildings and site of his school are at all times under proper care and he shall at all times attend to the organisation and administrative work for the proper functioning of his school and shall, if required to do so by the Secretary, also undertake teaching duties.

Instructions by the Secretary.

12. The Secretary may from time to time issue instructions to the teaching staff in connection with the performance of their duties.

Acceptance of Gifts.

13. Except with the written permission of the control officer, no teacher shall accept a gift, pecuniary or otherwise, offered to him by any member of the public by reason of his occupying or having occupied a particular office or post at a school.

Private geldelike transaksies.

14. (1) Vir skikkingsdoeleindes mag 'n onderwyser nie medepligtig wees aan enige vorm van skuldbewys nie: Met dien verstande dat die beheerbeampte skriftelik toestemming daartoe kan verleen dat daar van die bepaling van hierdie subregulasie afgewyk word indien hy hom deur ondersoek oortuig het dat die voorgename transaksie aangegaan word om aanneemlike redes wat niks te doen het nie met spekulasie, dobbelary of enige onbehoorlike handeling wat die betrokke onderwyser in geldelike moeilikhede kan laat kom.

(2) Indien dit blyk dat 'n onderwyser in 'n onredelike mate in die skuld is, insolvent raak, sy boedel afstaan ten behoeve van sy skuldeisers, of 'n vonnis weens skuld of 'n gyselingsbevel teen hom in 'n geregshof verkry is, moet hy, as die beheerbeampte dit vereis, 'n uitvoerige en volledige staaf van sy skulde aan die beheerbeampte voorlees tesame met 'n verklaring van hoe die skulde aangegaan is en hoe hy van voorneme is om sodanige skulde te vereffen.

Aanneem van nominasie vir Parlement, provinsiale raad, ens.

15. (1) 'n Blanke onderwyser wat 'n nominasie of rekwisisie as kandidaat vir verkiesing tot lid van die Parlement of van enige provinsiale raad aanvaar, of 'n Bantoe-onderwyser wat 'n nominasie of rekwisisie as kandidaat vir verkiesing tot lid van die Transkeise Wetgewende Vergadering aanvaar, word geag vrywilliglik uit die diens te getree het met ingang van die datum waarop hy sodanige nominasie of rekwisisie aanvaar het.

(2) 'n Blanke onderwyser kan met die toestemming van die beheerbeampte dien as lid van 'n afdelingsraad, stadsraad, munisipale raad, dorpsbestuur, gesondheidskomitee, plaaslike bestuur, skoolraad, bestuurs- of raadplegende komitee.

(3) 'n Bantoe-onderwyser kan met die toestemming van die beheerbeampte dien as lid van 'n stedelike Bantoraad of ander plaaslike owerheid.

(4) As 'n geskil tussen die Regering of 'n bestuursliggaam van 'n Staatsondersteunde spesiale Bantoeskool en 'n raad, komitee of bestuur in subregulasies (2) en (3) genoem, ontstaan, mag 'n onderwyser wat lid van sodanige raad, komitee of bestuur is, nie aan die bespreking of stemming oor daardie geskilpunt deelneem nie.

Diensbeëindiging.

16. (1) Die dienste van 'n onderwyser kan beëindig word—

- (a) by bereiking van die pensioenleeftyd soos voorgeskryf in die wet wat sy pensioenregte reël;
- (b) in die geval van 'n onderwyseres, aan die einde van die kalenderkwartaal waarin sy in die huwelik tree;
- (c) op grond van voortdurende swak gesondheid;
- (d) weens afskaffing van sy pos of enige vermindering, of reorganisasie of heraanpassing van poste, of as sy verwydering bevorderlik is vir verbetering in die organisasie van poste of skole waardeur groter doeltreffendheid of besparing bewerkstellig kan word;
- (e) op grond van onbekwaamheid soos omskryf in regulasie 43;
- (f) op grond van wangedrag soos omskryf in regulasie 41.

(2) Wanneer die dienste van 'n onderwyser beëindig word om enige rede in paragraaf (d) van subregulasie (1) genoem, geskied dit met 'n skoolkwartaal kennisgewing: Met dien verstande dat sodanige kennisgewing nie later nie as gedurende die eerste sewe dae van sodanige skoolkwartaal gegee word.

(3) 'n Onderwyser kan sy dienste beëindig deur skriftelik kennis van een skoolkwartaal aan die werkgever te gee of sodanige korter kennisgewing as wat vir die beheerbeampte aanneemlik is.

Private Financial Transactions.

14. (1) A teacher shall not become a party to any form of promissory note for compromising purposes: Provided that the control officer may in writing consent to a departure from the provisions of this sub-regulation if he has satisfied himself by investigation that the proposed transaction is being entered into for acceptable reasons not connected with speculation, gambling or any other improper dealing which may lead to the pecuniary embarrassment of the teacher concerned.

(2) If it is evident that a teacher is in debt to an unreasonable extent, becomes insolvent, assigns his estate for the benefit of his creditors or if a judgment for debt or a decree of civil imprisonment has been obtained against him in a court of law, he shall, if the control officer so requires, submit to the control officer a detailed and complete statement of his liabilities together with an explanation as to how the liabilities were incurred and how he proposes to liquidate them.

Acceptance of Nomination for Parliament, Provincial Council, etc.

15. (1) Any White teacher who accepts a nomination or requisition as candidate for election as member of Parliament or of any provincial council, or any Bantu teacher who accepts a nomination or requisition as candidate for election as member of the Transkeian Legislative Assembly, shall be deemed to have voluntarily retired from the service with effect from the date on which he accepted such nomination or requisition.

(2) Any White teacher may, with the permission of the control officer, serve as a member of a divisional council, city council, municipal council, village management board, health committee, local authority, school board, management or consultative committee.

(3) Any Bantu teacher may, with the permission of the control officer, serve as a member of an urban Bantu council or other local authority.

(4) In the event of a question arising between the Government or a governing body of a State-aided special Bantu school and any council, committee or authority mentioned in sub-regulations (2) and (3), a teacher who is a member of such council, committee or authority shall not take part in the discussion or vote on that question.

Termination of Service.

16. (1) The services of any teacher may be terminated—

- (a) on his attaining the pensionable age as prescribed in the law governing his pension rights;
- (b) in the case of any woman teacher, at the end of the calendar quarter in which her marriage takes place;
- (c) on account of continued ill health;
- (d) owing to the abolition of his post or any reduction in, or reorganisation or readjustment of posts, or if his removal will facilitate the improvement of the organisation of posts or schools by which greater efficiency or economy may be effected;
- (e) on account of inefficiency as defined in regulation 43;
- (f) on account of misconduct as defined in regulation 41.

(2) When the services of any teacher are terminated for any reason mentioned in paragraph (d) of sub-regulation (1), such termination of services shall be effected with one school quarter's notice: Provided that such notice shall be given not later than the first seven days of such school quarter.

(3) Any teacher may terminate his services by giving written notice of one school quarter to the employer or such shorter notice as may be acceptable to the control officer.

(4) 'n Onderwyser wat minder as 'n skoolkwartaal diens voltooi het en wat binne dertig dae na die aanvang van die daaropvolgende skoolkwartaal uit sy betrekking bedank, is nie op betaling vir die vakansietydperk wat tussenin val, geregtig nie, tensy hy of diens verrig het vir die volle tydperk van gemelde skoolvakansie of verlof van afwesigheid toegestaan was vir dié gedeelte van die skoolvakansietydperk waarin hy nie diens verrig het nie.

(5) 'n Onderwyseres wat voornemens is om te trou of uit haar betrekking te bedank met die voorneme om te trou, moet vooraf skriftelik aan die beheerbeampte kennis van haar voorgenome huwelik gee.

Minimum kwalifikasies vir aanstelling.

17. Die minimum kwalifikasies wat van 'n applikant vereis word vir aanstelling in die verskillende onderwysposte, is soos van tyd tot tyd deur die Minister neergelê.

Getroude vrouens.

18. 'n Getroude vrou kan slegs met die goedkeuring van die Minister in 'n permanente hoedanigheid aangestel word.

VERLOF.

Algemeen.

19. (1) (a) Afwesigheidsverlof waarvoor in hierdie regulasies voorsiening gemaak word, is 'n vergunning en word toegestaan slegs met inagneming van die behoeftes van die skool en die werkgewer.

(b) Verlof kan nie as 'n reg geëis word nie en wanneer 'n onderwyser die diens van die werkgewer verlaat, om watter rede ook al, kan hy nie eis dat die geldwaarde van ongebruikte verlof aan hom uitbetaal word nie.

(c) Die bepalinge van hierdie regulasies verhoed nie die betaling van verlofgratifikasies onder voorwaardes deur die Staatsdienskommissie aanbeveel en deur die Tesourie goedgekeur nie.

(2) Aansoeke om verlof moet skriftelik gedoen word en die toestaan van alle afwesigheidsverlof is onderworpe aan die goedkeuring van die Sekretaris.

(3) Verlof reeds toegestaan, kan te eniger tyd deur die Sekretaris ingetrek word.

(4) (a) Behalwe in die geval waar 'n onderwyser in sy diens geskors is of waar 'n onderwyser weens sy skielike siekte of weens ander omstandighede wat vir die Sekretaris aanneemlik is, verhoed word om in sy werk aan te bly of hom vir diens aan te meld, mag hy nie sy werk verlaat of van diens wegbly voordat hy skriftelik om verlof aansoek gedoen het en in kennis gestel is dat die verlofaansoek goedgekeur is nie.

(b) Behalwe soos in paragraaf (c) bepaal word, word alle ongemagtigde afwesighede van diens, ongeag enige tugmaatreëls wat teen 'n onderwyser geneem mag word, geag vakansieverlof sonder betaling te wees, tensy die Sekretaris anders besluit.

(c) Wanneer 'n onderwyser in hegtenis geneem is of voor die hof moet verskyn op 'n aanklag van misdaad en later vrygespreek of die aanklag teruggetrek word, word spesiale verlof met volle betaling toegestaan vir die tydperk wat hy noodwendig van diens afwesig was.

Verlofberekenings.

20. (1) By die berekening van 'n verlofkrediet word breuke van 'n dag in die finale resultaat verontsaam.

(2) Enige verlof begin op die eerste skooldag waarop 'n onderwyser van diens afwesig is en eindig op die laaste skooldag voor die dag waarop sodanige onderwyser weer diens aanvaar.

(3) 'n Openbare vakansiedag, Saterdag of Sondag wat binne 'n tydperk van verlof val, word beskou as deel van sodanige verlof en as sodanig aangeteken en waar 'n openbare vakansiedag, Saterdag of Sondag tussen 'n tydperk van vakansieverlof en 'n tydperk van siekteverlof of omgekeerd val, word sodanige dag of dae as vakansieverlof aangeteken tensy bewys gelewer word dat die onderwyser werklik op sodanige dag of dae siek was.

(4) Any teacher who has completed less service than a school quarter and who resigns his post within thirty days of the commencement of the succeeding school quarter, shall not be entitled to pay for the intervening holiday period unless he has performed duty for the full period of the said school holidays or unless leave of absence was granted for that portion of the period of the school holidays during which he did not perform duty.

(5) Any woman teacher who contemplates marriage or intends resigning her post in contemplation of marriage shall give the control officer prior written notice of her intended marriage.

Minimum Qualifications for Appointment.

17. The minimum qualifications required of any applicant for appointment to the various teaching posts, shall be as laid down from time to time by the Minister.

Married Women.

18. A married woman may be appointed in a permanent capacity only with the approval of the Minister.

LEAVE.

General.

19. (1) (a) Leave of absence provided for in these regulations, is a privilege and shall be granted only with due regard to the exigencies of the school and the employer.

(b) Leave may not be claimed as of right and, when any teacher leaves the service of the employer, for whatever reason, he cannot claim that the money value of the unused leave be paid to him.

(c) The provisions of these regulations shall not preclude the payment of leave gratuities under conditions recommended by the Public Service Commission and approved by Treasury.

(2) Applications for leave shall be made in writing and the granting of all leave of absence shall be subject to the approval of the Secretary.

(3) Leave already granted may at any time be withdrawn by the Secretary.

(4) (a) Except in the case where a teacher has been suspended from his duty or where a teacher owing to his sudden illness or owing to other circumstances which are acceptable to the Secretary, is prevented from remaining in his work or reporting for duty, he shall not leave his work or stay away from duty until he has applied, in writing, for leave and has been advised that the application for leave has been approved.

(b) Except as is provided for in paragraph (c), all unauthorised absences from duty shall, irrespective of any disciplinary measures which may be taken against a teacher, be deemed to be vacation leave without pay, unless the Secretary decides otherwise.

(c) When any teacher has been arrested or has to appear before a court on a charge of an offence and is subsequently acquitted or the charge is withdrawn, special leave with full pay shall be granted for the period which he was necessarily absent from duty.

Calculations of Leave.

20. (1) In the calculation of any leave credit, fractions of a day shall be disregarded in the final result.

(2) Any leave shall commence on the first school day on which a teacher has been absent from duty and shall terminate on the last school day preceding the day on which such teacher resumes duty.

(3) Any public holiday, Saturday or Sunday which falls within a period of leave, shall be deemed to be part of such leave and be noted as such and when any public holiday, Saturday or Sunday falls between a period of vacation leave and a period of sick leave or *vice versa*, such day or days shall be noted as vacation leave unless proof is furnished that the teacher was actually ill on such day or days.

(4) Wanneer 'n onderwyser in diens by 'n skool tot en met die laaste dag van 'n skoolkwartaal met verlof afwesig is en met ingang van die eerste dag van die eersvolgende skoolkwartaal met verlof gaan, word die skoolvakansie nie as verlof beskou nie, behalwe waar sodanige skoolvakansie voorafgegaan en gevolg word deur siekte- of vakansieverlof sonder betaling en in so 'n geval word die skoolvakansie as vakansie- of siekteverlof sonder betaling na gelang van die geval aangeteken.

(5) As 'n onderwyser wat uit 'n permanente pos afgetree het of wat 'n permanente betrekking neergelê het, om watter rede ook al, met of sonder onderbreking van diens in 'n tydelike hoedanigheid heraangestel word, word so 'n heraanstelling vir alle doeleindes van hierdie regulasies as 'n nuwe aanstelling beskou.

(6) (a) Alle verlof, van watter aard ook al, met volle of gedeeltelike betaling, en vakansie- en siekteverlof sonder betaling van altesaam 15 dae in 'n kalendermaand, tel vir die doel van verlofaanwas en as die verlof sonder betaling die hierin gemelde getal dae oorskry, word—

(i) sodanige oorskryding nie as diens vir die doeleindes van berekening van verlofvoordele gereken nie, maar beskerm die kontinuïteit van 'n onderwyser se diens, en

(ii) die voorsiening ten opsigte van siekteverlof met volle betaling en siekteverlof met halwe betaling wat kragtens subregulasie (1) van regulasie 30 op 'n onderwyser van toepassing is, met een ses-entertigste ten opsigte van elke sodanige oorskryding verminder en hierdie vermindering word aangebring aan die voorsiening van die tydkring waarin die oorskryding voorkom, of as die beskikbare siekteverlof van die betrokke tydkring reeds gebruik is, aan die voorsiening vir die eersvolgende tydkring.

(b) Vakansieverlof wat kragtens paragraaf (a) aanwas gedurende 'n tydperk van vakansieverlof sonder betaling of siekteverlof sonder betaling mag nie aan 'n onderwyser toegestaan word voordat hy, na sy afwesigheid met vakansie- of siekteverlof sonder betaling, weer sy diens hervat het nie en dan slegs ten opsigte van afwesighede na sodanige hervatting van diens.

Vakansieverlof.

21. (1) Behoudens die bepalings van subregulasie (5) van regulasie 20 word 'n Blanke onderwyser gekrediteer met oplopende verlof (hieronder vakansieverlof genoem) teen 12 dae per jaar en 'n Bantoe-onderwyser teen 6 dae per jaar vir enige tydperk van ononderbroke diens.

(2) Die Sekretaris kan na goeë dunde vereis dat 'n onderwyser gedurende enige skoolvakansie op diens bly.

(3) Waar 'n onderwyser ingevolge subregulasie (2) verplig word om op diens te bly, kan hy gekrediteer word met vakansieverlof gelyk aan die helfte van die getal dae wat hy gedurende skoolvakansies op diens gebly het: Met dien verstande dat hy nie met meer as een-en-twintig dae vakansieverlof in 'n kalenderjaar of 'n proporsioneel berekende getal dae ten opsigte van 'n onvoltooide kalenderjaar waarin die diens van 'n onderwyser begin het of beëindig is, gekrediteer word nie: Met dien verstande voorts dat geen verlofkrediete ten opsigte van deeltydse diens verrig, toegeken word nie.

(4) Enige aansoek om vakansieverlof deur 'n onderwyser moet die Departement bereik minstens 'n skoolkwartaal voor die datum waarop die verlof, indien toegestaan, sal begin.

(5) (a) Vakansieverlof word slegs vir een of twee volle skoolkwartale of een semester toegestaan.

(b) Die begin en einde van 'n tydperk van vakansieverlof moet saamval met onderskeidelik die eerste en die laaste dag van 'n skoolkwartaal of, waar die skooljaar in semesters verdeel is, met onderskeidelik die eerste dag van die semester en die daaropvolgende laaste dag van die kalenderkwartaal of met onderskeidelik die eerste dag van die kalenderkwartaal en die daaropvolgende laaste dag van die semester.

(4) When any teacher employed at any school has been absent on leave up to and including the last day of a school quarter and proceeds on leave as from the first day of the next school quarter, the period of school holidays shall not be deemed to be leave, except where such period of school holidays is preceded and succeeded by sick or vacation leave without pay in which case the school holidays shall be noted as vacation or sick leave without pay; as the case may be.

(5) If any teacher who retired from a permanent post or who resigned a permanent appointment, for whatever reason, is re-appointed with or without a break in service in a temporary capacity, such re-appointment shall, for all purposes of these regulations, be deemed to be a new appointment.

(6) (a) All leave, of whatever nature, with full or partial pay, and vacation and sick leave without pay of altogether 15 days in any calendar month shall count for the purpose of the accrual of leave and, if the leave without pay exceeds the number of days mentioned herein—

(i) such excess shall not be regarded as service for the purpose of the calculation of leave privileges but shall protect the continuity of such teacher's service; and

(ii) the provision in respect of sick leave with full pay and sick leave with half pay which applies to any teacher under sub-regulation (1) of regulation 30, shall be reduced by one thirty-sixth in respect of each such excess and this reduction shall be made in the provision for the cycle in which the excess took place or, if the available sick leave of the relative cycle has already been used, in the provision for the next cycle.

(b) Vacation leave which accrues under paragraph (a) during any period of vacation leave without pay or sick leave without pay shall not be granted to any teacher before he has resumed duty after his absence on vacation or sick leave without pay and then only in respect of absences after such resumption of duty.

Vacation Leave.

21. (1) Subject to the provisions of sub-regulation (5) of regulation 20, any White teacher shall be credited with accumulative leave (hereinafter referred to as vacation leave) at a rate of 12 days per annum and any Bantu teacher at a rate of 6 days per annum for any period of unbroken service.

(2) The Secretary may at his discretion require any teacher to remain on duty during any school holidays.

(3) Where any teacher is required to remain on duty in terms of sub-regulation (2), he may be credited with vacation leave equal to one half the number of days which he remained on duty during school holidays: Provided that he shall not be credited with more than twenty-one days vacation leave in any calendar year or a proportional number of days in respect of an uncompleted calendar year in which the services of a teacher commenced or were terminated: Provided further that no leave credit shall be granted in respect of the performance of part-time service.

(4) Any application for vacation leave by a teacher shall reach the Department at least a school quarter before the date on which the leave, if granted, shall commence.

(5) (a) Vacation leave shall be granted for only one or two full school-quarters or one semester.

(b) The beginning and end of any period of vacation leave shall coincide with the first and last day, respectively, of any school quarter or, where the school year is divided into semesters, with the first day of the semester and the ensuing last day of the calendar quarter, respectively or, with the first day of the calendar quarter and the ensuing last day of the semester, respectively.

(c) Ondanks andersluidende bepalings in hierdie regulasies vervat, kan die Sekretaris 'n onderwyser verplig om te eniger tyd die oplopende vakansieverlof wat hom toekom, of 'n gedeelte daarvan, te neem.

(6) Vakansieverlof word met volle betaling toegestaan: Met dien verstande dat, waar 'n onderwyser voldoende vakansieverlof tot sy krediet het, hy, met die doel om verlof vir twee skoolkwartale of 'n semester te kry, sodanige verlof kan omskep in verlof met halwe-betaling op die basis van twee dae met halwe betaling vir elke dag met volle besoldiging.

(7) Wanneer iemand wat voltyds in diens is van—

- (a) 'n universiteit of universiteitskollege in die Republiek van Suid-Afrika; of
- (b) 'n provinsiale administrasie; of
- (c) 'n Staatsdepartement; of
- (d) 'n onderwysinrigting wat ingestel is of as 'n Staats-ondersteunde skool erken is kragtens 'n wet wat deur 'n Staatsdepartement geadminestreer word; of
- (e) die Suid-Afrikaanse Spoorweë; of
- (f) die Administrasie van Suidwes-Afrika,

en sonder 'n onderbreking van diens aangestel word in of oorgeplaas word na 'n pos waarin hierdie regulasies op hom van toepassing word, behou hy behoudens die bepalings van subregulasie (5) van regulasie 20 die oplopende vakansieverlof wat hy tot sy krediet gehad het op die dag voor sy aanstelling of oorplasing en as sodanige verlof slegs na die voltooiing van 'n vasgestelde dienstydpark geneem sou kon word en sodanige dienstydpark op op die datum wat hierdie regulasies op hom van toepassing word, nog nie voltooi is nie, kan die verlofkrediet in verhouding tot die gedeelte van die betrokke dienstydpark wat hy op laasgenoemde datum voltooi het, bereken word en kan die betrokke verlof onmiddellik toegestaan word.

SPEZIALE VERLOF.

Studiedoeleindes.

22. (1) Wanneer 'n onderwyser vyf jaar ononderbroke onderwysdiens voltooi het, kan aan hom verlof toegestaan word met die doel om sy kwalifikasies as onderwyser te verbeter deur 'n studiekursus te volg wat deur die Sekretaris goedgekeur is.

(2) Sodanige verlof word toegestaan sonder betaling uitgesonderd waar 'n onderwyser vakansieverlof tot sy krediet het, en in dié geval kan hy versoek, ondanks andersluidende bepalings in hierdie regulasies vervat, dat die spesiale verlof in vakansieverlof met volle betaling omgeskep word in die mate wat hy vakansieverlof tot sy krediet het, of met halwe betaling op die basis van twee dae met halwe betaling vir elke dag met volle betaling wat hy tot sy krediet het.

(3) Verlof vir die doel van verdere studies kan vir 'n tydperk van hoogstens twaalf maande toegestaan word.

(4) Alle toegestane tydperke van studieverlof tel as diens.

Militêre doeleindes.

23. (1) Spesiale verlof met volle betaling kan aan 'n Blanke onderwyser toegestaan word—

- (a) wanneer hy as lid van die Aktiewe Burgermag kragtens die Verdedigingswet, 1957 (Wet No. 44 van 1957), of enige regulasie daarkragtens uitgevaardig, onafgebroke of afgebroke opleiding moet ondergaan, behalwe in die geval van sy aanvanklike opleidingstydperk van 9 maande of as hy as 'n loteling sy eerste tydperk van militêre opleiding by 'n militêre gimnasium ontvang, in watter gevalle spesiale verlof met betaling gelyk aan die verskil tussen sy gewone betaling as onderwyser en die soldy wat hy kragtens die burgermagregulasies ontvang, aan hom toegestaan kan word: Met dien verstande dat die bepalings van hierdie paragraaf nie van toepassing is as hy voltydse diens in plaas van vredestrydse opleiding kragtens artikel *twintig* van die Verdedigingswet, 1957 (Wet No. 44 van 1957), verrig nie;

(c) Notwithstanding anything to the contrary contained in these regulations, the Secretary may require a teacher to take the accumulative vacation leave which accrued to him, or any portion thereof, at any time.

(6) Vacation leave shall be granted with full pay: Provided that where a teacher has sufficient vacation leave standing to his credit, he may, for the purpose of obtaining leave for two school quarters or a semester, convert such leave into leave with half pay on the basis of two days with half pay for each day with full pay.

(7) When a person who is in the full-time employment of—

- (a) a university or university college in the Republic of South Africa; or
- (b) a provincial administration; or
- (c) a Government department; or
- (d) an educational institution established or recognised as a State-aided school in terms of any Act administered by a Government department; or
- (e) the South African Railways; or
- (f) the Administration of South West Africa,

without a break in service appointed or transferred to a post in which these regulations become applicable to him, he shall retain, subject to the provisions of sub-regulation (5) of regulation 20, the accumulative vacation leave standing to his credit on the day prior to his appointment or transfer and if such leave could have been taken only after the completion of a specified period of service and such period of service is uncompleted on the day these regulations become applicable to him, the leave credit may be calculated in proportion to the portion of the relative period of service which he completed on the last-mentioned date and the leave concerned may be granted forthwith.

SPECIAL LEAVE.

Study Purposes.

22. (1) When any teacher has completed five years' continuous teaching service, leave may be granted to him for the purpose of improving his qualifications as a teacher by taking a course of study approved by the Secretary.

(2) Such leave shall be granted without pay, except where a teacher has vacation leave standing to his credit, in which case he may request, notwithstanding provisions to the contrary contained in these regulations, that the special leave be converted into vacation leave with full pay to the extent of the vacation leave standing to his credit, or with half pay on the basis of two days with half pay for each day with full pay standing to his credit.

(3) Leave for purposes of further study may be granted for a period of not more than twelve months.

(4) All periods of study leave granted shall count as service.

Military Purposes.

23. (1) Special leave with full pay may be granted to any White teacher—

- (a) when as a member of the Active Citizen Force by virtue of the Defence Act, 1957 (Act No. 44 of 1957), or any regulation published thereunder, he is required to undergo continuous or non-continuous training, except in the case of his initial nine months' training period or if, as a ballottee, he receives his first period of military training at a military gymnasium, in which cases special leave with pay equal to the difference between his normal pay as teacher and the pay which he receives in terms of the Citizen Force Regulations may be granted to him: Provided that the provisions of this paragraph shall not apply when he is performing full-time service in lieu of peace-time training in terms of section *twenty* of the Defence Act, 1957 (Act No. 44 of 1957);

- (b) wanneer hy as lid van die Burgermag soos hierbo omskryf met die toestemming van die Sekretaris vrywillig of as gevolg van enige spesiale ooreenkoms tussen hom en die Departement van Verdediging in verband met sy opleiding bo en behalwe enige opleiding wat hy ooreenkomstig genoemde Wet ondergaan, enige onafgebroke of afgebroke opleiding onderneem of 'n instruksie- of kwalifiserende kursus bywoon, mits die Bevelvoerder van die betrokke Kommandement of Suid-Afrikaanse Lugmaggroep sertifiseer dat sodanige opleiding of kursus nodig is in belang van die Suid-Afrikaanse Weermag;
- (c) wanneer hy as lid van 'n Kommando kragtens die Verdedigingswet, 1957 (Wet No. 44 van 1957), of enige regulasies daarkragtens uitgevaardig, opleidingsoefeninge of ander jaarlikse opleiding kragtens artikel vier-en-veertig van genoemde Wet moet bywoon, mits die Bevelvoerder van die betrokke Kommandement sertifiseer dat bywoning van sodanige opleidingsoefeninge of ander jaarlikse opleiding in ooreenstemming met die bepalings van voormelde regulasies is;
- (d) wanneer hy as lid van 'n Kommando 'n instruksie- of kwalifiserende kursus bywoon, mits die Bevelvoerder van die betrokke Kommandement sertifiseer dat bywoning van sodanige kursus nodig is in belang van die Suid-Afrikaanse Weermag;
- (e) wanneer hy as lid van die Reserwe van Offisiere 'n herhalingsoefenkursus moet bywoon of herhalingsopleiding moet ondergaan ten einde sy bekwaamheid te behou, mits die Stafhoof van die betrokke Landmag, Lugmag of Vlootmag sertifiseer dat sodanige kursus of opleiding nodig is in belang van die Suid-Afrikaanse Weermag;
- (f) wanneer hy as lid van enige afdeling van die Suid-Afrikaanse Weermag (behalwe 'n lid van die Burgermag wat voltydse diens in plaas van vredes tydse opleiding kragtens artikel twintig verrig of onafgebroke opleiding kragtens artikel drie-en-twintig van die Verdedigingswet, 1957 (Wet No. 44 van 1957), met inbegrip van 'n lid van die Kommando wat opleidingsoefening of jaarlikse opleiding kragtens artikel vier-en-veertig van die Verdedigingswet, 1957 (Wet No. 44 van 1957), ondergaan, kragtens die bepalings van Hoofstuk X van genoemde Wet opgeroep word vir diens in verband met die voorkoming of onderdrukking van onluste of ander nood in die Republiek;
- (g) wanneer hy as lid van die Reserwepolisie mag kragtens die Polisie wet, 1958 (Wet No. 7 van 1958), of enige regulasie daarkragtens uitgevaardig, opgeroep word vir diens in verband met die voorkoming of onderdrukking van onluste en ander noodtoestande in die Republiek.

(2) Spesiale verlof wat ingevolge subregulasie (1) toegestaan word, kan enige tydperk insluit wat werklik en noodsaaklikerwys in beslag geneem word deur reise afgelê vir die doel waarvoor die verlof toegestaan word.

Eksamendoeleindes.

24. (1) Spesiale verlof met volle betaling kan aan 'n onderwyser toegestaan word ten einde hom in staat te stel om deel te neem aan 'n professionele, akademiese of ander eksamen wat die Sekretaris goedkeur.

(2) Spesiale verlof wat ingevolge subregulasie (1) toegestaan word, kan enige tydperk insluit wat werklik en noodsaaklikerwys nodig is om in verband met sodanige eksamen te reis.

Afsondering of isolasie.

25. Spesiale verlof met volle betaling kan aan 'n onderwyser toegestaan word wanneer hy van diens afwesig is as gevolg van afsondering of isolasie kragtens geneeskundige instruksies waar hy in aanraking was met 'n persoon wat 'n besmetlike of aansteeklike siekte opgedoen of vermoedelik opgedoen het, en die bestaan van spesiale verlof kragtens hierdie regulasie is onderworpe aan die

(b) when as a member of the Citizen Force as defined above, with the approval of the Secretary, he voluntarily, or in pursuance of any special agreement between him and the Department of Defence in connection with his training over and above any training which he undergoes in accordance with the said Act, undertakes any continuous or non-continuous training or attends any instructional or qualifying course, provided the Officer Commanding the Command or South African Air Force Group concerned certifies that such training or course is necessary in the interest of the South African Defence Force;

(c) when as a member of any Commando, he is required in terms of the Defence Act, 1957 (Act No. 44 of 1957), or any regulations published thereunder, to attend training exercises or other annual training under and by virtue of section forty-four of the said Act, provided the Officer Commanding the Command concerned certifies that attendance at such training exercises or other annual training is in accordance with the provisions of the aforesaid regulations;

(d) when as a member of any Commando, he attends any instructional or qualifying course, provided the Officer Commanding the Command concerned certifies that attendance at such course is necessary in the interest of the South African Defence Force;

(e) when as a member of the Reserve of Officers, he is required to attend any refresher course or undergo refresher training in order to maintain his proficiency, provided the relative Army, Air or Navel Chief of Staff certifies that such course or training is necessary in the interest of the South African Defence Force;

(f) when as a member of any section of the South African Defence Force (except any member of the Citizen Force who is performing full-time service in lieu of peace-time training under section twenty or is undergoing continuous training under section twenty-three of the Defence Act, 1957 (Act No. 44 of 1957), including any member of the Commando who is attending a training exercise or annual training in terms of section forty-four of the Defence Act, 1957 (Act No. 44 of 1957), he is called out under the provisions of Chapter X of the said Act for service in connection with the prevention or suppression of riots or other emergency in the Republic;

(g) when as a member of the Reserve Police Force under the Police Act, 1958 (Act No. 7 of 1958), or any regulation published thereunder he is called up for service in connection with the prevention or suppression of riots and other emergencies in the Republic.

(2) Special leave granted in terms of sub-regulation (1) may include any period actually and necessarily taken up by journeys for the purpose for which the leave is granted.

Examination Purposes.

24. (1) Special leave with full pay may be granted to any teacher in order to enable him to participate in any professional, academic or other examination approved by the Secretary.

(2) Special leave granted in terms of sub-regulation (1) may include any period actually and necessarily required to travel in connection with such examination.

Separation or Isolation.

25. Special leave with full pay may be granted to any teacher when he is absent from duty as a result of separation or isolation by virtue of medical instructions where he was in contact with any person who has contracted, or is suspected of having contracted, an infectious or contagious disease and the granting of special leave under

indiëning van 'n sertifikaat van 'n geregistreerde geneesheer wat die tydperk en oorsaak van afsondering of isolasie aandui.

Kontinuïteitsverlof.

26. Ondanks andersluidende bepalings in hierdie regulasies vervat, kan aan 'n onderwyser wat voorheen in diens van die werkgewer was verlof sonder betaling toegestaan word met die doel om die kontinuïteit van sodanige onderwyser se diens te behou (as kontinuïteitsverlof bekend te staan) van die eerste dag na die datum waarop hy die laaste keer salaris van die werkgewer ontvang het tot die datum voor die datum van diensaanvaarding ingevolge sodanige aanstelling indien sodanige tydperk hoogstens 90 dae is: Met dien verstande dat die beperking van 90 dae nie van toepassing is nie waar die betrokke tydperk strek van die dag onmiddellik na die laaste dag van 'n skoolkwartaal tot die dag onmiddellik voor die eerste dag van die volgende skoolkwartaal op een na.

Verlof vir dringende private sake.

27. (1) Aan 'n onderwyser kan verlof toegestaan word om aandag te skenk aan private sake (as verlof vir dringende private sake bekend te staan).

(2) Verlof vir dringende private sake word sonder betaling toegestaan: Met dien verstande dat vakansieverlof met betaling wat die onderwyser tot sy krediet het, vir dié doel aangewend kan word.

Verlof vir bywoning van kort kursusse.

28. Spesiale verlof met volle betaling kan aan 'n onderwyser toegestaan word wanneer hy as lid van die onderwyspersoneel enige onderwysklas of vakansiekursus vir onderwysers deur die Sekretaris goedgekeur, bywoon.

Bevallingsverlof.

29. (1) 'n Getroude onderwyseres moet verlof neem vir haar bevalling (as bevallingsverlof bekend te staan) vir minstens 'n tydperk van drie maande voor die verwagte datum van en ses weke na sodanige bevalling.

(2) Daar moet minstens een maand kennis aan die beheerbeampte gegee word van die voorneme om sodanige verlof te neem en enige sodanige verlof wat toegestaan word, is verlof sonder betaling.

(3) Ondanks andersluidende bepalings in hierdie regulasies vervat, kan aan 'n onderwyseres op haar versoek vakansieverlof met volle betaling toegestaan word, in die plek van enige gedeelte van die bevallingsverlof, in die mate wat sodanige onderwyseres vakansieverlof tot haar krediet het of met halwe betaling op die basis van twee dae met halwe betaling vir elke dag met volle betaling wat sy tot haar krediet het.

Siekteverlof.

30. (1) Siekteverlof kan aan 'n Blanke onderwyser toegestaan word op grond van sy siekte vir 90 dae teen volle betaling en 90 dae teen halwe betaling in elke tydkring en sonder betaling vir sodanige verdere tydperk as wat die Minister bepaal.

(2) Siekteverlof kan aan 'n Bantoe-onderwyser toegestaan word op grond van sy siekte vir 60 dae teen volle betaling en 60 dae teen halwe betaling in elke tydkring en sonder betaling vir sodanige verdere tydperk as wat die Minister bepaal.

(3) Siekteverlof val toe aan 'n onderwyser op die eerste dag van die tydkring en met ingang van daardie dag mag die volle voorsiening vir die betrokke tydkring aan hom toegestaan word mits aan die ander bepalings van hierdie regulasies voldoen word: Met dien verstande dat aan geen onderwyser siekteverlof met volle of halwe betaling toegestaan mag word nie voordat hy dertig dae diens, wat tel as diens vir verlofdoeleindes, voltooi het en dan slegs ten opsigte van afwesighede na die voltooiing van sodanige diens.

(4) Enige aansoek om siekteverlof ten opsigte van 'n ononderbroke tydperk van meer as drie dae moet gestaaf word deur 'n bevredigende geneeskundige sertifikaat van 'n geregistreerde geneesheer en die Sekretaris kan eis dat

this regulation shall be subject to the submission of a certificate by a registered medical practitioner indicating the period of and cause for the separation or isolation.

Continuity Leave.

26. Notwithstanding anything to the contrary contained in these regulations, leave without pay may be granted to any teacher who was previously in the service of the employer, for the purpose of preserving the continuity of such teacher's service (to be known as continuity leave) from the first day following the date on which he last received salary from the employer to the date preceding the date of assumption of duty in terms of such appointment if such period is not more than 90 days: Provided that the limitation of 90 days shall not apply where the period concerned is from the day immediately after the last day of any school quarter to the day immediately preceding the first day of the following school quarter but one.

Leave for Urgent Private Affairs.

27. (1) Any teacher may be granted leave to attend to private affairs (to be known as leave for urgent private affairs).

(2) Leave for urgent private affairs shall be granted without pay: Provided that vacation leave with pay standing to such teacher's credit may be used for this purpose.

Leave for Attending Short Courses.

28. Special leave with full pay may be granted to any teacher when, as a member of the teaching staff, he attends any class of instruction or vacation course for teachers approved by the Secretary.

Accouchement Leave.

29. (1) A married woman teacher shall take leave for her accouchement (to be known as accouchement leave) for a period of at least three months before the expected date of and six weeks after such accouchement.

(2) At least one month's notice shall be given to the control officer of the intention to take such leave and any such leave granted shall be leave without pay.

(3) Notwithstanding anything to the contrary contained in these regulations, any woman teacher may at her request, be granted vacation leave with full pay in lieu of any part of the accouchement leave to the extent of the vacation leave standing to such woman teacher's credit or with half pay on the basis of two days with half pay for each day with full pay standing to her credit.

Sick Leave.

30. (1) Sick leave may be granted to any White teacher on account of his illness for 90 days with full pay and 90 days with half pay in each cycle and without pay for such further period as the Minister may determine.

(2) Sick leave may be granted to any Bantu teacher on account of his illness for 60 days with full pay and 60 days with half pay in each cycle and without pay for such further period as the Minister may determine.

(3) Sick leave shall accrue to any teacher on the first day of the cycle and with effect from that day the full provision for the cycle concerned may be granted to him if the other provisions of these regulations are complied with: Provided that no teacher may be granted sick leave with full or half pay until he has completed thirty days' service which counts as service for leave purposes and then only in respect of absences subsequent to the completion of such service.

(4) Any application for sick leave in respect of a continuous period of more than three days shall be supported by a satisfactory medical certificate from any registered medical practitioner and the Secretary may

so 'n geneeskundige sertifikaat verstrek word ter staving van enige aansoek om siekteverlof vir 'n tydperk van drie dae of minder indien hy meen dat omstandighede die verstrekking daarvan regverdig: Met dien verstande dat waar die Sekretaris oortuig is dat die afwesigheid van die betrokke onderwyser *bona fide* te wyte is aan siekte en as hy verder oortuig is dat daar genoegsame redes bestaan waarom 'n geneeskundige sertifikaat nie ingedien is nie, hy na goeëdunke vrystelling kan verleen van die voorlegging van 'n geneeskundige sertifikaat vir 'n tydperk van hoogstens veertien dae.

(5) Waar die Sekretaris vrystelling verleen het van die voorlegging van 'n geneeskundige sertifikaat ingevolge subregulasie (4) moet hy die verlofaansoek aldus endosseer.

(6) Siekteverlof word nie aan 'n onderwyser toegestaan nie ten opsigte van—

- (a) siekte, ongesteldheid of besering wat toe te skrywe is aan die onderwyser se wangedrag of gebrek aan 'n redelike mate van sorg of voorsorg; of
- (b) neurastenie, slaaploosheid, swaakheid of 'n ander dergelike minder goed omskrewe siekte of ongesteldheid, tensy die Sekretaris oortuig is dat—
 - (i) sodanige onderwyser se gesondheidstoestand hom ongeskik maak vir sy werk;
 - (ii) die toestand waarin hy verkeer nie deur 'n redelike mate van sorg of voorsorg van sy kant of deur gebruik van sy vakansieverlofvoorregte, vermy kon geword het nie.

(7) Ondanks andersluidende bepalings in hierdie regulasies vervat, kan daar aan 'n onderwyser, op sy versoek, in die plek van enige gedeelte van die siekteverlof wat met halwe betaling of sonder betaling toegestaan is, vakansieverlof met volle betaling toegestaan word in die mate van die vakansieverlof wat hy tot sy krediet het, of met halwe betaling op die basis van twee dae met halwe betaling vir elke dag met volle betaling wat hy tot sy krediet het.

(8) Ondanks andersluidende bepalings in subregulasie (1) vervat, kan aan 'n onderwyser wat van diens afwesig is weens 'n besering opgedoen in 'n ongeluk wat voortvloei uit en in die loop van sy pligte of weens 'n siekte opgedoen in die loop en as gevolg van sy pligte, spesiale siekteverlof met volle betaling toegestaan word vir die tydperk wat hy onbevoeg is vir sodanige pligte, of, indien die geval onder die Ongevallewet, 1941, soos gewysig, ressorteer, spesiale siekteverlof met betaling gelyk aan die verskil tussen volle betaling en die vergoeding wat ingevolge genoemde Wet aan hom betaalbaar is.

(9) Ongebruikte siekteverlof wat vir 'n bepaalde tydkring voorgeskryf is, verval aan die einde van die betrokke tydkring en kan nie na die volgende tydkring oorgedra word nie.

(10) Skoolvakansies wat binne 'n tydperk van siekteverlof met volle of halwe betaling val word nie as siekteverlof gereken nie.

Beëindiging van verlof by bedanking of ontslag.

31. Indien 'n onderwyser voor die verstryking van 'n tydperk van verlof wat aan hom toegestaan is, bedank of uit die diens van die werkgewer ontslaan word, eindig sodanige verlof op die datum van die ontvangs van die kennisgewing van sy bedanking of op die datum waarop sy ontslag in werking tree.

Hervatting van diens voor verstryking van verlof.

32. 'n Onderwyser wat diens wil hervat voor die verstryking van 'n tydperk van verlof wat ingevolge hierdie regulasies aan hom toegestaan is, mag dit nie sonder die voorafverkreë goedkeuring van die beheerbeampte doen nie.

require that such medical certificate be furnished in support of any application for sick leave for any period of three days or less if he considers that circumstances warrant the submission thereof: Provided that where the Secretary is satisfied that the absence of the teacher concerned is *bona fide* due to illness and, if he is further satisfied that there are sufficient reasons why a medical certificate was not submitted, he may, at his discretion, grant exemption from the submission of a medical certificate for a period not exceeding fourteen days.

(5) Where the Secretary granted exemption from the submission of a medical certificate in terms of sub-regulation (4), he shall endorse the application for leave accordingly.

(6) Sick leave shall not be granted to any teacher in respect of—

- (a) illness, indisposition or injury which is due to misconduct or failure to take a reasonable amount of care or precaution on the part of the teacher; or
- (b) neurasthenia, insomnia, debility or any other similar ill-defined illness or indisposition, unless the Secretary is satisfied that—
 - (i) such teacher's state of health makes him unfit for his work;
 - (ii) the condition in which he is could not have been avoided by a reasonable amount of care or precaution on his part or by the utilization of his vacation leave privileges.

(7) Notwithstanding anything to the contrary contained in these regulations, any teacher may at his request be granted in lieu of any portion of the sick leave which has been granted with half pay or without pay, vacation leave with full pay to the extent of such vacation leave standing to his credit or with half pay on the basis of two days with half pay for each day with full pay standing to his credit.

(8) Notwithstanding anything to the contrary contained in sub-regulation (1), any teacher who is absent from duty owing to an injury sustained in an accident arising out of and in the course of his duties or owing to any disease contracted in the course of and as a result of his duties, may be granted special sick leave with full pay for the period that he is unfit for such duties or, if the case falls under the Workmen's Compensation Act, 1941, as amended, special sick leave with pay equal to the difference between full pay and the compensation payable to him in terms of the said Act.

(9) Unused sick leave prescribed for a particular cycle shall lapse at the end of the cycle concerned and may not be carried forward to the next cycle.

(10) School holidays falling within any period of sick leave with full or half pay shall not be counted as sick leave.

Termination of Leave on Resignation or Discharge.

31. If any teacher prior to the expiration of a period of leave granted to him, should resign or be discharged from the service of the employer, such leave shall terminate on the date of the receipt of the notice of his resignation or on the date on which his discharge takes effect.

Resumption of Duty Before the Expiration of Leave.

32. Any teacher who desires to resume duty before the expiration of a period of leave granted to him in terms of these regulations, shall not do so without the prior approval of the control officer.

Verlof ingevolge vorige regulasies.

33. Die uitvaardiging van hierdie regulasies en die intrekking van die regulasies wat onmiddellik voor sodanige uitvaardiging van krag was, raak in geen opsig die kontinuïteit van die oplopende vakansieverlofvoorregte van 'n onderwyser wat onmiddellik voor die datum van inwerkingtreding van hierdie regulasies in diens was nie, en opgelope vakansieverlof bly staan tot die krediet van sodanige onderwyser.

Verlofvoorregte van tydelike onderwysers.

34. Verlofvoorregte soos in hierdie regulasies uiteengesit, is ook van toepassing op enige onderwyser wat in 'n tydelike hoedanigheid aangestel is: Met dien verstande dat enige verlof aan sodanige onderwyser toegestaan, op die basis van sy ononderbroke diens bereken word.

Delegasie van bevoegdhede.

35. (1) Die Sekretaris kan die bevoegdhede kragtens regulasies 19 tot 34 aan hom verleen, aan enige beamppte van die Departement deleger op die voorwaardes wat hy bepaal.

(2) Die Sekretaris kan 'n delegasie wat kragtens subregulasie (1) verleen is, te eniger tyd intrek.

BEPALINGS BETREFFENDE 'N ONDERWYSER WAT ONGESTELD IS.*Verpligte geneeskundige ondersoek.*

36. (1) Indien die Sekretaris vermoed dat 'n onderwyser ongesteld is, kan hy te eniger tyd vereis dat die onderwyser hom moet onderwerp aan 'n ondersoek deur 'n geregistreerde geneesheer of 'n geneeskundige raad wat saamgestel is op 'n wyse soos in regulasie 37 voorgeskryf, na gelang van die geval, en sodanige onderwyser moet hom aan sodanige ondersoek onderwerp.

(2) Die onkoste verbonde aan 'n verpligte geneeskundige ondersoek word deur die Departement bestry behoudens die bepalinge van regulasie 37.

Samestelling van 'n geneeskundige raad.

37. 'n Geneeskundige raad bestaan uit soveel geregistreerde geneesheer as wat die Sekretaris na oorlegpleging met die Sekretaris van Gesondheid aanwys en die koste verbonde aan die ondersoek word uit staatsfondse betaal: Met dien verstande dat die onderwyser wat ondersoek moet word, indien hy dit verlang, op eie koste kan reël dat sy private geneesheer by die verrigtinge van 'n geneeskundige raad teenwoordig kan wees.

Ondersoek van onderwyser.

38. (1) Dit is die plig van 'n geregistreerde geneesheer, of geneeskundige raad, wat 'n onderwyser ingevolge regulasie 36 moet ondersoek, om 'n omvangryke verslag oor die gesondheid van sodanige onderwyser aan die Sekretaris te verstrek.

(2) Sodanige geneesheer, of geneeskundige raad, het die bevoegdheid om, onderworpe aan die goedkeuring van die Sekretaris, sodanige ander professionele advies in te win as wat hy in verband met die ondersoek nodig ag.

Bevoegdheid van Sekretaris by ontvangs van geneeskundige verslag.

39. (1) By ontvangs van die verslag in subregulasie (1) van regulasie 38 genoem, verwys die Sekretaris dit vir advies na die Departement van Gesondheid en kan die Sekretaris—

(a) indien dit uit die geneeskundige advies blyk dat daar 'n redelike vooruitsig bestaan dat die onderwyser na 'n tydperk van verlof sy pligte op doeltreffende wyse kan uitvoer, vereis dat die betrokke onderwyser siekteverlof ingevolge die bepalinge van hierdie regulasies moet neem vir sodanige tydperk of verdere tydperk as wat hy bepaal en om gedurende bedoelde tydperk geneeskundige behandeling te ontvang, al na die vereistes van die geval; of

Leave in Terms of Previous Regulations.

33. The promulgation of these regulations and the repeal of the regulations which applied immediately before such promulgation, shall in no way affect the continuity of the accumulative vacation leave privileges of any teacher who, immediately before the date of the coming into operation of these regulations, was in the service, and accumulated vacation leave shall remain to the credit of such teacher.

Leave Privileges of Temporary Teachers.

34. Leave privileges as set out in these regulations, shall also be applicable to any teacher appointed in a temporary capacity: Provided that any leave granted to such teacher shall be calculated on the basis of his continuous service.

Delegation of Powers.

35. (1) The Secretary may delegate the powers vested in him under and by virtue of regulations 19 to 34, to any officer of the Department on the conditions determined by him.

(2) The Secretary may at any time withdraw any delegation granted under sub-regulation (1).

PROVISION RELATING TO ANY TEACHER WHO IS INDISPOSED.*Compulsory Medical Examination.*

36. (1) If the Secretary suspects that any teacher is indisposed he may at any time require that the teacher submit himself to an examination by any registered medical practitioner or any medical board constituted in a manner as prescribed in regulation 37, according to circumstances, and such teacher shall submit himself to such examination.

(2) The expenses in connection with any compulsory medical examination, shall be defrayed by the Department subject to the provisions of regulation 37.

Constitution of a Medical Board.

37. Any medical board shall consist of as many registered medical practitioners as the Secretary may designate after consultation with the Secretary for Health, and the expenses in connection with the examination shall be defrayed from State funds: Provided that the teacher who is to be examined may, if he so desires, at his own expense arrange for his private medical practitioner to be present at the proceedings of any medical board.

Examination of Teacher.

38. (1) It shall be the duty of any registered medical practitioner or medical board who is required to examine any teacher in terms of regulation 36, to submit a comprehensive report on the health of such teacher to the Secretary.

(2) Such medical practitioner or medical board shall have the power, subject to the approval of the Secretary, to obtain such other professional advice as he or it may deem necessary in connection with the examination.

Powers of Secretary on Receipt of Medical Report.

39. (1) On receipt of the report mentioned in sub-regulation (1) of regulation 38, the Secretary shall refer it to the Department of Health for advice and the Secretary may—

(a) if it appears from the medical advice that a reasonable prospect exists that the teacher after a period of leave may be able to perform his duties in a satisfactory manner, require that the teacher concerned take sick leave in terms of these regulations for such period or further period as he may determine, and receive during the period mentioned such medical treatment as the case may require; or

- (b) behoudens die bepalings van die wet wat die onderwyser se pensioenregte reël by die bevoegde gesag aanbeveel dat die onderwyser se diens beëindig word met ingang van 'n datum deur die bevoegde gesag bepaal te word, en sodanige onderwyser se diens word geag op grond van swak gesondheid beëindig te wees.

(2) Wanneer die Sekretaris oortuig is dat 'n onderwyser versuim of geweier het om gedurende 'n tydperk van siekteverlof die behandeling te ondergaan in paragraaf (a) van subregulasie (1) genoem, kan die Sekretaris sodanige verlof intrek en by die bevoegde gesag aanbeveel dat die diens van die onderwyser onverwyld beëindig word.

Onderwyser wat na 'n tydperk van siekteverlof in gebreke bly om diens te hervat.

40. (1) Ingeval 'n onderwyser aan wie siekteverlof toegestaan is kragtens paragraaf (a) van subregulasie (1) van regulasie 39 nie by die verstryking van sodanige verlof diens hervat nie, word sy diens by die werkgever geag beëindig te wees—

- (a) vanaf die datum waarop die siekteverlof verstryk het indien dit siekteverlof met betaling was; of
(b) vanaf die datum waarop sodanige verlof, indien sonder betaling, toegestaan is.

(2) Die bepalings van hierdie regulasie is *mutatis mutandis* van toepassing waar siekteverlof sonder betaling voorafgegaan word deur siekteverlof met betaling.

Wangedrag.

41. 'n Onderwyser is skuldig aan wangedrag en daar kan ooreenkomstig die bepalings van hierdie regulasies met hom gehandel word, as hy—

- (a) 'n bepaling van hierdie regulasies oortree of versuim om te voldoen aan 'n bepaling daarvan waarvan aan dit sy plig is om te voldoen; of
(b) 'n daad doen, laat doen of toelaat of oogluikend toelaat dat dit gedoen word wat nadelig is vir die administrasie, dissipline en doeltreffendheid van die Departement of die skool; of
(c) 'n wettige bevel wat aan hom gegee is deur iemand wat die bevoegdheid daartoe het, nie gehoorsaam nie, dit verontagsaam of opsetlik versuim om dit uit te voer, of deur woord of gedrag hom aan insubordinasie skuldig maak; of
(d) nalatig of traag is in die vervulling van sy amppligte; of
(e) sonder die toestemming van die beheerbeampte enige private agentskap of private werk in enige aangeleentheid in verband met die verrigting van sy amptelike werksaamhede of die uitvoering van sy amppligte onderneem; of
(f) hom in die openbaar uitlaat oor die administrasie van enige skool of staatsdepartement; of
(g) probeer om uit politieke of buitebronne ingryping in verband met sy posisie en diensvoorwaardes in diens van die werkgever te verkry: Met dien verstande dat die bepalings van hierdie paragraaf nie 'n onderwyser verhinder om herstel van 'n grief deur bemiddeling van die Parlement te probeer verkry nie; of
(h) hom op skandelige, onbehoorlike of onbetaamlike wyse gedra, of terwyl hy diens doen, hom aan growwe onbeleefdheid teenoor 'n persoon skuldig maak; of
(i) buitensporige gebruik maak van sterk drank of bedwelmende middels; of
(j) insolvent word of 'n akkoord met sy skuldeisers aangaan of as 'n bevel tot siviele gyseling deur 'n gereghof teen hom gegee is, tensy daar bewys word dat sy insolvensie of akkoord of die gee van 'n bevel tot siviele gyseling teen hom deur onvermydelike teenspoed veroorsaak is; of

- (b) recommend to the competent authority, subject to the provisions of the law governing the teacher's pension rights, that the service of the teacher be terminated with effect from a date to be determined by the competent authority, and the service of such teacher shall be deemed to have been terminated on account of ill health.

(2) When the Secretary is satisfied that any teacher failed or refused, during any period of sick leave, to undergo the treatment mentioned in paragraph (a) of sub-regulation (1), the Secretary may withdraw such leave and may recommend to the competent authority that the service of such teacher be terminated forthwith.

Teacher Failing to Resume Duty After Period of Sick Leave.

40. (1) In the event of any teacher to whom sick leave has been granted under paragraph (a) of sub-regulation (1) of regulation 39, failing to resume duty at the expiry of such leave, his service with the employer shall be deemed to have terminated—

- (a) from the date on which the sick leave expired if it was sick leave with pay; or
(b) from the date on which such leave, if without pay, was granted.

(2) The provisions of this regulation shall apply *mutatis mutandis* where sick leave without pay is preceded by sick leave with pay.

Misconduct.

41. Any teacher shall be guilty of misconduct and may dealt with in accordance with the provisions of these regulations, if he—

- (a) contravenes any provision of these regulations or fails to comply with any provision thereof with which it is his duty to comply; or
(b) does, causes or permits to be done or connives at any act which is prejudicial to the administration, discipline or efficiency of the Department or the school; or
(c) disobeys, disregards or makes wilful default in carrying out any lawful order given to him by a person having the authority thereto, or by word or conduct displays insubordination; or
(d) is negligent or indolent in the discharge of his official duties; or
(e) without the consent of the control officer, undertakes any private agency or private work in any matter connected with the performance of his official work or the performance of his official duties; or
(f) publicly comments upon the administration of any Government department or school; or
(g) attempts to secure intervention from political or external sources in connection with his position and conditions of service in the service of the employer: Provided that the provisions of this paragraph shall not preclude any teacher from endeavouring to obtain redress of any grievance through Parliament; or
(h) conducts himself in a disgraceful, improper or unbecoming manner, or whilst on duty, renders himself guilty of gross discourtesy to any person; or
(i) uses intoxicants or stupefying drugs excessively; or
(j) becomes insolvent or compromises with his creditors or has a decree of civil imprisonment made against him by any court of law, unless it is shown that his insolvency or compromise or the making of a decree of civil imprisonment has been occasioned by unavoidable misfortune; or

- (k) in geldelike moeilikheid beland, tensy daar bewys word dat sy geldelike moeilikheid nie die gevolg is van onversigtigheid of ander laakbare oorsaak nie en nie nadelig is vir die getroue uitvoering van sy ampspligte nie; of
- (l) sonder dat hy eers die toestemming van die beheer-beampte verkry het, inligting wat hy ingewin of waaraan hy gekom het, as gevolg van sy werk, openbaar maak anders as in die vervulling van sy ampspligte of sodanige inligting gebruik vir 'n ander doel as vir die vervulling van sy ampspligte, hetsy hy sodanige inligting openbaar maak of nie; of
- (m) sonder die toestemming van die beheerbeampte enige kommissie, geld of beloning, geldelik of anders (wat nie die besoldiging is wat ten opsigte van sy ampspligte aan hom betaalbaar is nie) aanneem of dit eis ten opsigte van die uitvoering van sy ampspligte of die versuim om sy ampspligte uit te voer, of versuim om aan die beheerbeampte die aanbod van sodanige kommissie, geld of beloning te rapporteer; of
- (n) hom eiendom van die werkgewer wederregtelik toeëien of onbehoorlike gebruik daarvan maak onder sodanige omstandighede wat sy daad nie 'n kriminele misdryf uitmaak nie; of
- (o) deur 'n gereghof skuldig bevind word aan 'n misdryf; of
- (p) sonder verlof of geldige rede van sy pos of diens wegbly; of
- (q) 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 werkgewer, sy beamptes of 'n staatsdepartement, 'n valse of onjuiste verklaring doen, wetende dat dit vals of onjuis is.

Procedure in gevalle van wangedrag.

42. (1) Wanneer 'n onderwyser van wangedrag beskuldig word, kan die beheerbeampte, of 'n amptenaar wat deur die beheerbeampte daartoe gemagtig is, hom skriftelik onder sy handtekening van daardie wangedrag aankla.

(2) Die amptenaar wat die aanklag onderteken het, moet dit aan die aangeklaagde onderwyser laat bestel.

(3) Die aanklag moet 'n aansegging bevat of van 'n aansegging vergesel gaan, waarby die aangeklaagde onderwyser aangesê word om binne 'n redelike tydperk wat in die aansegging vermeld word aan 'n persoon wat ook daarin vermeld word, 'n skriftelike erkenning of ontkenning van die aanklag en as hy dit verlang 'n skriftelike verklaring van die wangedrag waarvan hy aangekla word, te stuur of by hom af te lewer.

(4) Die beheerbeampte of enige amptenaar wat spesiaal deur hom in 'n bepaalde geval of in die algemeen daartoe gemagtig is, kan te eniger tyd voor of nadat die onderwyser kragtens hierdie regulasie aangekla is, die onderwyser in sy diens skors.

(5) 'n Onderwyser wat ingevolge subregulasie (4) in sy diens geskors is, is nie op enige besoldiging vir die tydperk van sy skorsing geregtig nie: Met dien verstande dat die Minister na goeie dinge kan gelas dat die geheel of 'n gedeelte van sy besoldiging aan sodanige onderwyser betaal word.

(6) As geen aanklag ingevolge hierdie regulasie teen 'n onderwyser wat in sy diens geskors is, ingebring word nie, word hy toegelaat om weer diens te aanvaar en word sy volle besoldiging vir die tydperk van sy skorsing aan hom betaal.

(7) Die beheerbeampte of ander amptenaar wat die onderwyser geskors het, kan die skorsing te eniger tyd intrek, maar ondanks die intrekking van die skorsing kan die verrigtings in verband met die aanklag van wangedrag voortgesit word.

- (k) becomes pecuniarily embarrassed, unless it is shown that his pecuniary embarrassment has not been occasioned by imprudence or other reprehensible cause and is not prejudicial to the faithful performance of his official duties; or
- (l) without first having obtained the consent of the control officer, discloses information gained by or conveyed to him, as a result of his employment, otherwise than in the discharge of his official duties, or uses such information for any purpose other than for the performance of his official duties, regardless of whether or not he discloses such information; or
- (m) without the consent of the control officer accepts any commission, fee or reward, pecuniary or otherwise (not being emoluments payable to him in respect of his official duties) or demands it in respect of the performance of his official duties or failure to perform his official duties or fails to report to the control officer the offer of any such commission, fee or reward; or
- (n) misappropriates or improperly uses any property of the employer under such circumstances that his act does not constitute a criminal offence; or
- (o) is found guilty of any offence by any court of law; or
- (p) absents himself from his post or duty without leave or valid cause; or
- (q) with a view to obtaining any privilege or advantage in relation to his official position or duties, or to causing any prejudice or injury to the employer, his officers or any Government department, makes a false or incorrect statement knowing it to be false or incorrect.

Procedure in Cases of Misconduct.

42. (1) When any teacher is accused of misconduct, the control officer, or any official authorised thereto by the control officer, may charge him in writing under his hand with that misconduct.

(2) The official who signed the charge shall cause it to be served on the teacher charged.

(3) The charge shall contain or shall be accompanied by a direction calling upon the teacher charged to send or deliver, within a reasonable period mentioned in the direction, to a person also mentioned therein, a written admission or denial of the charge and, if he so desires, a written explanation of the misconduct with which he is charged.

(4) The control officer or any official specially authorised by him thereto in any particular case or generally may at any time before or after such teacher is charged under this regulation, suspend such teacher from duty.

(5) Any teacher suspended from duty in terms of sub-regulation (4) shall not be entitled to any emoluments for the period of his suspension: Provided that the Minister may, at his discretion, order the payment to such teacher of the whole or a portion of his emoluments.

(6) If no charge in terms of this regulation is preferred against any teacher who is suspended from duty, he shall be allowed to resume duty and be paid his full emoluments for the period of his suspension.

(7) The control officer or other official who suspended the teacher may cancel the suspension at any time, but notwithstanding the cancellation of the suspension the proceedings on the charge of misconduct may be continued.

(8) As 'n onderwyser wat ingevolge hierdie regulasie aangekla is, die aanklag erken, word dit geag dat hy skuldig is aan die wangedrag waarvan hy aangekla is en word daar ooreenkomstig subregulasie (27) gehandel.

(9) (a) As die aangeklaagde onderwyser die aanklag ontken of versuim om te voldoen aan die aansegging in subregulasie (3) genoem, wys die Sekretaris drie persone aan om ondersoek na die aanklag in te stel en een van die drie persone word deur hom as voorsittende beampte aangewys.

(b) Die Sekretaris kan sodanige klerklike en ander hulp verskaf as wat van tyd tot tyd vir die ondersoek nodig mag blyk.

(10) Die voorsittende beampte moet in oorleg met die amptenaar wat die klag onderteken het, die tyd en plek van die ondersoek vasstel, en moet aan die aangeklaagde onderwyser redelike skriftelike kennis gee van die tyd en plek aldus vasgestel.

(11) Die amptenaar 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.

(12) (a) By die ondersoek het die aangeklaagde onderwyser 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 insae te hê in alle dokumente wat as getuienis voorgelê is, om self getuienis af te lê en ander persone as getuiens op te roep.

(b) Die voorsittende beampte moet notule hou van die verrigtings by die ondersoek en van alle getuienis wat aldaar afgelê word.

(c) Die versuim van die aangeklaagde onderwyser om persoonlik of deur 'n verteenwoordiger by die ondersoek teenwoordig te wees, maak die verrigtings nie ongeldig nie.

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

(14) As die wangedrag waarvan die onderwyser 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 daardie hof, nadat bedoelde onderwyser 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.

(15) Na afloop van die ondersoek moet die persone wat dit instel, bevind of die aangeklaagde onderwyser skuldig of onskuldig is aan die wangedrag waarvan hy aangekla is en moet die voorsittende beampte die aangeklaagde onderwyser van hul bevinding verwittig en aan die beheer-beampte skriftelik verslag oor die uitslag van die ondersoek doen.

(16) As die aangeklaagde onderwyser ingevolge subregulasie (4) in sy diens geskors is en hy word onskuldig bevind aan die wangedrag waarvan hy aangekla is, moet bedoelde onderwyser toegelaat word om dadelik weer diens in sy pos te aanvaar en moet aan hom sy volle besoldiging vir die tydperk van sy skorsing betaal word.

(17) As die persone wat die ondersoek instel, die aangeklaagde onderwyser skuldig bevind aan die wangedrag waarvan hy aangekla is, kan die betrokke onderwyser binne veertien dae na die datum waarop hy van die bevinding verwittig is, by die Minister daarteen appelleer deur aan die voorsittende beampte skriftelik kennis van appèl te gee waarin hy volledig die gronde waarop die appèl gebaseer word, moet uiteensit.

(8) If any teacher charged in terms of this regulation, admits the charge, he shall be deemed to be guilty of the misconduct with which he has been charged and action shall be taken in accordance with sub-regulation (27).

(9) (a) If the teacher charged, denies the charge or fails to comply with the direction mentioned in sub-regulation (3), the Secretary shall appoint three persons to conduct an inquiry into the charge and one of the three persons shall be appointed by him as presiding officer.

(b) The Secretary may provide such clerical and other assistance as may from time to time appear to be necessary for the inquiry.

(10) The presiding officer shall, in consultation with the official who signed the charge, fix the time and place of the inquiry, and shall give the teacher charged reasonable notice, in writing, of the time and place so fixed.

(11) The official who signed the charge may authorise any person to attend the inquiry and to adduce evidence and arguments in support of the charge and to cross-examine any person called as a witness for the defence.

(12) (a) At the inquiry the teacher charged shall have the right to be present 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 document produced in evidence, to give evidence himself and to call other persons as witnesses.

(b) The presiding officer shall keep a record of the proceedings at the inquiry and of all the evidence given thereat.

(c) The failure of the teacher charged to attend the inquiry, either personally or through a representative, shall not invalidate the proceedings.

(13) The acquittal or the conviction of any teacher by a court of law upon a charge of a criminal offence shall not be a bar to proceedings in terms of these regulations on a charge of misconduct, notwithstanding the fact that the facts set forth in the charge of misconduct would, if proved, constitute the offence set forth in the criminal charge on which he was so acquitted or convicted or any other offence of which he might have been convicted on his trial on the said criminal charge.

(14) If the misconduct with which the teacher 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 identification of such teacher 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.

(15) At the conclusion of the inquiry the persons holding it shall find whether the teacher charged is guilty or not guilty of the misconduct with which he has been charged and the presiding officer shall inform the teacher charged of their finding and shall report, in writing, the result of the inquiry to the control officer.

(16) If the teacher charged is suspended from duty under sub-regulation (4) and he is found not guilty of the misconduct with which he has been charged, the said teacher shall be allowed forthwith to resume duty in his post and be paid his full emoluments for the period of his suspension.

(17) If the persons holding the inquiry find that the teacher charged is guilty of the misconduct with which he has been charged, the teacher concerned may, within fourteen days of the date on which he was informed of the finding, appeal to the Minister against the finding by giving the presiding officer written notice of appeal in which he shall set forth fully the grounds on which the appeal is based.

(18) As die persone wat die ondersoek ingestel het, die aangeklaagde onderwyser skuldig bevind het aan die wangedrag waarvan hy aangekla is, moet die notule van die verrigtings by die ondersoek en enige dokumentêre getuienis wat aldaar toegelaat is en 'n uiteensetting van die bevindings en die redes daarvoor en enige opmerkings oor die saak, aan die beheerbeampte gestuur word.

(19) As die onderwyser wat aan wangedrag skuldig bevind is, kennis van appèl ooreenkomstig voormelde bepalings, soos aldus toegepas, gegee het, moet die voorsittende beampte die appellante se kennisgewing en gronde van appèl saam met die notule en ander dokumente genoem in subregulasie (18), aan die beheerbeampte stuur en 'n afskrif van die redes vir die bevinding waarteen die appèl aangeteken is, aan die appellant verstrek.

(20) Indien die onderwyser wat skuldig bevind is, binne 'n tydperk van veertien dae na die dag waarop hy 'n afskrif van die redes vir die beslissing ontvang het, of, as hy geen appèl aangeteken het nie, binne 'n tydperk van een-en-twintig dae na die dag waarop hy van die beslissing verwittig is, die beheerbeampte versoek om 'n afskrif van die notule van die verrigtinge by die ondersoek en van enige bewysstukke aldaar toegelaat, verstrek die beheerbeampte aan hom sodanige afskrifte.

(21) Die appellant kan, binne 'n tydperk van veertien dae na die dag waarop hy 'n afskrif van die notule van die verrigtinge ontvang het, of as hy nie om 'n afskrif van die notule aansoek gedoen het nie, binne 'n tydperk van een-en-twintig dae na die dag waarop hy 'n afskrif van die redes vir die beslissing ontvang het, aan die Minister skriftelike vertoë ter ondersteuning van sy appèl voorlê en sodanige skriftelike vertoë moet aan die beheerbeampte oorhandig of deur die pos gestuur word.

(22) Die beheerbeampte lê die notule van die verrigtinge by die ondersoek, alle stukke in sy besit wat op die ondersoek of appèl betrekking het en sy aanbeveling daaromtrent aan die Minister voor.

(23) Na oorweging van voormelde notule en stukke, kan die Minister die appèl in sy geheel of gedeeltelik toestaan en die bevinding tersyde stel of wysig, of die appèl afwys en die bevinding in sy geheel of gedeeltelik bekrachtig, of kan die Minister, voordat hy oor die appèl tot 'n finale beslissing geraak, die een of ander vraag in verband met die ondersoek terugverwys na die persone wat die ondersoek gehou het en hulle gelas om daaromtrent verslag te doen, of om 'n verdere ondersoek te hou en daaromtrent beslis.

(24) Indien die Minister die hou van 'n verdere ondersoek gelas het, is die bepalings van subregulasies (1) tot en met (12) van toepassing op die verdere ondersoek.

(25) Wanneer die Minister oor die appèl tot 'n finale beslissing geraak het, word sy beslissing skriftelik aan die appellant meegedeel.

(26) Indien die Minister die appèl van 'n appellant wat in sy diens geskors is, toestaan, word hy in sy betrekking herstel en sy volle besoldiging vir die tydperk van sy skorsing betaal.

(27) Indien die aangeklaagde onderwyser die aanklag volgens subregulasie (8) erken het, of indien die notule en stukke in subregulasie (18) gemeld ingevolge daardie subregulasie aan die beheerbeampte gestuur is, en daar geen appèl teen die bevinding aangeteken is nie, of indien die Minister die appèl in sy geheel of gedeeltelik afgewys het, kan die beheerbeampte by die Minister aanbeveel dat—

- (a) bedoelde onderwyser gewaarsku of berispê word; of
- (b) 'n boete van hoogstens R100 hom opgelê word, en die boete kan verhaal word deur aftrekking van sy besoldiging in die paaiemente wat deur die Minister vasgestel word; of
- (c) sy salaris of graad of sy salaris sowel as sy graad verlaag word in die mate wat aanbeveel word;
- (d) hy na 'n ander pos van gelyke of laer graad oorgeplaas word; of

(18) If the persons holding the inquiry have found the teacher charged guilty of the misconduct with which he has been charged the record of the proceedings at the inquiry and any documentary evidence admitted thereat and a statement of the findings and the reasons therefor and any observations on the case shall be forwarded to the control officer.

(19) If the teacher found guilty of misconduct has given notice of appeal in accordance with the provisions aforesaid, as so applied, the presiding officer shall forward to the control officer the appellant's notice and grounds of appeal together with the record and other documents referred to in sub-regulation (18), and shall furnish the appellant with a copy of the reasons for the finding against which the appeal is brought.

(20) If the teacher who has been found guilty, within a period of fourteen days of the date on which he received a copy of the reasons for the finding, or, if he has not noted an appeal, within a period of twenty-one days of the date on which he was informed of the finding, requests the control officer for a copy of the record of the proceedings at the inquiry and of the documentary evidence admitted thereat, the control officer shall provide him with such copies.

(21) The appellant may, within a period of fourteen days of the date on which he received a copy of the record of the proceedings or if he did not apply for a copy of the record, within a period of twenty-one days of the date on which he received a copy of the reasons for the finding, make representations in writing in support of his appeal to the Minister and such written representations shall be handed or posted to the control officer.

(22) The control officer shall submit the record of the proceedings at the inquiry, all documents in his possession connected with the inquiry or appeal and his recommendation thereon, to the Minister.

(23) After considering the aforementioned record and documents, the Minister may allow the appeal wholly or in part and set aside or amend the finding, or dismiss the appeal and confirm, wholly or in part, the finding, or the Minister may, before coming to a final decision on the appeal, refer back any question in connection with the inquiry to the persons who held the inquiry and order them to report thereon, or to hold a further inquiry and to decide thereon.

(24) If the Minister ordered a further inquiry to be held the provisions of sub-regulations (1) to (12), both inclusive, shall apply to such further inquiry.

(25) When the Minister has arrived at a final decision on the appeal, his decision shall be conveyed in writing to the appellant.

(26) If the Minister allows the appeal of an appellant who has been suspended from duty, he shall be reinstated in his post and be paid his full emoluments for the period of his suspension.

(27) If the teacher charged, has admitted the charge in accordance with sub-regulation (8), or if the record and documents mentioned in sub-regulation (18) have, in terms of that sub-regulation, been forwarded to the control officer, and no appeal has been noted against the finding, or if the Minister has dismissed the appeal wholly or in part, the control officer may recommend to the Minister that—

- (a) the said teacher be cautioned or reprimanded; or
- (b) a fine not exceeding R100 be imposed upon him, which fine may be recovered by deduction from his emoluments in such instalments as may be determined by the Minister; or
- (c) his salary or grade or both his salary and his grade be reduced to an extent recommended; or
- (d) he be transferred to another post of equal or lower grade; or

(e) hy ontslaan of aangesê word om te bedank met ingang van 'n datum wat deur die Minister bepaal word: Met dien verstande dat—

- (i) behalwe waar 'n aanbeveling kragtens paragraaf (e) gedoen word, die Minister nie belet word om 'n beslissing kragtens meer as een van die voorafgaande paragrawe te vel nie,
- (ii) die Minister sy beslissing hoogstens vir twaalf maande kan uitstel, en
- (iii) as 'n onderwyser wat aangesê is om te bedank, versuim om aldus te bedank, hy geag word ontslaan te wees met ingang van die datum wat deur die Minister bepaal is.

(28) Die Minister kan volgens die aanbeveling van die beheerbeampte handel of enige ander weg inslaan wat die beheerbeampte wettiglik ingevolge subregulasie (27) kon aanbeveel het.

Onbekwame onderwyser.

43. (1) Wanneer 'n bevoegde beampte na 'n inspeksie van die werk van 'n onderwyser, bevind dat sodanige werk onbevredigend is en van voorneme is om 'n rapport uit te bring wat, na sy mening, tot gevolg kan hê dat stappe deur die beheerbeampte ingevolge subregulasie (2) gedoen word, moet hy onverwyld na afloop van enige sodanige inspeksie—

- (a) die redes waarom hy sy werk onbevredigend bevind het aan sodanige onderwyser verstrek; en
- (b) sodanige onderwyser meedeel dat hy van voorneme is om sodanige rapport uit te bring;

en daarop is sodanige onderwyser geregtig om, binne 'n tydperk van een-en-twintig dae na die datum waarop hy aldus meegedeel is, enige verduideliking wat hy wil doen, aan die beheerbeampte voor te lê.

(2) Wanneer die beheerbeampte 'n rapport in subregulasie (1) beoog ten opsigte van enige onderwyser ontvang het en die tydperk daarin genoem, verstryk het, kan die bevoegde gesag voorlopige kennis van die beëindiging van sodanige onderwyser se diens aan hom laat gee.

(3) (a) As die bevoegde gesag besluit het om ingevolge subregulasie (2) sodanige voorlopige kennisgewing te laat stuur, word 'n afskrif van die rapport in subregulasie (2) genoem aan die betrokke onderwyser gestuur en hy word terselfdertyd meegedeel dat 'n verdere inspeksie van sy werk te eniger tyd na verloop van minstens drie maande maar hoogstens twaalf maande na die datum van sodanige kennisgewing sal plaasvind: Met dien verstande dat 'n onderwyser aan wie voorlopige kennisgewing van die beëindiging van sy diens gestuur is, die reg het om binne 'n tydperk van dertig dae na die datum van sodanige kennisgewing te eis dat sodanige verdere inspeksie gehou word deur 'n ander bevoegde beampte as dié wat die in subregulasie (2) genoemde rapport uitgebring het, indien—

- (i) sodanige onderwyser nie 'n prinsipaal is nie, en die prinsipaal nie saamstem met die rapport van die bevoegde beampte oor die verdienste van sodanige onderwyser se werk nie, of
- (ii) sodanige onderwyser die pos van prinsipaal beklee.

(b) As 'n onderwyser sy reg uitgeoefen het ingevolge die voorbehoudsbepaling by paragraaf (a), benoem die Sekretaris 'n ander bevoegde beampte as dié wat die eerste rapport uitgebring het om sodanige verdere inspeksie te hou.

(4) Nadat sodanige verdere inspeksie gehou is en nadat die beheerbeampte die rapport na aanleiding daarvan (hieronder die tweede rapport genoem) oorweeg het—

- (a) kan hy, as die tweede rapport na sy mening aantoon dat die werk van die betrokke onderwyser bevredigend is, by die Minister aanbeveel dat die voorlopige kennisgewing in subregulasie (2) genoem, teruggetrek word; of

(e) he be discharged or be called upon to resign as from a date determined by the Minister: Provided that—

- (i) except where a recommendation is made under paragraph (e), the Minister shall not be precluded from making a decision under more than one of the foregoing paragraphs;
- (ii) the Minister may postpone his decision for not more than twelve months; and
- (iii) if a teacher who has been called upon to resign fails so to resign he shall be deemed to have been discharged therefrom as from a date determined by the Minister.

(28) The Minister may act according to the recommendation of the control officer or adopt any other course which the control officer could lawfully have recommended under sub-regulation (27).

Inefficient Teacher.

43. (1) When a competent officer, after an inspection of the work of a teacher, finds that such work is unsatisfactory and intends to make a report which may in his opinion result in steps being taken by the control officer under sub-regulation (2), he shall forthwith upon the conclusion of any such inspection—

- (a) furnish such teacher with the reasons why he found his work to be unsatisfactory; and
- (b) inform such teacher that he intends making such report;

and thereupon such teacher shall be entitled to submit, within a period of twenty-one days of the date on which he was so informed, to the control officer any explanation he may wish to offer.

(2) When the control officer has received a report contemplated in sub-regulation (1) in respect of any teacher and the period mentioned therein has expired, the competent authority may cause provisional notice of the termination of such teacher's service to be given to him.

(3) (a) If the competent authority has decided under sub-regulation (2) to cause such provisional notice to be forwarded, a copy of the report referred to in sub-regulation (2) shall be forwarded to the teacher concerned and he shall at the same time be informed that a further inspection of his work will take place at any time after an interval of at least three months but not more than twelve months after the date of such notice: Provided that any teacher to whom provisional notice of the termination of his service has been forwarded, shall be entitled to claim within a period of thirty days of the date of such notice that such further inspection be held by any competent officer other than the one who made the report referred to in sub-regulation (2), if—

- (i) such teacher is not a principal, and the principal is not in agreement with the report of the competent officer on the merits of such teacher's work; or
- (ii) such teacher occupies the post of principal.

(b) If a teacher has exercised his right under the proviso to paragraph (a), the Secretary shall nominate a competent officer other than the one who made the first report, to hold such further inspection.

(4) After such further inspection has been held and after the control officer has considered the resultant report (hereinafter referred to as the second report)—

- (a) he may, if the second report in his opinion shows that the work of the teacher concerned is satisfactory, recommend to the Minister that the provisional notice referred to in sub-regulation (2) be withdrawn; or

(b) kan hy, as die tweede rapport enige verbetering in die werk van die onderwyser aantoon, maar vermeld dat sodanige werk na die mening van die bevoegde beampte nog nie doeltreffend genoeg is nie, die geval aan die Minister voorlê met 'n aanbeveling dat—

(i) die betrokke onderwyser na 'n ander pos van gelyke of laer graad oorgeplaas word, of

(ii) met inagneming van die bepalings van regulasie 44, die jaarlikse salarisverhoging van die betrokke onderwyser vir 'n bepaalde tyd teruggehou word, en na ontvangs en oorweging van sodanige aanbeveling kan die Minister sy goedkeuring aan sodanige aanbeveling heg, of sodanige ander opdrag gee as wat hy mag goedvind, en daarna word met die betrokke onderwyser ooreenkomstig die Minister se goedkeuring of opdrag, na gelang van die geval, gehandel;

(c) moet hy, as die tweede rapport na sy mening aantoon dat die werk van die onderwyser onbevredigend is, sonder dat die omstandighede in paragraaf (b) beoog, teenwoordig is, die geval aan die Minister voorlê met 'n aanbeveling dat die betrokke onderwyser van 'n bepaalde datum af uit die diens ontslaan word en die Minister kan na oorweging van die aanbeveling gelas dat sodanige onderwyser aldus ontslaan word of hy kan na goeddunke sodanige onderwyser enigeen van die strawwe waarvoor in subparagraaf (i) of (ii) van paragraaf (b) voorsiening gemaak is, oplê; of

(d) moet hy, indien hy van mening is dat geen stappe ingevolge paragraaf (b) gedoen moet word nie, by die Minister aanbeveel dat sodanige voorlopige kennisgewing ingetrek word.

(5) As die betrokke bevoegde beampte te eniger tyd nadat met 'n onderwyser ooreenkomstig die bepalings van subregulasie (4) gehandel is, rapporteer dat sodanige onderwyser se werk weer of nog steeds onbevredigend is, moet die beheerbeampte die geval aan die Minister voorlê met 'n aanbeveling dat die een of ander straf in paragraaf (b) of (c) van subregulasie (4) genoem aan sodanige onderwyser opgelê word, en die Minister kan sodanige onderwyser enigeen van daardie strawwe oplê.

BEPALINGS BETREFFENDE DIE BESOLDIGING VAN ONDERWYSERS.

Salarisverhogings.

44. (1) Behoudens die bepalings van subregulasie (2), word die salaris van 'n onderwyser verhoog met een salarisverhoging binne die perke van die skaal wat op hom van toepassing is, na die voltooiing van elke salarisverhogingstydperk en wel met ingang van die eerste dag van sodanige onderwyser se verhogingsmaand.

(2) As 'n bevoegde beampte 'n sertifikaat uitreik waarin verklaar word dat 'n onderwyser se gedrag met betrekking tot ywer, dissipline, presiesheid op tyd of matigheid gedurende 'n salarisverhogingstydperk nie deurgaans bevredigend was nie of dat sy werk gedurende sodanige salarisverhogingstydperk nie deurgaans op 'n bevredigende wyse verrig is nie, word die salaris van sodanige onderwyser nie kragtens die bepalings van subregulasie (1) verhoog nie: Met dien verstande dat die Sekretaris na goeddunke kan goedkeur dat die salaris van 'n onderwyser kragtens die bepalings van subregulasie (1) verhoog word nieteenstaande dat 'n sertifikaat soos in hierdie subregulasie bedoel, uitgereik is.

(3) Indien die salaris van 'n onderwyser nie kragtens die bepalings van subregulasie (1) of van die voorbehoudsbepaling by subregulasie (2) verhoog word nie vanweë die uitreiking van 'n sertifikaat in subregulasie (2) genoem, word sodanige onderwyser deur die beheerbeampte skriftelik verwittig van die redes daarvoor asook dat by vstryking van 'n aaneenlopende tydperk wat aangedui moet word en wat nie langer as 'n salarisverhogingstydperk is nie, 'n salarisverhoging deur die Sekretaris toegeken kan word op voorwaarde dat 'n sertifikaat deur 'n

(b) he may, if the second report shows any improvement in the work of the teacher, but states that such work in the opinion of the competent officer is still not sufficiently efficient, submit the case to the Minister with a recommendation that—

(i) the teacher concerned be transferred to any other post of equal or lower grade, or

(ii) with due regard to the provisions of regulation 44, the annual increment of the teacher concerned be withheld for a specified period,

and after receipt and consideration of such recommendation the Minister may grant his approval to such recommendation, or give such other directive as he may deem fit and thereafter the teacher concerned shall be dealt with in accordance with the approval or directive of the Minister, as the case may be;

(c) he shall, if the second report in his opinion shows that the work of the teacher is unsatisfactory, without the circumstances contemplated in paragraph (b) being present, submit the case to the Minister with a recommendation that the teacher concerned be dismissed from the service from a specified date and the Minister may, after consideration of the recommendation, order the dismissal of such teacher, or he may, at his discretion, impose any one of the penalties provided for in sub-paragraphs (i) or (ii) of paragraph (b); or

(d) he shall, if he is of the opinion that no steps under paragraph (b) should be taken, recommend to the Minister that such provisional notice be withdrawn.

(5) If the competent officer concerned at any time after a teacher has been dealt with in accordance with the provisions of sub-regulation (4), reports that the work of such teacher is again or still unsatisfactory, the control officer shall submit the case to the Minister with a recommendation that any one of the penalties referred to in paragraph (b) or (c) of sub-regulation (4) be imposed on such teacher, and the Minister may impose any of those penalties.

PROVISIONS CONCERNING THE REMUNERATION OF TEACHERS.

Salary Increments.

44. (1) Subject to the provisions of sub-regulation (2), the salary of any teacher shall be increased by one salary increment within the limits of the scale applicable to him, after the completion of each salary incremental period and with effect from the first day of the incremental month of such teacher.

(2) If a competent officer issues a certificate in which it is declared that the conduct of any teacher as to industry, discipline, punctuality or sobriety was not uniformly satisfactory during a salary incremental period or that he did not perform his work uniformly satisfactorily during such salary incremental period, the salary of such teacher shall not be increased under the provisions of sub-regulation (1): Provided that the Secretary may, at his discretion, approve that the salary of any teacher be increased under the provisions of sub-regulation (1) notwithstanding that a certificate mentioned in this sub-regulation has been issued.

(3) If the salary of any teacher is not increased under the provisions of sub-regulation (1) or of the proviso to sub-regulation (2) on account of the issue of the certificate mentioned in sub-regulation (2), the control officer shall notify such teacher, in writing, of the reasons therefor and also that at the expiry of a continuous period which is to be indicated and which shall not be longer than a salary incremental period, a salary increment may be granted by the Secretary on condition that a certificate is

bevoegde beampte uitgereik word waarin verklaar word dat die onderwyser se werkverrigting en gedrag met betrekking tot die eienskappe in subregulasie (2) genoem gedurende sodanige tydperk bevredigend was.

(4) (a) Indien die tydperk in subregulasie (3) genoem korter is as 'n salarisverhogingstydperk, word een salarisverhoging deur die Sekretaris aan die onderwyser toegeken met ingang van die eerste dag van die maand wat volg op die datum waarop genoemde tydperk verstryk: Met dien verstande dat sodanige salarisverhoging toegeken kan word slegs as 'n bevoegde beampte 'n sertifikaat uitreik waarin verklaar word dat die onderwyser se werkverrigting en gedrag met betrekking tot die eienskappe in subregulasie (2) genoem gedurende sodanige tydperk bevredigend was.

(b) Indien 'n salarisverhoging kragtens paragraaf (a) aan 'n onderwyser toegeken is, word 'n verdere salarisverhoging deur die Sekretaris aan hom toegeken na verstryking van 'n salarisverhogingstydperk gereken vanaf die datum waarop sy salaris kragtens subregulasie (1) verhoog sou gewees het as sodanige verhoging nie kragtens die bepalinge van subregulasie (2) teruggehou was nie: Met dien verstande dat sodanige salarisverhoging toegeken kan word slegs as 'n bevoegde beampte 'n sertifikaat uitreik waarin verklaar word dat die onderwyser se werkverrigting en gedrag met betrekking tot die eienskappe in subregulasie (2) genoem steeds bevredigend was vanaf die datum van toekenning van die salarisverhoging in paragraaf (a) genoem tot die datum voorafgaande dié waarop 'n salarisverhoging kragtens hierdie paragraaf toegeken kan word: Met dien verstande voorts dat die bepalinge van hierdie paragraaf nie op 'n onderwyser van toepassing is nie as sy salaris reeds gelyk is aan die maksimum kerf van die toepaslike salarisskaal.

(5) Indien 'n salarisverhoging kragtens paragraaf (a) van subregulasie (4) nie aan 'n onderwyser toegeken word nie—

(a) word sodanige onderwyser weer eens deur die beheerbeampte skriftelik verwittig van die redes daarvoor asook dat by verstryking van 'n aaneenlopende tydperk wat aangedui moet word en wat gelyk moet wees aan die verskil tussen die tydperk in subregulasie (3) genoem en 'n salarisverhogingstydperk, 'n salarisverhoging deur die Sekretaris toegeken kan word op voorwaarde dat 'n sertifikaat deur 'n bevoegde beampte uitgereik word waarin verklaar word dat die onderwyser se werkverrigting en gedrag met betrekking tot die eienskappe in subregulasie (2) genoem bevredigend was gedurende genoemde aaneenlopende tydperk; en

(b) word twee salarisverhogings deur die Sekretaris aan sodanige onderwyser toegeken na verstryking van 'n salarisverhogingstydperk gereken vanaf die datum waarop sy salaris kragtens subregulasie (1) verhoog sou gewees het as sodanige verhoging nie kragtens die bepalinge van subregulasie (2) teruggehou was nie: Met dien verstande dat sodanige salarisverhogings toegeken kan word slegs as 'n bevoegde beampte 'n sertifikaat uitreik waarin verklaar word dat die onderwyser se werkverrigting en gedrag met betrekking tot die eienskappe in subregulasie (2) genoem bevredigend was gedurende die aaneenlopende tydperk in paragraaf (a) genoem: Met dien verstande voorts dat slegs een salarisverhoging aan sodanige onderwyser toegeken kan word as sy salaris reeds gelyk is aan die voorlaaste kerf van die toepaslike salarisskaal.

(6) Indien die tydperk in paragraaf (a) van subregulasie (3) genoem gelyk is aan 'n salarisverhogingstydperk, word twee salarisverhogings deur die Sekretaris aan sodanige onderwyser toegeken na verstryking van sodanige tydperk: Met dien verstande dat sodanige salarisverhogings toegeken kan word slegs as 'n bevoegde beampte 'n sertifikaat uitreik waarin verklaar word dat die onderwyser se werkverrigting en gedrag met betrekking tot die eienskappe in subregulasie (2) genoem gedurende sodanige

issued by a competent officer in which it is declared that the work performance and conduct of the teacher in regard to the qualities mentioned in sub-regulation (2) were satisfactory during such period.

(4) (a) If the period mentioned in sub-regulation (3) is shorter than a salary incremental period, the Secretary shall grant one salary increment to the teacher with effect from the first day of the month following the date on which the period mentioned expires: Provided that such salary increment may be granted only if a competent officer issues a certificate in which it is declared that the work performance and conduct of the teacher in regard to the qualities mentioned in sub-regulation (2) were satisfactory during such period.

(b) If a salary increment has been granted under paragraph (a) to any teacher, the Secretary shall grant him a further salary increment after the expiry of a salary incremental period reckoned from the date on which his salary would have been increased under sub-regulation (1) if such increment had not been withheld under sub-regulation (2): Provided that such salary increment may be granted only if a competent officer issues a certificate in which it is declared that the work performance and conduct of the teacher in regard to the qualities mentioned in sub-regulation (2) continued to be satisfactory from the date of the granting of the salary increment mentioned in paragraph (a) to the date preceding that on which a salary increment may be granted under this paragraph: Provided further that the provisions of this paragraph shall not apply to any teacher if his salary is already equal to the maximum notch of the appropriate salary scale.

(5) If a salary increment in terms of paragraph (a) of sub-regulation (4) is not granted to any teacher—

(a) such teacher shall again be informed in writing by the control officer of the reasons therefor as well as that at the expiry of a continuous period which must be indicated and which must be equal to the difference between the period mentioned in sub-regulation (3) and a salary incremental period, a salary increment may be granted by the Secretary on condition that a competent officer issues a certificate in which it is declared that the work performance and conduct of the teacher in regard to the qualities mentioned in sub-regulation (2) were satisfactory during the continuous period mentioned; and

(b) two salary increments shall be granted by the Secretary to such teacher after the expiry of a salary incremental period reckoned from the date his salary would have been increased in terms of sub-regulation (1) if such increment had not been withheld in terms of sub-regulation (2): Provided that such salary increments may be granted only if a competent officer issues a certificate in which it is declared that the work performance and conduct of the teacher in regard to the qualities mentioned in sub-regulation (2) were satisfactory during the continuous period mentioned in paragraph (a): Provided further that only one salary increment may be granted to such teacher if his salary is already equal to the second-last notch of the appropriate salary scale.

(6) If the period mentioned in paragraph (a) of sub-regulation (3) is equal to a salary incremental period, the Secretary shall grant two salary increments to such teacher after the expiry of such period: Provided that such salary increments may be granted only if a competent officer issues a certificate in which it is declared that the work performance and conduct of the teacher in regard to the qualities mentioned in sub-regulation (2)

tydperk bevredigend was: Met dien verstande voorts dat slegs een salarisverhoging aan sodanige onderwyser toegeken kan word as sy salaris reeds gelyk is aan die voorlaaste kerf van die toepaslike salarisskaal.

(7) Indien 'n salarisverhoging nie kragtens paragraaf (b) van subregulasie (4), paragraaf (b) van subregulasie (5) of subregulasie (6) aan 'n onderwyser toegeken word nie, tree die bepalinge van subregulasies (2), (3), (4), (5) en (6) *mutatis mutandis* opnuut in werking.

(8) Behoudens die bepalinge van hierdie regulasie, word die salaris van 'n onderwyser aan wie 'n salarisverhoging kragtens paragraaf (b) van subregulasie (4), paragraaf (b) van subregulasie (5) of subregulasie (6) toegeken is, by die verstryking van elke verdere salarisverhogingstydperk verhoog met een salarisverhoging binne die perke van die salarisskaal wat op hom van toepassing is.

(9) Daar word geag dat die verhogingsdatum van enige onderwyser by die inwerkingtreding van hierdie regulasies, bepaal ooreenkomstig enige regulasie by hierdie regulasies herroep, 'n verhogingsdatum is soos ingevolge hierdie regulasies bepaal.

(10) Ondanks andersluidende bepalinge in hierdie regulasies vervat, word salarisverhogings toegeken onderworpe aan enige slagboom deur die Minister bepaal.

(11) Alle verlof, van watter aard ook al, hetsy met of sonder betaling, tel vir salarisverhogingsdoeleindes.

Besoldiging van 'n onderwyser wat as prinsipaal waarneem.

45. Wanneer 'n onderwyser as prinsipaal waarneem vir 'n tydperk van minstens een skoolkwartaal, word aan hom 'n nie-pensioendraende toelae betaal gelyk aan die verskil tussen die salaris wat hy ontvang het onmiddellik voordat hy aldus waargereem het en die salaris wat hy sou ontvang het indien hy sodanige pos in 'n permanente hoedanigheid beklee het as sodanige laasgenoemde salaris hoër is as die eersgenoemde salaris: Met dien verstande dat sodanige toelae nie R100 per jaar mag oorskry nie in die geval van onderwysers en R80 per jaar in die geval van onderwyseresse.

Metode van betaling van salaris.

46. Die salaris van 'n onderwyser word, ooreenkomstig die bepalinge van hierdie regulasies, maandeliks betaal: Met dien verstande dat, ten opsigte van 'n onderwyser in 'n permanente hoedanigheid in diens, die salaris vir die maand Desember tesame met die salaris vir die maand November betaal kan word indien 'n skoolkwartaal binne die maand Desember eindig.

Datum waarop salaris begin en eindig.

47. (1) 'n Onderwyser wat tot die diens van die werk-gewer toetree, is, behoudens die bepalinge van hierdie regulasies geregtig op salaris met ingang van die dag waarop hy diens aanvaar tot op die dag waarop sy diens eindig.

(2) Wanneer die diens van 'n onderwyser deur homself of deur die bevoegde gesag beëindig word en nie as gevolg van enige dissiplinêre optrede teen sodanige onderwyser ingevolge hierdie regulasies nie, en sodanige beëindiging tree in werking—

(a) te eniger tyd gedurende 'n skoolkwartaal, ontvang sodanige onderwyser, behoudens die bepalinge van subregulasie (3), salaris tot en met die laaste dag waarop sodanige onderwyser werklik onderwys gegee het;

(b) op die dag onmiddellik na die laaste dag van 'n skoolkwartaal, ontvang sodanige onderwyser salaris tot en met die laaste dag van die kalenderkwartaal waarin sodanige skoolkwartaal gesluit het: Met dien verstande dat, as sodanige skoolkwartaal binne die eerste maand van 'n kalenderkwartaal sluit of as die eersvolgende skoolkwartaal binne dieselfde kalendermaand begin as wat sodanige bovermelde skoolkwartaal geëindig het, sodanige onderwyser salaris ontvang tot en met die laaste dag van die skoolkwartaal waarin sy diens aldus beëindig word.

were satisfactory during such period: Provided further that only one salary increment may be granted to such teacher if his salary is already equal to the second-last notch of the appropriate salary scale.

(7) If a salary increment is not granted in terms of paragraph (b) of sub-regulation (4), paragraph (b) of sub-regulation (5) or sub-regulation (6) to any teacher, the provisions of sub-regulations (2), (3), (4), (5) and (6) shall *mutatis mutandis* become operative afresh.

(8) Subject to the provisions of this regulation, the salary of any teacher to whom a salary increment has been granted in terms of paragraph (b) of sub-regulation (4), paragraph (b) of sub-regulation (5) or sub-regulation (6), shall, after the expiry of each further salary incremental period, be increased by one salary increment within the limits of the salary scale applicable to him.

(9) The incremental date of any teacher on the coming into operation of these regulations, determined in accordance with any regulation repealed by these regulations, shall be deemed to be an incremental date determined in accordance with these regulations.

(10) Notwithstanding anything to the contrary contained in these regulations, salary increments shall be granted subject to any barrier determined by the Minister.

(11) All leave, of whatever nature, either with or without pay, shall count for salary incremental purposes.

Remuneration of any Teacher Acting as Principal.

45. When any teacher acts as principal for a period of not less than one school quarter, he shall be paid a non-pensionable allowance equal to the difference between the salary which he received immediately before he so acted and the salary which he would have received if he occupied such post in a permanent capacity if such latter salary is higher than the former salary: Provided that such allowance shall not exceed R100 per annum in the case of male teachers and R80 per annum in the case of woman teachers.

Method of Payment of Salary.

46. The salary of any teacher shall, in accordance with the provisions of these regulations, be paid monthly: Provided that, in respect of any teacher employed in a permanent capacity, the salary for the month of December may be paid together with the salary for the month of November if a school quarter ends within the month of December.

Date on which Salary Commences and Ends.

47. (1) Any teacher who enters the service of the employer shall, subject to the provisions of these regulations, be entitled to salary as from the date on which he assumes duty until the day on which his services terminate.

(2) When the services of any teacher are terminated either by himself or by the competent authority and not as a result of disciplinary action taken against such teacher in terms of these regulations, and such termination takes effect—

(a) at any time during any school quarter, such teacher shall, subject to the provisions of sub-regulation (3), receive salary up to and including the last day on which such teacher actually taught;

(b) upon the day immediately after the last day of any school quarter, such teacher shall receive salary up to and including the last day of the calendar quarter in which such school quarter ended: Provided that if such school quarter ends within the first month of any calendar quarter or if the succeeding school quarter commences within the same calendar month as such aforementioned school quarter ended, such teacher shall receive salary up to and including the last day of the school quarter in which his services are so terminated.

(3) Wanneer 'n onderwyser sy diens beëindig uit eie beweging, gedurende enige skoolvakansietydperk of op die eerste dag na enige sodanige tydperk, word daar geag dat sodanige onderwyser, vir die toepassing van hierdie regulasie, sy diens beëindig het met ingang van die eerste dag na die laaste dag van die skoolkwartaal wat sodanige skoolvakansietyd voorafgegaan het.

(4) Wanneer 'n onderwyser wat 'n pos by 'n skool beklee, in 'n ander pos in die Departement aangestel word en 'n nuwe salarisskaal word op hom toegepas, word sodanige nuwe salarisskaal van toepassing—

(a) vanaf die datum van diensaanvaarding deur sodanige onderwyser waar sodanige aanstelling in werking tree op enige dag wat nie die eerste dag van 'n skoolkwartaal is nie; en

(b) vanaf die eerste dag van die kalenderkwartaal waarin sodanige dag val wanneer sodanige aanstelling vanaf die eerste dag van enige skoolkwartaal in werking tree: Met dien verstande dat—

(i) indien die voorafgaande skoolkwartaal binne sodanige kalenderkwartaal geëindig het, salaris betaalbaar is vanaf die eerste dag na die sluitingsdag van sodanige voorafgaande skoolkwartaal; en

(ii) indien enige sodanige onderwyser diens aanvaar na die dag waarop sy aanstelling in werking moes getree het en sodanige laat diensaanvaarding word nie goedgekeur nie salaris betaalbaar is van die dag waarop sodanige onderwyser diens aanvaar het.

(5) Wanneer die diens van 'n onderwyser op enige datum ten einde loop omdat hy die voorgeskrewe aftredingsouderdom bereik het, ontvang hy salaris tot en met die dag onmiddellik voor sodanige datum, tensy sy diens behou word tot na sodanige datum, en in dié geval ontvang hy salaris tot en met die laaste dag wat hy in diens aanblyf.

(6) Ondanks andersluidende bepalings in hierdie regulasies vervat, ontvang 'n onderwyser wat 'n pos in 'n permanente hoedanigheid beklee en wat in enige ander Staatsdepartement van die Republiek van Suid-Afrika of in enige ander onderwysdepartement van enige provinsie of die Administrasie van Suidwes-Afrika aangestel of daarheen oorgeplaas word, indien sy diens eindig aan die einde van 'n skoolkwartaal wat eindig gedurende—

(a) 'n kalenderkwartaal, salaris tot en met die laaste dag van sodanige kalenderkwartaal of tot en met die dag onmiddellik voor die datum van sy diensaanvaarding in sy nuwe departement, naamlik die een wat die vroegste is; of

(b) die eerste kalendermaand van 'n kalenderkwartaal, salaris tot en met die laaste dag van sodanige skoolkwartaal of die datum onmiddellik voor die datum van sy diensaanvaarding in sy nuwe departement, naamlik die een wat die vroegste is: Met dien verstande dat, as hy diens in sy nuwe departement aanvaar voor enige datum hierin genoem, hy salaris ontvang slegs tot en met die datum onmiddellik voor die datum van sodanige diensaanvaarding.

(7) Ondanks die bepalings van subregulasie (1),* besluit die Sekretaris in oorleg met die Tesourie of 'n persoon wat in 'n voltijdse hoedanigheid as onderwyser in die diens van die werkgewer aangestel word en wat die werkdag of skooldag onmiddellik voor sodanige aanstelling in die voltijdse diens was van—

(a) 'n universiteit of universiteitskollege in die Republiek van Suid-Afrika; of

(b) 'n provinsiale administrasie; of

(c) 'n staatsdepartement; of

(d) 'n skool of onderwysinrigting wat ingestel is of as 'n staatsondersteunde of private skool erken word kragtens 'n provinsiale ordonnansie of 'n wet wat deur 'n staatsdepartement geadminestreer word; of

(3) When any teacher terminates his services of his own accord during any period of school holidays or upon the first day after any such period, it shall be deemed that such teacher, for the purposes of this regulation, terminated his services as from the first day after the last day of the school quarter that preceded such period of school holidays.

(4) When any teacher who occupies a post at any school, is appointed to any other post in the Department and a new salary scale becomes applicable to him, such new salary scale shall become applicable—

(a) from the date of assumption of duty by such teacher where such appointment becomes effective on any day which is not the first day of a school quarter; and

(b) from the first day of the calendar quarter in which such day falls when such appointment becomes effective from the first day of any school quarter: Provided that—

(i) if the preceding school quarter ended within such calendar quarter, salary shall be payable from the first day after the closing day of such preceding school quarter; and

(ii) if any such teacher assumes duty after the day upon which his appointment was to have taken effect and such late assumption of duty is not approved, salary shall be payable from the day upon which such teacher assumed duty.

(5) When the services of any teacher terminate on any date because he has reached the prescribed retiring age, he shall receive salary up to and including the day immediately before such date, unless his services are retained beyond such date, in which case he shall receive salary up to and including the last day on which he remains in service.

(6) Notwithstanding anything to the contrary contained in these regulations, any teacher, who occupies any post in a permanent capacity and who is appointed or transferred to any other Government department of the Republic of South Africa or to any other education department of any province or the Administration of South West Africa, shall, if his services terminate at the end of any school quarter which ends during—

(a) any calendar quarter, receive salary up to and including the last day of such calendar quarter or up to and including the day immediately before the date of his assumption of duty in his new department, whichever is the earlier; or

(b) the first calendar month of any calendar quarter, receive salary up to and including the last day of such school quarter or the date immediately before the date of his assumption of duty in his new department, whichever is the earlier: Provided that, if he assumes duty in his new department before any date mentioned herein, he shall receive salary only up to and including the date immediately before the date of such assumption of duty.

(7) Notwithstanding the provisions of sub-regulation (1), the Secretary shall decide in consultation with the Treasury whether any person who is appointed in a full-time capacity as a teacher in the service of the employer and who, on the working day or school day immediately before such appointment, was in the full-time employment of—

(a) a university or university college in the Republic of South Africa; or

(b) provincial administration; or

(c) a Government department; or

(d) a school or educational institution established or recognised as a State-aided or private school in terms of a provincial ordinance or any Act administered by a Government department; or

(e) die Suid-Afrikaanse Spoorweë; of

(f) die Administrasie van Suidwes-Afrika;

salaris kan ontvang met ingang van die dag onmiddellik na die datum tot wanneer hy deur die werkgever by wie hy voorheen in diens was, besoldig is.

(8) Wanneer daar van 'n onderwyser wat tot en met die laaste dag van 'n skoolkwartaal in 'n tydelike hoedanigheid in die diens van die werkgever was (of sodanige onderwyser se diens by die werkgever na sodanige datum beëindig is of nie), vereis word om in sodanige diens werksaamhede te aanvaar op 'n dag binne die eerste vier skooldae van die eersvolgende skoolkwartaal, en hy aanvaar diens op enige sodanige dag of as daar aan hom verlot met volle of halwe betaling toegestaan is vir enige tydperk wat sodanige vier dae insluit, is sodanige onderwyser geregtig om salaris te ontvang ten opsigte van die tussenkomende skoolvakansie waarvoor hy nie alreeds besoldig is nie.

Afstand van besoldiging.

48. 'n Onderwyser mag nie sy hele of enige gedeelte van sy besoldiging sonder die skriftelike toestemming van die Sekretaris afstaan nie.

Pensioenaangeleenthede.

49. (1) 'n Blanke onderwyser, wat op proef of in 'n permanente hoedanigheid by 'n skool aangestel is of aangestel word, word vir pensioen- en uitdienstredingsdoeleindes beskou asof hy in diens geneem is in 'n geklassifiseerde pos in die Staatsdiens.

(2) 'n Bantoe-onderwyser wat by die inwerkingtreding van hierdie regulasies by 'n skool in diens is en bydra tot 'n pensioen-, uitdienstredings- of voorsieningsfonds en wat by so 'n skool in diens aanbly, behou sy regte en verpligtings ingevolge enige wet wat op sodanige pensioen-, uitdienstredings- of voorsieningsfonds van toepassing is en hy moet aanhou om tot die betrokke fonds by te dra.

(3) 'n Bantoe-onderwyser wie se pensioen-, uitdienstredings- of voorsieningsfondsvoordele beskerm word kragtens die Wet op Bantoe-onderwys, 1953 (Wet No. 47 van 1953), behou sodanige pensioen-, uitdienstredings- of voorsieningsfondsvoordele as hy sonder onderbreking van sy diens by 'n skool diens aanvaar.

Huisvesting, losies en inwoning.

50. (1) Indien die beheerbeampte dit vereis, moet 'n onderwyser in die amptelike kwartiere verbonde aan 'n skool inwoon en in dié geval is hy onderworpe aan die regulasies of reëls wat op die bewoning van sodanige kwartiere van toepassing is.

(2) 'n Bantoe-onderwyser moet wanneer die beheerbeampte dit van hom vereis in 'n koshuis verbond aan 'n skool inwoon en betaal vir losies en inwoning of vir enige ander gerief of diens wat aan hom verskaf word teen sodanige skaal en op sodanige voorwaardes as wat die Sekretaris in oorleg met die Tesourie bepaal, tensy hy volgens die voorwaardes van sy aanstelling op vry losies en inwoning as deel van sy betaling geregtig is.

(3) Geen bepaling wat in hierdie regulasie vervat is, gee 'n Bantoe-onderwyser wat van kos voorsien word, die reg om te eis dat hy gedurende enige tydperk wat die skool vir 'n skoolvakansie gesluit is, van kos of vergoeding in die plek daarvan voorsien moet word nie, en geen betaling sal ten opsigte van sodanige tydperk waarin so 'n onderwyser nie van kos voorsien word nie, van hom geëis word nie.

(4) 'n Bantoe-onderwyser wat inwoon en toesig moet hou by 'n skoolkoshuis is ten opsigte van sodanige werksaamhede geregtig op afslag ten opsigte van losies en inwoning teen sodanige skaal as wat die Sekretaris van tyd tot tyd in oorleg met die Tesourie bepaal.

(5) Die getal persone wat in 'n koshuis toesig hou, word bepaal volgens 'n basis deur die Minister goedgekeur.

(e) the South African Railways; or

(f) the Administration of South West Africa;

may receive salary with effect from the day immediately after the date up to which he was paid by the employer by whom he was previously employed.

(8) When it is required of any teacher who up to and including the last day of any school quarter was in the service of the employer in a temporary capacity (whether the services of such teacher with the employer were terminated after such date or not) to assume duty in such service on any day within the first four school days of the succeeding school quarter, and he assumes duty on any such day or if leave with full or half pay has been granted to him for any period which includes such four days, such teacher shall be entitled to receive salary in respect of the intervening school holidays for which he has not already been paid.

Cession of Emoluments.

48. A teacher shall not cede the whole or any portion of his emoluments without the written permission of the Secretary.

Pension Matters.

49. (1) Any White teacher, who has been or is appointed on probation or in a permanent capacity at a school, shall, for pension and retirement purposes, be deemed to be employed in a classified post in the Public Service.

(2) Any Bantu teacher who on the coming into operation of these regulations, is in the service of a school and contributes to any pension, retirement or provident fund administered by a provincial administration, and who continues his service at such a school, shall retain his rights and obligations under any law governing such pension, retirement or provident fund, and shall continue to contribute to such fund.

(3) Any Bantu teacher whose pension, retirement or provident fund benefits are protected in terms of the Bantu Education Act, 1953 (Act No. 47 of 1953), shall retain such pension, retirement or provident fund benefits, if he assumes duty at a school without a break in his service.

Housing, Board and Lodging.

50. (1) If the control officer so requires, any teacher shall reside in the official quarters attached to a school, in which case he shall be subject to the regulations or rules applicable to the occupation of such quarters.

(2) Any Bantu teacher shall, whenever required to do so by the control officer, reside in a hostel attached to a school and shall pay for board and lodging or any other facility or service provided for him at such rate and on such conditions as determined by the Secretary in consultation with the Treasury, unless he is entitled according to the conditions of his appointment to free board and lodging as part of his pay.

(3) Nothing in this regulation contained shall entitle any Bantu teacher who is provided with food to claim to be provided with such food or compensation in lieu thereof, during any period that the school is closed for school holidays, and no payment shall be demanded from such teacher in respect of any such period during which he is not provided with food.

(4) Any Bantu teacher who is resident in a school hostel and is required to undertake supervision duties at such hostel shall, in respect of such work, be entitled to remission in respect of board and lodging at such rate as the Secretary in consultation with the Treasury may from time to time determine.

(5) The number of persons who shall undertake supervision duties in any hostel shall be determined in accordance with a basis approved by the Minister.

(6) Nieteenstaande enige bepaling in hierdie regulasie vervat, kan die Sekretaris na goeddunke wanneer die omstandighede dit vereis, 'n kontantbetaling of uitreiking van rantsoene in plaas van afslag of losies magtig.

Reis- en verblyftoelaes, oorplasingkoste en vervoervoorregte.

51. Tensy die Minister anders bepaal, is die Staatsdiensregulasies soos afgekondig by Goewermentskennisgewing No. 2047 van 11 Desember 1959 ten opsigte van verblyftoelaes, amptelike reise, vervoer, oorplasingkoste en vervoervoorregte *mutatis mutandis* van toepassing op onderwysers.

DIENSVORWAARDES VAN BANTOEPERSONEEL (UITGESONDERD ONDERWYSERS) VERBONDE AAN STAATSONDERSTEUNDE SPESIALE BANTOESKOLE.

52. (1) Behoudens spesiale voorsiening in hierdie regulasies gemaak, is die Staatsdiensregulasies soos afgekondig by Goewermentskennisgewing No. 2047 van 11 Desember 1959 en enige wysiging daarvan, ten opsigte van die aanstelling, gradering, besoldiging, bevordering, ontslag, tug, gedrag, bevoegdhede, pligte, diensure, verlof- en ander voorregte van persone in die Staatsdiens *mutatis mutandis* van toepassing op Bantoeperoneel, uitgesonderd onderwysers (hieronder ander Bantoeperoneel genoem) in diens by Staatsondersteunde spesiale Bantoeskole: Met dien verstande dat—

- (a) 'n verwysing in die Staatsdiensregulasies na 'n aanbeveling van die Kommissie vir die doel geag word 'n verwysing te wees na die goedkeuring van die Sekretaris;
- (b) paragraaf (a) nie van toepassing is nie—
 - (i) waar bepaal word dat die aanbeveling van die Kommissie gepaard gaan met die goedkeuring van of raadpleging met die Tesourie;
 - (ii) ten opsigte van die verlofvoorregte van werknemers wie se diensvoorwaardes in ooreenstemming met nywerheids- of dergelike ooreenkomste vasgestel is;
 - (iii) ten opsigte van afwykings van die regulasies betreffende die toestaan van vakansie- en siekteverlof sonder betaling.

Pensioenaangeleenthede, huisvesting, losies en inwoning, en oorplasingkoste en vervoervoorregte.

53. Die bepalings van subregulasies (2) en (3) van regulasie 49, regulasie 50 en regulasie 51 is *mutatis mutandis* van toepassing op ander Bantoeperoneel verbonde aan Staatsondersteunde spesiale Bantoeskole.

(6) Notwithstanding anything contained in this regulation, the Secretary may in his discretion when circumstances so require authorise a cash payment or the issue of rations in lieu of a remission of the charge for board.

Subsistence and Transport Allowances, Transfer Costs and Transport Privileges.

51. Unless the Minister otherwise determines, the Public Service Regulations as published under Government Notice No. 2047 of 11th December, 1959, in respect of subsistence allowances, official journeys, transport, transfer costs and transport privileges shall apply *mutatis mutandis* to teachers.

CONDITIONS OF SERVICE OF BANTU STAFF (EXCLUDING TEACHERS) ATTACHED TO STATE-AIDED SPECIAL BANTU SCHOOLS.

52. (1) Subject to special provision made in these regulations, the Public Service Regulations published under Government Notice No. 2047 of 11th December, 1959, and any amendment thereof, in respect of the appointment, grading, remuneration, promotion, discharge, discipline, conduct, powers, duties, hours of attendance, leave and other privileges of persons in the Public Service, shall apply *mutatis mutandis* to Bantu staff, excluding teachers (hereinafter referred to as other Bantu staff), employed at State-aided special Bantu schools: Provided that—

- (a) a reference in the Public Service Regulations to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Secretary;
- (b) paragraph (a) shall not be applicable—
 - (i) where it is determined that the recommendation of the Commission is coupled with the approval of, or made in consultation with, the Treasury;
 - (ii) in respect of the leave privileges of employees whose conditions of service are fixed in accordance with industrial or similar agreements;
 - (iii) in respect of any departure of the regulations concerning the granting of vacation and sick leave without pay.

Pension Matters, Housing, Board and Lodging, and Transfer Costs and Transport Privileges.

53. The provisions of sub-regulations (2) and (3) of regulation 49, regulation 50 and regulation 51 shall apply *mutatis mutandis* to other Bantu staff attached to State-aided special Bantu schools.

INHOUD.

No.

BLADSY

**Departement van Bantoe-onderwys.
GOEWERMENSKENNISGEWING.**

R.1419. Regulasies met Betrekking tot die Aanstelling, Gradering, Bevordering, Oorplasing, Ontslag, Tug, Gedrag, Bevoegdhede, Pligte, Diensure, Verlof- en Ander Voorregte, Uitdienstredings- en Pensioenvoordele en Diensvoorwaardes, met Inbegrip van die Bewoning van Amptelike Wonings, Inwoning in Koshuise en Afslag op Losies ten Opsigte van Toesigdiens, van Personeel in Diens by Spesiale Staatsbantoeskole en Staats-Ondersteunde, Spesiale Bantoeskole ...

1

CONTENTS.

No.

PAGE

**Department of Bantu Education.
GOVERNMENT NOTICE.**

R.1419. Regulations Regarding the Appointment, Grading, Promotion, Transfer, Discharge, Discipline, Conduct, Powers, Duties, Hours of Attendance, Leave and Other Privileges, Retirement and Pension Benefits and the Conditions of Service, Including the Occupation of Official Residences, Residence in Hostels and Reduction of Boarding Fees in Respect of Supervisory Services, of Staff Employed at Special Government Bantu Schools and State-aided Special Bantu Schools ...

1

Koop Nasionale Spaarsertifikate
Buy National Savings Certificates