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PRETORIA, 15 OCTOBER 1965.
15 OKTOBER

[No. 1257.

PROCLAMATION

BY THE STATE PRESIDENT OF THE REPUBLIC OF
SOUTH AFRICA.

No. R. 248, 1965.]

COMMENCEMENT OF THE CORRESPONDENCE COLLEGES ACT, 1965.

I hereby declare, under and by virtue of the powers vested in me by section *forty-three* of the Correspondence Colleges Act, 1965 (Act No. 59 of 1965), that the provisions of the said Act shall come into operation on the 15th October, 1965.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this Second day of October, One thousand Nine hundred and Sixty-five.

C. R. SWART,
State President.

By Order of the State President-in-Council.

J. DE KLERK.

GOVERNMENT NOTICES.

DEPARTMENT OF RAILWAYS, HARBOURS AND AIRWAYS.

No. R. 1589.]

[15 October 1965.

AMENDMENT OF THE OFFICIAL HARBOUR TARIFF BOOK OF DUES AND CHARGES AT THE HARBOURS OF THE REPUBLIC OF SOUTH AFRICA AND OF SOUTH WEST AFRICA.

It has been decided with effect from 1st October, 1965, to amend the *Official Harbour Tariff Book of Dues and Charges* at the Harbours of the Republic of South Africa and of South West Africa, which came into force on the 14th February, 1961, as follows:—

Clause 21 (a).—Substitute 48·50c for 46·67c appearing in the second line.

Amendment No. 18.]

A—7157264

PROKLAMASIE

VAN DIE STAATSPRESIDENT VAN DIE REPUBLIEK
VAN SUID-AFRIKA.

No. R. 248, 1965.]

INWERKINGTREDING VAN DIE WET OP KORRESPONDENSIEKOLLEGES, 1965.

Kragtens die bevoegdheid my verleen by artikel *drie-en-veertig* van die Wet op Korrespondensiekolleges, 1965 (Wet No. 59 van 1965), verklaar ek hierby dat die bepalinge van genoemde Wet op 15 Oktober 1965, in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Tweede dag van Oktober Eenduisend Negehonderd Vyf-en-sestig.

C. R. SWART,
Staatspresident.

Op las van die Staatspresident-in-rade.

J. DE KLERK.

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN SPOORWEE, HAWENS EN LUGDIENS.

No. R. 1589.]

[15 Oktober 1965.

WYSIGING VAN DIE OFFISIËLE HAWETARIEF- BOEK VAN REGTE EN KOSTE BY DIE HAWENS VAN DIE REPUBLIEK VAN SUID- AFRIKA EN VAN SUIDWES-AFRIKA.

Daar is besluit om die *Offisiële Hawetariefboek van Regte en Koste* by die Hawens van die Republiek van Suid-Afrika en van Suidwes-Afrika, wat op 14 Februarie 1961, in werking getree het, met ingang 1 Oktober 1965, soos volg te wysig:—

Subklousule 21 (a).—Vervang 46·67c deur 48·50c in die tweede reël.

Wysiging No. 18.]

1—1257

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING.

No. R. 1592.]

[15 October 1965.]

REGULATIONS RELATING TO THE GRADING OF FRESH PEACHES INTENDED TO BE USED FOR PROCESSING IN A FACTORY. — AMENDMENT.

The State President has, under the powers vested in him by section forty-three of the Marketing Act, 1937 (Act No. 26 of 1937), as amended, amended the regulations relating to the grading of fresh peaches intended for processing in a factory, as published under Government Notice No. R. 2104 of the 18th December, 1964, as set out in the Schedule hereto.

SCHEDULE.

The regulations published by Government Notice No. R. 2104 of the 18th December, 1964, are hereby amended as follows:—

1. Regulation 1 is hereby amended by the insertion after the definition of "processing" of the following definition—

"(xiii) *bis* 'reasonable trimming' means trimming to remove any surface blemish from a peach half, after lye peeling, so that such half more or less retains its normal shape; (xii) *bis*".

2. Regulation 3 is hereby amended by the substitution for sub-regulations (1) and (2) of the following sub-regulations respectively:—

"(1) *Canning Grade* shall consist of sound, well-formed, reasonably firm, reasonably mature, reasonably clean clingstone peaches with a minimum diameter of $2\frac{3}{8}$ inch and which are free from insect infestation, reasonably free from minor defects, and free or practically free from blemishes, with a yellow colour and free from an undue green tint: Provided that only blemishes which require not more than reasonable trimming on one half of the peach only, shall be allowed if the other half is completely free from any blemishes: Provided further that not more than 10 per cent of the peaches with such blemishes in a consignment of clingstone peaches shall be included in Canning Grade, and if the consignment contains more than 10 per cent peaches with such blemishes, the rest of the peaches with such blemishes shall be Second Grade.

(2) *Second Grade* shall consist of—

(a) sound, well-formed, reasonably firm, reasonably mature, reasonably clean clingstone peaches with a minimum diameter of $2\frac{1}{8}$ inch, and which are free from insect infestation, reasonably free from minor defects and free from blemishes with a yellow colour and free from an undue green tint;

(b) clingstone peaches with a minimum diameter of $2\frac{3}{8}$ inch which conform to the requirements for Canning Grade, excluding the requirements in respect of blemishes: Provided that blemishes which require more than reasonable trimming on one half of the peach only, shall be allowed if the other half is completely free from any blemishes, or if blemishes appear on both halves of the peach, only blemishes which require not more than reasonable trimming, shall be allowed;

and shall also include that portion of a consignment which shall be Second Grade in the circumstances as contemplated in sub-regulation (1)."

DEPARTEMENT VAN LANDBOU-EKONOMIE EN -BEMARKING.

No. R. 1592.]

[15 Oktober 1965.]

REGULASIES MET BETREKKING TOT DIE GRADERING VAN VARS PERSKES BEDOEL VIR VERWERKING IN 'N FABRIEK. — WYSIGING.

Die Staatspresident het, kragtens die bevoegdheid hom verleen by artikel drie-en-veertig van die Bemerkingswet, 1937 (Wet No. 26 van 1937), soos gewysig, die regulasies met betrekking tot die gradering van vars perskes bedoel vir verwerking in 'n fabriek, soos afgekondig by Goewermmentskennisgewing No. R. 2104 van 18 Desember 1964, gewysig soos in die Bylae hiervan uiteengesit.

BYLAE.

Die regulasies gepubliseer in die Bylae by Goewermmentskennisgewing No. R. 2104 van 18 Desember 1964 word hierby soos volg gewysig:—

1. Regulasie 1 word hierby gewysig deur na die omskrywing van „oorryp” die volgende omskrywing in te voeg:—

„(xii) *bis*, redelike afwerking’, afwerking om enige uitwendige letsels van 'n perskehelfte te verwyder nadat dit looggeskil is, sodat die helfte naasteby sy normale vorm behou; (xiii) *bis*”.

2. Regulasie 3 word hierby gewysig deur subregulasies (1) en (2) deur die volgende subregulasies onderskeidelik te vervang:—

„(1) *Inmaakgraad* moet bestaan uit gesonde, goed-gevormde, redelike ferm, redelike ryp, redelike skoon taaiperskes met 'n minimum deursnee van $2\frac{3}{8}$ duim en wat vry van insekbesmetting, redelik vry van geringe gebreke, en vry of feitlik vry van letsels is, 'n geel kleur het en vry is van 'n oormatige groen skynsel: Met dien verstande dat slegs letsels wat nie meer nie as redelike afwerking op net een helfte van die perske vereis, toegelaat mag word, indien die ander helfte heeltemal sonder letsels is: Met dier verstande voorts dat hoogstens 10 persent van die perskes met sodanige letsels in 'n besending taaiperskes by Inmaakgraad ingesluit mag word, en dat indien die besending meer as 10 persent perskes met sodanige letsels bevat die res van die perskes met sodanige letsels tweedegraad moet wees.

(2) *Tweedegraad* moet bestaan uit—

(a) gesonde, goedgevormde, redelike ferm, redelik ryp, redelike skoon taaiperskes met 'n minimum deursnee van $2\frac{1}{8}$ duim en wat vry van insekbesmetting, redelik vry van geringe gebreke en vry van letsels is, 'n geel kleur het en vry is van 'n oormatige groen skynsel;

(b) taaiperskes met 'n minimum deursnee van $2\frac{3}{8}$ duim wat voldoen aan die vereistes vir Inmaakgraad, uitgesonderd die vereistes te opsigte van letsels: Met dien verstande dat letsels wat meer as redelike afwerking op net een helfte van die perske vereis, toegelaat mag word indien die ander helfte heeltemal sonder letsels is, of dat, indien letsels op albei helfte van die perske voorkom, slegs letsels wat nie meer nie as redelike afwerking vereis, toegelaat mag word;

en sluit ook in daardie gedeelte van 'n besending taaiperskes wat Tweedegraad moet wees in die omstandighede soos in subregulasie (1) beoog word.

DEPARTMENT OF LABOUR.

No. R. 1586.]

[15 October 1965.]

WAGE ACT, No. 5 OF 1957.

WAGE DETERMINATION No. 266.

METAL CONTAINERS AND ALLIED PRODUCTS
INDUSTRY, CERTAIN AREAS.

The following corrections to Government Notice No. R. 1420 of the 17th September, 1965, are published:—

In the Afrikaans Version.

Clause 1.—“Gebied en bestek van vasstelling”.

Substitute the word “gebiede” for the word “gebied” where it appears in the introductory paragraph.

Clause 2 (1).—“Woordomskrywing”.

(vi) “,bediener van ’n mobiele hystoestel”.

Substitute the word “laai” for the word “laat”.

(ix) “,bedryfsinrigting”.

Substitute the word “Metaalhouer-” for the word “Metaalhouers-”.

(xi) “,chauffeur”.

Delete the comma after the word “handelsreisiger”.

(xxi) “,graad II-werknemer”.

Item (14).

Substitute the figure “(22)” for the figure “(24)”.

(xlii) “,metaalhouer- en aanverwante produktenywerheid”.

Substitute the word “of” for the word “en” where it appears after the word “metaalhouers”.

Clause 4.—“Betaling van besoldiging”.

Sub-clause (4).—“Koop van goedere”.

(a) Insert the word “plek” after the word “winkel”.

(b) Insert a comma between the words “winkel” and “plek”.

Clause 5.—“Werkure, gewone en oortydure en betaling vir oortyd”.

(a) Sub-clause (1).—“Gewone werkure”.

Paragraph (a).

Sub-paragraph (i).

Substitute the word “Saterdag” for the word “Vrydag”.

(b) Sub-clause (3).—“Etenspouses”.

Paragraph (i).

Substitute the word “Afdelingsinspekteur” for the word “Afdelings-inspekteur”.

(c) Sub-clause (8).—“Beperking op oortydwerk”.

(i) Renumber the first paragraph of this sub-clause by substituting the letter “(a)” for the letter “(d)”.

(ii) Paragraph (b).—“Addisionele oortydwerk”.

Sub-paragraph (iii) (bb).

Substituting the word “metaalhouers” for the words “metaal houers”.

(d) Sub-clause (10).—“Voorbehoudsbepalings”.

Paragraph (g) (i).

Substitute the word “geen” for the word “gen”.

Clause 8.—“Openbare vakansiedae en Sondae”.

(a) Sub-clause (1).

Substitute the word “Hemelvaartsdag” for the word “Hemelvaartsdag”.

DEPARTEMENT VAN ARBEID.

No R. 1586.]

[15 Oktober 1965.]

LOONWET, No. 5 VAN 1957.

LOONVASSTELLING No. 266.

METAALHOUER- EN AANVERWANTEPRODUKTE-
NYWERHEID, SEKERE GEBIEDE.

Die volgende verbeterings aan Goewermementskennisgewing No. R. 1420 van 17 September 1965 word gepubliseer:—

In die Afrikaanse teks.

Klousule 1.—Gebied en bestek van vasstelling.

In die inleidende paragraaf vervang die woord „gebied” deur die woord „gebiede”.

Klousule 2 (1).—Woordomskrywing.

(vi) „bediener van ’n mobiele hystoestel”.

Vervang die woord „laat” deur die woord „laai”.

(ix) „bedryfsinrigting”.

Vervang die woord „Metaalhouers-” deur die woord „Metaalhouer-”.

(xi) „chauffeur”.

Skrap die komma na die woord „handelsreisiger”.

(xxi) „graad II-werknemer”.

Item (14).

Vervang die syfer „(24)” deur die syfer „(22)”.

(xlii) „metaalhouer- en aanverwante produktenywerheid”.

Vervang die woord „en” waar dit na die woord „metaalhouers” verskyn, deur die woord „of”.

Klousule 4.—Betaling van besoldiging.

Subklousule (4).—Koop van goedere.

(a) Voeg die woord „plek” na die woord „winkel” in.

(b) Voeg ’n komma tussen die woorde „winkel” en „plek” in.

Klousule 5.—Werkure, gewone en oortydure en betaling vir oortyd.

(a) Subklousule (1).—Gewone werkure.

Paragraaf (a).

Subparagraaf (i).

Vervang die woord „Vrydag” deur die woord „Saterdag”.

(b) Subklousule (3).—Etenspouses.

Paragraaf (i).

Vervang die woord „Afdelings-inspekteur” deur die woord „Afdelingsinspekteur”.

(c) Subklousule (8).—Beperking op oortydwerk.

(i) Hernommer die eerste paragraaf van hierdie subklousule deur die letter „(d)” te vervang deur die letter „(a)”.

(ii) Paragraaf (b).—Addisionele oortydwerk.

Subparagraaf (iii) (bb).

Vervang die woorde „metaal houers” deur die woord „metaalhouers”.

(d) Subklousule (10).—Voorbehoudsbepalings.

Paragraaf (g) (i).

Vervang die woord „gen” deur die woord „geen”.

Klousule (8).—Openbare vakansiedae en Sondae.

(a) Subklousule (1).

Vervang die woord „Hemelvaartsdag” deur die woord „Hemelvaartdag”.

(b) *Sub-clause (2).*

Substitute the words "daar van" for the word "daar-van".

Clause 9.—"Stukwerk en kommissiewerk".

Sub-clause (6).

Substitute the word "handelsreisiger" for the word "reisiger".

In the English Version.

Clause 2 (1).—Definitions.

(i) "allied products".

Substitute the word "mean" for the word "means".

(xlvii) "setter-up".

Substitute the word "adjustments" for the word "adjustment" where it appears for the last time.

(b) *Subklousule (2).*

Vervang die woord „daarvan” deur die woorde „daar van”.

Klousule 9.—*Stukwerk en kommissiewerk.*

Subklousule (6).

Vervang die woord „reisiger” deur die woord „handels-reisiger”.

In die Engelse teks.

Klousule 2 (1).—„Definitions”.

(i) „allied products”.

Vervang die woord „means” deur die woord „mean”.

(xlvii) „setter-up”.

Vervang die woord „adjustment” waar dit vir die laaste maal verskyn, deur die woord „adjustments”.

No. R. 1587.]

[15 October 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, TRANSVAAL.

EXTENSION OF MAIN AGREEMENT.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby, in terms of sub-paragraph (i) of paragraph (a) of sub-section (4) of section forty-eight of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices No. 2360 of the 21st December, 1956, No. 958 of the 28th June, 1957, No. 1516 of the 27th September, 1957, No. 1735 of the 1st November, 1957, No. 351 of the 7th March, 1958, No. 1119 of the 8th August, 1958, No. 136 of the 30th January, 1959, No. 584 of the 24th April, 1959, No. 1337 of the 28th August, 1959, No. 1938 of the 27th November, 1959, No. 412 of the 25th March, 1960, No. 2130 of the 30th December, 1960, No. 657 of the 27th April, 1962, No. 1755 of the 26th October, 1962, No. 591 of the 26th April, 1963 and No. R. 562 of the 23rd April, 1965, by a further period of 32 months ending on the 30th June, 1968.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 1587.]

[15 Oktober 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, TRANSVAAL.

VERLENGING VAN HOOFOOREENKOMS.

Namens die Minister van Arbeid, verleng ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subparagraaf (i) van paragraaf (a) van subartikel (4) van artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermments kennisgewings No. 2360 van 21 Desember 1956, No. 958 van 28 Junie 1957, No. 1516 van 27 September 1957, No. 1735 van 1 November 1957, No. 351 van 7 Maart 1958, No. 1119 van 8 Augustus 1958, No. 136 van 30 Januarie 1959, No. 584 van 24 April 1959, No. 1337 van 28 Augustus 1959, No. 1938 van 27 November 1959, No. 412 van 25 Maart 1960, No. 2130 van 30 Desember 1960, No. 657 van 27 April 1962, No. 1755 van 26 Oktober 1962, No. 591 van 26 April 1963 en No. R. 562 van 23 April 1965 met 'n verdere tydperk van 32 maande eindigende op 30 Junie 1968.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 1588.]

[15 October 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, TRANSVAAL.

EXTENSION OF PROVIDENT FUND AGREEMENT.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby, in terms of sub-paragraph (i) of paragraph (a) of sub-section (4) of section forty-eight of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices No. 1172 of the 2nd August, 1957, No. 1515 of the 27th September, 1957, No. 1734 of the 1st November, 1957, No. 352 of the 7th March, 1958, No. 137 of the 30th January, 1959, No. 585 of the 24th April, 1959, No. 1338 of the 28th August, 1959, No. 411 of the 25th March, 1960, No. 431 of the 10th March, 1961, No. 658 of the 27th April, 1962, No. 1754 of the 26th October, 1962, No. 664 of the 10th May, 1963 and No. R. 561 of the 23rd April, 1965, by a further period of 32 months ending on the 30th June, 1968.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 1588.]

[15 October 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, TRANSVAAL.

VERLENGING VAN VOORSORGFONDS-OOREENKOMS.

Namens die Minister van Arbeid, verleng ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subparagraaf (i) van paragraaf (a) van subartikel (4) van artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermments kennisgewings No. 1172 van 2 Augustus 1957, No. 1515 van 27 September 1957, No. 1734 van 1 November 1957, No. 352 van 7 Maart 1958, No. 137 van 30 Januarie 1959, No. 585 van 24 April 1959, No. 1338 van 28 Augustus 1959, No. 411 van 25 Maart 1960, No. 431 van 10 Maart 1961, No. 658 van 27 April 1962, No. 1754 van 26 Oktober 1962, No. 664 van 10 Mei 1963 en No. R. 561 van 23 April 1965, met 'n verdere tydperk van 32 maande eindigende op 30 Junie 1968.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 1591.]

[15 October 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

MUNICIPAL UNDERTAKING, VANDERBIJLPARK.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby in terms of paragraph (a) of sub-section (1) as applied by sub-section (9) of section *forty-eight* of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Municipal Undertaking of Vanderbijlpark shall be binding from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, upon the employer who and the trade union which entered into the said Agreement and upon the employees who are members of the said union.

A. E. TROLLIP,
Minister of Labour.

SCHEDULE

CONCILIATION BOARD AGREEMENT

in accordance with the Industrial Conciliation Act, 1956, made and entered into by and between the

City Council of Vanderbijlpark
(hereinafter called "the Council"), of the one part, and
The South African Association of Municipal Employees (Non-Political)
(hereinafter called "the Association"), of the other part,
being the parties to the Conciliation Board appointed by the Minister of Labour on 7th May, 1965.

CONDITIONS OF LEAVE.

1. SCOPE OF APPLICATION OF AGREEMENT.

The provisions of this Agreement shall be observed in the municipal area of Vanderbijlpark by the Council and by all employees of the Council who are members of the Association.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister of Labour in terms of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, and shall remain in force for a period of two years from such date or for such period as may be determined by him.

3. DEFINITIONS.

Any words and expressions which are used in these conditions of leave shall have the various meanings assigned to them through practice, usage and Ordinances Nos. 17 of 1939 and 40 of 1960, unless the context indicates otherwise, and—

"head of a department" means the Town Clerk or any other employee who is responsible to the Council or the Town Clerk for the administration of a department, or an employee who at the time legally acts in such capacity;

"public holiday" means, subject to all amendments to Act No. 5 of 1952, New Year's Day, Van Riebeeck Day, Good Friday, Easter Monday, Ascension Day, Republic Day, Family Day, Settlers' Day, Kruger Day, Day of the Covenant, Christmas Day, Boxing Day and any other day which may be proclaimed by statute;

"Employee" means a person employed by or who works for the Council and receives remuneration or is entitled to remuneration;

"Year of Service" means the date of entering the service of the Council or an anniversary thereof until the next anniversary of such date.

4. All leave credit, leave granted and leave taken shall be entered in a leave register kept for such purpose. The Town Treasurer shall be in charge of such register which shall be open for inspection by the employee at all reasonable times during office hours.

5. For the purposes of these conditions of leave the employees of the Council shall be divided into the following groups:—

Group A.—Heads of departments and other employees who by resolution of the Council, in consultation with the Association, shall be included in this group.

Group B.—Employees not falling under groups A and C.

Group C.—Learners, apprentices and other employees who by resolution of the Council, in consultation with the Association, shall be included in this group.

No. R. 1591.]

[15 Oktober 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

MUNISIPALE ONDERNEMING, VANDERBIJLPARK.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens paragraaf (a) van subartikel (1), soos toegepas by subartikel (9) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Munisipale Onderneming, Vanderbijlpark, betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde tweede Maandag eindig, bindend is vir die werkgewer en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werknemers wat lede van genoemde vereniging is.

A. E. TROLLIP,
Minister van Arbeid.

BYLAE.

VERSOENINGSRAADOOREENKOMS

ingevoelge die bepalings van die Wet op Nywerheidsversoening, 1956, soos gewysig, gesluit en aangegaan deur en tussen

Die Stadsraad van Vanderbijlpark
(hieronder "die Raad" genoem), aan die een kant, en
The South African Association of Municipal Employees (Non-Political)
(hieronder "die Vereniging" genoem), aan die ander kant,
wat die partye is by die Versoeningsraad wat op 7 Mei 1965 deur die Minister van Arbeid ingestel is.

VERLOFVOORWAARDES.

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS.

Die bepalings van hierdie ooreenkoms moet in die munisipale gebied van Vanderbijlpark nagekom word deur die Raad en deur dié werknemers van die Raad wat lede van die Vereniging is.

2. GELDIGHEIDSDUUR VAN DIE OOREENKOMS.

Hierdie ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, mag vasstel en bly van krag vir 'n tydperk van twee jaar vanaf daardie datum of vir dié tydperk wat hy mag bepaal.

3. WOORDOMSKRYWING.

Die woorde en uitdrukkings wat in hierdie verloffoorwaardes gebruik word, het die onderskeie betekenisse wat aan hulle deur gewoonte, gebruik en Ordonnansies Nos. 17 van 1939 en 40 van 1960 geheg word, tensy die sinsverband anders aandui en beteken:—

„Hoof van 'n Departement" die Stadsklerk of 'n ander werknemer wat aan die Raad of aan die Stadsklerk verantwoordelik is vir die administrasie van 'n departement, of 'n werknemer wat vir die oomblik wettiglik in daardie hoedanigheid waarneem;

„openbare vakansiedag", behoudens alle wysigings van Wet No. 5 van 1951, Nuwejaarsdag, Van Riebeeckdag, Goeie Vrydag, Paasmaandag, Hemelvaartdag, Republiekdag, Gesinsdag, Setlaarsdag, Krugerdag, Gelofte dag, Kersdag, Tweede-Kersdag en alle ander wat van tyd tot tyd wetlik ingestel word;

„werknemer" 'n persoon in diens by of wat werk vir die Raad en wat besoldiging ontvang of op besoldiging geregtig is;

„diensjaar" die datum vanaf toetreding tot die Raad se diens of 'n verjaardag daarvan tot die eersvolgende verjaardag van sodanige datum.

4. Alle verlof te goed, verlof toegestaan en verlof geneem, moet in 'n verlofregister vir die doel daarop nagehou, aangeteken word. Sodanig register moet onder die beheer van die Stads-tesourier wees en moet op alle redelike tye gedurende kantoorure ter insae van die werknemer lê.

5. Vir die toepassing van hierdie verloffoorwaardes word die werknemers van die Raad in die volgende groepe ingedeel:—

Groep „A".—Hoofde van departemente en ander werknemers wat by besluit van die Raad in oorlegpleging met die Vereniging, in hierdie groep ingesluit word;

Groep „B".—Werknemers wat nie onder groep „A" en „C" ressorteer nie;

Groep „C".—Leerjongens, vakleerlinge en ander werknemers wat by besluit van die Raad in oorlegpleging met die Vereniging, in hierdie groep ingesluit word.

6. Leave of absence from work on days of work shall be grouped as follows:—

- (a) Holiday leave;
- (b) special leave;
- (c) sick leave.

7. For the purpose of this chapter leave shall be as follows:—

Employee group.	Holiday leave.	Special leave.	Sick leave.
"A".....	42 days per year...	In terms of paragraphs 9 to 14	120 days on full pay and 120 days on half pay in 3 year period.
"B".....	35 days per year...		
"C".....	28 days per year...		

and subject to paragraphs 8 (c) and 19 (b) an employee shall on completion of a year of service be credited with holiday leave for such year of service.

8. (a) Subject to the requirements of the service of the Council and subject to the provisions of paragraphs 16 to 20 holiday leave on full pay shall be granted to an employee in terms of paragraph 7.

(b) Subject to the provisions of paragraphs 17 (a) and (d) an employee shall take annually not less than the following number of days of the period of holiday leave in respect of every completed year of service and within the ensuing year of service:—

Group A.—28 days of which not less than 21 days shall be consecutive.

Group B.—25 days of which not less than 21 days shall be consecutive.

Group C.—21 days of which not less than 14 days shall be consecutive.

(c) Subject to the provisions of sub-paragraph (b) holiday leave, calculated monthly on a pro rata basis, may also be taken in casual periods during any year of service including the first year of service.

(d) Subject to the provisions of sub-paragraph (e) and of paragraph 17 (d) the remaining portion of holiday leave which an employee has to his credit on the last day of any completed year of service shall be for—

- employees in Group A, not more than 180 days,
- employees in Group B, not more than 150 days,
- employees in Group C, not more than 120 days.

(e) The Council may at its discretion and by resolution permit an employee to let his leave accrue for a definite purpose in excess of the number of days provided for in sub-paragraph (d) hereof, in respect of which accrued leave no outpayment shall be made at termination of service.

9. Should an employee be temporarily unable to perform his duties as the result of an accident to which the provisions of the Workmen's Compensation Act, Act No. 30 of 1941, or an amendment thereof, may be applicable, or which is covered by the Council's insurance policy for employees who are not workmen in accordance with the meaning of the Act (notwithstanding anything to the contrary contained in the contract of service of the latter with the Council), such employee shall be granted special leave on full pay for the period during which he is unable to perform his duties.

10. Special leave on full pay shall be granted to an employee for the following purposes:—

- (a) To undergo compulsory extended training in or to serve in the Active Citizen Force, the Defence Force or an Allied Force;
- (b) to undergo voluntary extended training in or to serve in the Active Citizen Force, the Defence Force or an Allied Force provided the Council's permission is received prior to enlistment;
- (c) to serve in the Police Force as a C-type reservist provided the Council's permission is received prior to enlistment;
- (d) to sit for an examination in connection with an approved course of study;
- (e) to attend in his capacity as delegate or alternate, meetings or conferences in Southern Africa in connection with his occupation or work or conditions of service after having been duly nominated by the Council or organisation concerned to attend such meetings or conferences;
- (f) to act as member of a jury when required to do so;
- (g) to appear before a court as witness provided he is subpoenaed;
- (h) to remain under quarantine in accordance with a medical order, subject to permission by the Council's medical officer of health;

6. Verlof tot afwesigheid van diens op werkdag word soos volg ingedeel:—

- (a) Vakansieverlof;
- (b) spesiale verlof;
- (c) siekteverlof.

7. Vir die toepassing van hierdie hoofstuk is die verlof soos volg

Werknemer groep.	Vakansieverlof.	Spesialeverlof.	Siekteverlof.
"A".....	42 dae per jaar....	Ooreenkomstig paragraaf 9 tot 14	120 dae met volle besoldiging en 120 dae met halfbesoldiging in tydperk van 3 jaar.
"B".....	35 dae per jaar....		
"C".....	28 dae per jaar....		

en behoudens die bepalings van paragraaf 8 (c) en 19 (b) word 'n werknemer by voltooiing van 'n diensjaar vir daardie diensjaar met vakansieverlof gekrediteer.

8. (a) Onderhewig aan die vereistes van die Raad se diens en behoudens die bepalings van paragraaf 16 tot 20, word vakansieverlof met volle besoldiging aan 'n werknemer toegestaan ooreenkomstig paragraaf 7.

(b) Behoudens die bepalings van paragraaf 17 (a) en (d), word minstens die volgende aantal dae van die tydperk van vakansieverlof jaarliks ten opsigte van elke voltooide diensjaar en binne die eersvolgende diensjaar deur 'n werknemer geneem.

Group A.—28 dae waarvan minstens 21 dae aaneenlopend moet wees.

Group B.—25 dae waarvan minstens 21 dae aaneenlopend moet wees.

Group C.—21 dae waarvan minstens 14 dae aaneenlopend moet wees.

(c) Behoudens die bepalings van subparagraaf (b) kan vakansieverlof, maandeliks op 'n pro rata basis bereken, ook in geleentheidstydperke tydens enige diensjaar, met inbegrip van die eerste diensjaar, geneem word.

(d) Behoudens die bepalings van subparagraaf (e) en van paragraaf 17 (d) mag die oorblywende gedeelte vakansieverlof wat 'n werknemer op die laaste dag van enige voltooide diensjaar te goed het, vir—

werknemers in groep A nie meer as 180 dae,

werknemers in groep B nie meer as 150 dae,

werknemers in groep C nie meer as 120 dae,

wees nie.

(e) Die Raad kan na sy goedgekenke en by besluit toelaat dat 'n werknemer sy verlof vir 'n bepaalde doel laat ooploop bo die aantal dae wat by subparagraaf (d) hiervan bepaal word, ter opsigte van welke aldus opgehoopde verlof geen uitbetaling by uitdienstreding gemaak sal word nie.

9. Indien 'n werknemer tydelik nie in staat is om sy pligt uit te voer nie weens 'n ongeluk waarop die bepalings van die Ongevalwet, No. 30 van 1941, of 'n wysiging daarvan, van toepassing is, of wat gedek word deur die Raad se versekeringspoli vir werknemers wat nie werksmense ingevolge die betekenis van die Wet is nie (ondanks enigiets vervat in laasgenoemde se diens kontrak met die Raad), word aan sodanige werknemer spesiale verlof met volle besoldiging toegestaan vir die tydperk waarin hy nie in staat was om sy pligte te vervul nie.

10. Spesiale verlof met volle besoldiging word vir die volgende doeleindes aan 'n werknemer toegestaan:—

- (a) Om in die aktiewe burgermag, die verdedigingsmag of 'n geallieerde mag verpligte verlengde opleiding te ontvang om diens te doen;
- (b) om in die aktiewe burgermag, die verdedigingsmag of 'n geallieerde mag vrywillige verlengde opleiding te ontvang om diens te doen mits die Raad se goedkeuring voor aan sluiting verkry is;
- (c) om in die Polisie as C-tipe reservis diens te doen mits die Raad se goedkeuring voor aansluiting verkry is;
- (d) om 'n eksamen in verband met 'n goedgekeurde kursus te lê;
- (e) om as afgevaardigde of plaasvervanger vergaderings of konferensies in Suidelike Afrika by te woon in verband met 'n beroep of werk of diensvoorwaardes wanneer hy behoortlik deur die Raad of betrokke organisasie benoem is om dit te doen;
- (f) om as Jurielid op te tree wanneer dit van hom vereis word;
- (g) om as getuie voor die hof te verskyn mits hy gedagvaar word;
- (h) om onder kwarantyn te bly ingevolge 'n mediese opdrag onderworpe aan die goedkeuring van die Raad se mediese gesondheidsbeampte;

(i) to prepare for an examination or to attend classes for purposes of study: Provided that—

- (i) one day only shall be granted for each subject of an approved course, in which an examination is actually written, with a maximum of 6 days per year; and
- (ii) on the recommendation of the Town Clerk and after consultation with the head of the department concerned a maximum of 12 days per year shall be granted in order to attend classes which are normally offered during working hours only.

11. Special leave shall be granted to an employee to undergo compulsory basic military training. Such employee shall receive 75 per cent of his remuneration during the period of such military training provided he undertakes in writing to remain in the service of the Council after completion of his training for a period equal to the period of training; provided that failure by an employee to comply with such undertaking shall empower the Council to recover from him the total amount paid to him in terms of the provisions of this paragraph.

12. Special leave which shall not be accruable shall be granted to the incumbents of the following posts in compensation for attendance at meetings:—

- (i) Town Clerk and Clerk of the Council: 14 days per year.
- (ii) All Heads of Departments, Committee Clerks, the Assistant Clerk of the Council and the Administrative Assistant in the Department of the Clerk of the Council: 7 days per year.

13. Special leave may be granted to an employee under any other circumstances for such periods and on such conditions as may be decided by the Council; provided that no period of leave without pay shall be deemed to be service for purposes of leave in terms of these provisions.

14. An employee shall be entitled to sick leave in terms of paragraph 7 in respect of each successive period of 3 years—the first period to be calculated as from the date on which the employee is engaged. Any portion not taken during this period shall accrue to him; provided that where an employee has taken 168 successive days' sick leave on full pay and where he needs additional uninterrupted sick leave he shall first exhaust all his holiday leave before becoming entitled to such additional leave. Provided further that sick leave on half pay shall be granted only after all sick leave on full pay has been exhausted; and provided further that sick leave on half pay shall be granted only after all sick leave on full pay has been exhausted; and provided further that an employee may be required to undergo a medical examination and that he shall not be entitled to additional sick leave unless the doctor is of the opinion that the leave will enable him to recover to such an extent that he will be able to resume his normal duties.

15. (a) Illness during absence on holiday leave shall interrupt the holiday leave which shall then be extended by the period of illness in accordance with the medical certificate.

(b) Holiday leave shall not be granted so as to be concurrent with any period of sick leave already granted.

16. (a) All applications for sick leave shall be made in writing on the form provided by the Council and the period from the date of the application until the commencement of the leave (except sick leave) shall not be less than the period of leave; provided that a shorter period may be allowed under exceptional circumstances.

(b) Applications shall be made by the employee to the Head of the department concerned, by the Head to the Town Clerk and by the Town Clerk to the Management Committee.

(c) An application for sick leave for more than 3 days shall be supported by a medical certificate completed in such manner as to enable the Council to judge whether or not the applicant is healthy enough to perform his duties, and that the period of leave for which application is made is essential for his recovery: Provided that in cases where the Town Clerk is satisfied that the absence of an employee may be ascribed in good faith to illness and is also satisfied that there are good reasons why no medical certificate can be submitted he may at his discretion exempt the employee from the requirement of submitting the medical certificate for sick leave for a period of not more than 7 days. The Council may require the employee to be examined at any time by a registered medical practitioner nominated by the Council.

(d) Sick leave shall be granted only in respect of some indisposition, illness or injury which cannot be ascribed to any irregular or immoral way of life, disorderly conduct, participation in sport for financial gain or money prizes or the employee's own carelessness or gross and wilful misconduct.

(e) Notwithstanding the provisions of paragraph (c) above the Council may require the submission of a medical certificate in support of an application for sick leave for a period of 3 days or less and shall pay for the certificate should it support the application.

(f) om hom voor te berei vir die afle van 'n eksamen of om klasse vir studiedoeleindes by te woon: Met dien verstande dat—

- (i) slegs 1 dag vir elke vak van 'n goedgekeurde kursus waarin eksamen werklik afgelê word, met 'n maksimum van 6 dae per jaar, toegestaan sal word; en
- (ii) op aanbeveling van die Stadsklerk en na oorlegpleging met die betrokke departementshoof, 'n maksimum van 12 dae per jaar toegestaan sal word vir die bywoning van klasse wat slegs gedurende normale werkure aan gebied word.

11. Spesiale verlof word aan 'n werknemer toegestaan om verpligte basiese militêre opleiding te ontvang. Sodanige werknemer ontvang 75 persent van sy besoldiging gedurende die tydperk van sodanige opleiding mits hy skriftelik onderneem om na voltooiing van sy opleiding in die Raad se diens aan te bly vir 'n tydperk gelykstaande aan die tydperk van opleiding: Met dien verstande dat versuim deur 'n werknemer om hierdie onderneeming na te kom aan die Raad die reg gee om die totale bedrag ooreenkomstig die bepalings van hierdie paragraaf aan hom betaal, van hom te verhaal.

12. Spesiale verlof wat nie ophoopbaar is nie, ter vergoeding vir die bywoning van vergaderings word aan bekleërs van die volgende poste toegestaan, soos aangedui:—

- (i) Stadsklerk en Klerk van die Raad: 14 dae per jaar.
- (ii) Alle Hoofde van Departemente, Komiteeklerke, die Assistent Klerk van die Raad en die Administratiewe Assistent in die Klerk van die Raad se departement: 7 dae per jaar.

13. Spesiale verlof kan onder ander omstandighede aan 'n werknemer toegestaan word vir sodanige tydperke en op sodanige voorwaardes as wat die Raad besluit: Met dien verstande dat geen tydperk van verlof sonder besoldiging beskou word as diens vir verlofdoeleindes ingevolge hierdie bepalings nie.

14. 'n Werknemer is geregtig op siekteverlof ooreenkomstig paragraaf 7 ten opsigte van iedere agtereenvolgende tydperk van drie jaar—die eerste tydperk bereken te word met ingang van die datum waarop die werknemer aangestel is. Enige gedeelte wat nie in hierdie tydperk geneem word nie, hoop op: Met dien verstande dat wanneer 'n werknemer 168 agtereenvolgende dae siekteverlof met volle besoldiging geneem het en as hy addisionele ononderbroke siekteverlof nodig het, hy eers al sy vakansieverlof moet uitput voordat hy op sodanige addisionele verlof geregtig word: Met dien verstande voorts dat siekteverlof met half besoldiging toegestaan sal word slegs nadat alle siekteverlof met volle besoldiging uitgeput is; en met dien verstande voorts dat siekteverlof met half besoldiging toegestaan sal word slegs nadat alle siekteverlof met volle besoldiging uitgeput is; en met dien verstande voorts dat dit van die werknemer vereis kan word dat hy hom aan geneeskundige ondersoek moet onderwerp en dat hy nie op addisionele siekteverlof geregtig sal wees nie tensy die dokter meen dat die verlof hom in so 'n mate sal laat herstel dat hy sy normale werk kan hervat.

15. (a) Siekte gedurende afwesigheid met vakansieverlof onderbreek die vakansieverlof wat dan verleng word met die tydperk van siekte ooreenkomstig die doktersertifikaat.

(b) Vakansieverlof mag nie toegestaan word sodat dit saamval met enige tydperk van siekteverlof wat reeds toegestaan is nie.

16. (a) Alle aansoeke om verlof geskied skriftelik op die vorm deur die Raad verskaf en die tydperk van die datum van die aansoek af tot die begin van die verlof (uitgesonderd siekteverlof) mag nie korter as die verloftydperk wees nie; met dien verstande dat 'n korter tydperk onder buitengewone omstandighede toegelaat kan word.

(b) Aansoek word deur die werknemer by die hoof van die betrokke departement gedoen, deur die hoof by die Stadsklerk en deur die Stadsklerk by die Bestuurskomitee.

(c) 'n Aansoek om siekteverlof vir meer as drie dae vereis ondersteuning deur 'n doktersertifikaat op so 'n wyse opgestel dat dit die Raad in staat stel om te kan oordeel of die applikant gesond genoeg is om sy werk te doen of nie, en dat die verloftydperk waarom aansoek gedoen word vir hom noodsaaklik is om te herstel: Met dien verstande dat in gevalle waar die Stadsklerk oortuig is dat die afwesigheid van 'n werknemer *bona fide* toe te skryf is aan siekte en ook oortuig is dat daar goeie redes bestaan waarom geen doktersertifikaat voorgelê kan word nie, hy na goeie dinge die werknemer kan onthef van die verpligting om die doktersertifikaat voor te lê vir siekteverlof vir 'n periode van hoogstens sewe dae. Die Raad kan die werknemer te enige tyd deur 'n geregistreerde praktiserende geneesheer deur die Raad aangewys, laat ondersoek.

(d) Siekteverlof word slegs toegestaan ten opsigte van een of ander ongesteldheid, siekte of letsel wat nie toe te skrywe is aan ongereelde of onsedelike lewenswyse, wanordelike gedrag, deelneming aan sport om geldelike beloning of geldpryse of die werknemer se eie nalatigheid of growwe en opsetlike wangedrag nie.

(e) Nieteenstaande die bepalings van paragraaf (c) hierbo, kan die Raad vereis dat 'n doktersertifikaat voorgelê word ter ondersteuning van 'n aansoek om siekteverlof vir 'n tydperk van drie dae of minder, en betaal vir die sertifikaat as dit die aansoek ondersteun.

17. (a) Leave which has been granted may be cancelled or postponed at any time by the Management Committee if it is deemed necessary in the interests of the Council. The employee concerned shall, however, be compensated by the Council for irrecoverable expenses or obligations incurred by him before being notified of such cancellation or postponement; and if an employee whose leave has been interrupted is required to travel in order to resume duty the cost of his outward and return journey shall be repaid and he shall be deemed to be on duty whilst travelling. Cancellation or postponement shall be in writing.

(b) The Head of the department, the Town Clerk or the Management Committee (as the case may be) is empowered to approve applications for leave, except applications for special leave in terms of paragraph 13.

(c) If it is impossible for the Head of a department, the Town Clerk or the Management Committee (as the case may be) due to exceptional circumstances, to approve an employee's application for leave, the circumstances and the refusal shall be notified to the Council.

(d) If an employee is not permitted to take the holiday leave for which he applied he shall be credited with the leave which has not been taken in addition to the maximum laid down in paragraph 8 (d) and he may take such leave at a later date, subject to these conditions of service.

(e) Any leave or portion of such leave granted to an employee may at his request be cancelled at any time by the authority which granted it and he shall be credited with the unused leave in the leave register.

18. Where an employee is granted more leave by mistake but in good faith than permitted by these provisions and if such leave has been taken, such excess leave may be deducted from leave which may accrue to him at a later date.

19. (a) An employee who has been granted leave is entitled to receive on the last day of work before such leave is about to commence the salary or wages which would otherwise have been paid to him during the period in respect of which leave had been granted to him.

(b) On termination of service—

- (i) a pro rata portion of holiday leave in respect of any uncompleted year of service shall be credited to the employee and added to leave which may already stand to his credit;
- (ii) the value of holiday leave which has not been taken shall be paid to the employee or if service is terminated by death, to his estate;
- (iii) in order to calculate the value of holiday leave in terms of the provisions of this Agreement all days except New Year's Day, Good Friday, Ascension Day, Day of the Covenant, and Christmas Day shall be deemed to be holiday leave.

(c) Except on termination of service no payment for leave shall be made to an employee for leave which has not been taken.

20. Sundays and public holidays, except New Year's Day, Good Friday, Ascension Day, Day of the Covenant and Christmas Day, which occur during holiday leave applied for shall be deemed to be holiday leave.

21. A leave bonus in accordance with the leave bonus scheme of the Council shall be paid to an employee on taking the consecutive period of leave laid down in paragraph 8 (b).

22. On the date of commencement of this Agreement every employee in the service of the Council shall be credited with the number of days of accrued or pro rata leave which shall accrue to him on the said date in accordance with any provisions of leave applicable to him until such date and as contained in the official leave register and records of the Council.

23. No amounts whatsoever shall be recovered after the date of commencement of this Agreement in respect of any leave approved or granted prior to such date or in respect of which any amounts have been paid.

Signed at Vanderbijlpark this third day of September, 1965.

J. J. LLOYD,
B. VAN ECK,
S. C. TROLLIP,
Trade Union Representatives.

T. E. BOTHA,
Chairman.

P. G. G. UYS,
Secretary.

J. H. DU PLESSIS,
J. M. VAN ROOYEN,
A. F. THOMPSON,
City Council Representatives.

17. (a) Verlof wat toegestaan is, kan te eniger tyd deur die Bestuurskomitee teruggetrek of uitgestel word as dit in belang van die Raad nodig geag word. Die betrokke werknemer word egter deur die Raad vergoed vir onverhaalbare uitgawe of verpligtings deur hom aangegaan voordat hy van die terugtrekking of uitstel in kennis gestel is; en as 'n werknemer wie se verlof onderbreek word moet reis ten einde diens te hervat, word sy onkoste vir die heen-en-terugreis betaal en word dit geag dat hy diens doen terwyl hy reis. Terugtrekking of uitstel geskied skriftelik.

(b) Die hoof van die departement, die Stadsklerk of the Bestuurskomitee (na gelang van die geval) is bevoeg om aansoeke goed te keur, uitgesonderd aansoeke om spesiale verlof ingevolge paragraaf 13.

(c) Indien dit weens buitengewone omstandighede vir die hoof van 'n departement, die Stadsklerk of vir die Bestuurskomitee (na gelang van die geval) onmoontlik is om 'n werknemer se aansoek om verlof goed te keur, word die omstandighede en die weiering van die Raad gerapporteer.

(d) Indien 'n werknemer nie toegelaat word om vakansieverlof waarom hy aansoek gedoen het te neem nie, word hy met die verlof wat nie geneem is nie gekrediteer bo en behalwe die maksimum vasgestel by paragraaf 8 (d) en kan hy dit later neem, onderworpe aan hierdie diensvoorwaardes.

(e) Verlof of enige gedeelte van verlof wat aan 'n werknemer toegestaan is, kan te eniger tyd op sy versoek teruggetrek word deur die gesag wat dit toegestaan het, en hy word met die ongebruikte verlof in die verlofregister gekrediteer.

18. Wanneer aan 'n werknemer per abuis maar te goeder trou meer verlof toegestaan en deur hom geneem is as wat hierdie bepaling toelaat, kan sodanige verlof te veel toegestaan, afgetrek word van verlof wat later aan hom toekom.

19. (a) 'n Werknemer aan wie verlof toegestaan is, is daarop geregtig om op die laaste werksdag voordat sodanige verlof 'n aanvang neem, die salaris of loon te ontvang wat andersins gedurende die tydperk ten opsigte waarvan aan hom verlof toegestaan is, aan hom betaal sou word.

(b) By beëindiging van diens—

- (i) word 'n pro rata deel van vakansieverlof ten opsigte van enige onvoltoeide jaar van diens tot die werknemer se krediet geplaas en bygevoeg by verlof wat reeds te goed mag wees;
- (ii) word die waarde van vakansieverlof wat nie geneem is nie, aan die werknemer betaal, of as diens weens dood beëindig is, aan sy boedel;
- (iii) om die waarde van vakansieverlof ingevolge die bepaling van hierdie ooreenkoms te bereken, word alle dae, behalwe Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Gelofte dag en Kersdag, as vakansieverlof gereken.

(c) Behalwe by beëindiging van diens, word geen betaling vir verlof wat nie geneem is nie, aan 'n werknemer gedoen nie.

20. Sondae en openbare vakansiedae behalwe Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Gelofte dag en Kersdag binne 'n tydperk van vakansieverlof aangevra, word as vakansieverlof gereken.

21. 'n Verlofbonus ooreenkomstig die Raad se verlobonus-skema word aan 'n werknemer betaal wanneer hy die ononderbroke tydperk van verlof waarvoor daar in paragraaf 8 (b) voorsiening gemaak is, neem.

22. Op die datum van inwerkingtreding van hierdie ooreenkoms word elke werknemer in die Raad se diens gekrediteer met die aantal dae opgehoorte of pro rata verlof wat hom op gesegde datum toekom ingevolge enige verlofbepalings wat tot op daardie datum op hom van toepassing is, en soos dit in die Raad se amptelike verlofregisters en rekords vervat is.

23. Geen bedrae hoegenaamd word na die datum van inwerkingtreding van hierdie ooreenkoms verhaal ten opsigte van enige verlof wat voor gesegde datum goedgekeur of toegestaan is of ten opsigte waarvan uitbetalings gemaak is nie.

Geteken te Vanderbijlpark hede die derde dag van September 1965.

J. J. LOYD,
B. VAN ECK,
S. C. TROLLIP,
Verteenwoordigers van die Werknemersorganisasie.

T. E. BOTHA,
Voorsitter.

P. G. G. UYS,
Sekretaris.

J. H. DU PLESSIS,
J. M. VAN ROOYEN,
A. F. THOMPSON,
Verteenwoordigers van die Stadsraad.

DEPARTMENT OF JUSTICE.

No. R. 1590.]

[15 October 1965.

PUBLICATION OF PARTICULARS IN TERMS OF SECTION TEN TER OF THE SUPPRESSION OF COMMUNISM ACT, 1950 (ACT No. 44 OF 1950), AS AMENDED.

The Minister of Justice has, by virtue of the powers vested in him by section ten ter of the Suppression of Communism Act, 1950 (Act No. 44 of 1950), as amended, approved the publication in the *Government Gazette* of the undermentioned particulars of notices issued in terms of paragraph (e) of sub-section (1) of section five or sub-section (1) of section nine of the said Act whereby certain persons were prohibited from attending gatherings:—

A.	B.	C.	D.	E.
Name. Naam.	Address mentioned in Notice. Adres in kennisgewing vermeld.	Section in terms of which Notice was issued. Artikel ingevolge waarvan kennisgewing uitgereik is.	Date on which Notice was delivered to the person mentioned in Column A. Datum waarop die kennisgewing aan die persoon genoem in kolom A oorhandig is.	Date on which Notice Expires. Datum waarop kennisgewing verstryk.
Peake, George Edward.....	20 Keppel Street,/-straat, Woodstock, Cape Town/Kaapstad	9 (1)	3/9/65	31/8/70
Seperepere, Maropeng Hosea.....	25 Sixth Avenue/Sesde Laan, Alexandra Bantu Township/-Bantoeoord, Johannesburg	5 (1) (e)	20/9/65	30/9/70

DEPARTEMENT VAN JUSTISIE.

No. R. 1590.]

[15 Oktober 1965.

AFKONDIGING VAN BESONDERHEDE INGEVOLGE ARTIKEL TIEN TER VAN DIE WET OP DIE ONDERDRUKKING VAN KOMMUNISME, 1950 (WET No. 44 VAN 1950), SOOS GEWYSIG.

Die Minister van Justisie het kragtens die bevoegdheid hom verleen by artikel tien ter van die Wet op die Onderdrukking van Kommunisme, 1950 (Wet No. 44 van 1950), soos gewysig, sy goedkeuring geheg aan die afkondiging in die *Staatskoerant* van onderstaande besonderhede van kennisgewings wat ingevolge paragraaf (e) van subartikel (1) van artikel vyf of subartikel (1) van artikel nege van genoemde Wet uitgereik is en waarby sekere persone verbied is om byeenkomste by te woon:—

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	Above 2 lb. up to 7 lb.	30c
	Above 7 lb. up to 11 lb.	60c
	Above 11 lb. up to 22 lb.	110c

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	Above 8 oz. up to 1 lb.	7c
	For every additional lb. or fraction thereof up to 11 lb.	7c

For Basutoland, Swaziland, Mozambique.....	7c per lb.
For Bechuanaland Protectorate.....	7c per lb. (Kazungula 16c per lb.).
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N.B.—The postage rates on letters, postcards, aerogrammes, printed papers, commercial papers and samples to destinations in the African Postal Union [Angola; Basutoland; the Bechuanaland Protectorate; Burundi; Congo, Republic of (Leopoldville); Malagasy Republic; Malawi (formerly Nyasaland); Mozambique; South West Africa; Rhodesia; Swaziland; Zambia (formerly Northern Rhodesia)] are the same as those within South Africa for surface and air mail, respectively.

* A C.O.D. service is also available to and from the following countries of the African Postal Union: Malawi (formerly Nyasaland), Mozambique, Rhodesia and Zambia (formerly Northern Rhodesia).

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Lugbriewe.....	2½c elk.
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	Bo 2 lb. tot 7 lb.	30c
	Bo 7 lb. tot 11 lb.	60c
	Bo 11 lb. tot 22 lb.	110c

(b) Pakkette (behalwe lugpakkette) gepos in Suid-Afrika vir aflewering in Suidwes-Afrika	Tot 8 onse.....	5c
	Bo 8 onse tot 1 lb.	7c
	Vir elke bykomende lb. of gedeelte daarvan tot 11 lb.	7c

Vir Basutoland, Swaziland, Mosambiek.....	7c per lb.
Betsjoeanaland-protectoraat	7c per lb. (Kazungula 16c per lb.).
Pakkette (landbou).....	2½c per lb.
Pakkette (lugpos).....	10c per ½ lb.
*K.B.A.-geld.....	Vir handelsbedrae tot en met R2..... 15c Vir elke bykomende R2 of gedeelte daarvan..... 2½c

†Pakketversekeringsgeld....	Versekerings- gelde.	Maksimum vergoeding.
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L.W.—Die postariewe op briewe, poskaarte, lugbriewe, drukwerk, handelstukke en monsters na bestemmings in die Posunie van Afrika [Angola; Basutoland; Betsjoeanaland-protectoraat; Burundi; Kongo, Republiek (Leopoldstad); Malawi (voorheen Njassaland); Malgassiese Republiek; Mosambiek; Rhodesië; Suidwes-Afrika; Swaziland; Zambië (voorheen Noord-Rhodesië)] is dieselfde as dié binne Suid-Afrika vir land- en lugpos, onderskeidelik.

* 'n K.B.A.-diens is ook beskikbaar na en van die volgende lande van die Posunie van Afrika: Malawi (voorheen Njassaland), Mosambiek, Rhodesië en Zambië (voorheen Noord-Rhodesië).

† 'n Versekerde pakketiëns is ook beskikbaar na Malawi (voorheen Njassaland), Mosambiek, Rhodesië en Zambië (voorheen Noord-Rhodesië). Pakkette vir Malawi, Rhodesië en Zambië kan egter nie vir meer as R120 verseker word nie en vir Mosambiek vir R233.

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