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EXTRAORDINARY



BUITENGEWONE

REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE
STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA



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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R.1839.]

[11th October 1968.

APPRENTICESHIP ACT, 1944, AS AMENDED

**DURBAN HAIRDRESSING
APPRENTICESHIP COMMITTEE**

The following Government Notice is hereby republished
for general information:

„No. 339.]

[5th March, 1937.

**APPRENTICESHIP ACT, NO. 26 OF 1922,
AS AMENDED**

ESTABLISHMENT OF COMMITTEE

I, JAN HENDRIK HOFMEYER, Minister of Labour and Social Welfare, acting in pursuance of and subject to the provisions of section eleven of the Apprenticeship Act, No. 26 of 1922, as amended, hereby, with effect from the date of this notice, establish for the Municipal Area of Durban, an Apprenticeship Committee to be known as the Durban Hairdressing Apprenticeship Committee, consisting of representatives and alternate representatives chosen by—

- (a) the Durban Hairdressers' Employers' Association (Gent's),
- (b) the Ladies' Hairdressing Employers' Organization, Durban, and
- (c) the Natal Hairdressers' Employees' Industrial Union,

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R.1839.]

[11 Oktober 1968.

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

**DURBANSE VAKLEERLINGSKAPKOMITEE
VIR DIE HAARSNIERSBEDRYF**

Die volgende Goewermentskennisgewing word hierby
vir algemene inligting herpubliseer:

„No. 339.]

[5 Maart 1937.

**„VAKLEERLINGEN WET”, NO. 26 VAN 1922,
SOOS GEWYSIG**

INSTELLING VAN 'N KOMITEE

EK, JAN HENDRIK HOFMEYER, Minister van Arbeid en Volkswelsyn, handelende kragtens en volgens die bepalings van artikel elf van die „Vakleerlingen Wet”, No. 26 van 1922, soos gewysig, stel hierby in vir die Munisipale Gebied, Durban, vanaf die datum van hierdie kennisgewing, 'n Vakleerlingskapkomitee bekend as die Durbanse Vakleerlingskapkomitee vir die Haarsnyersbedryf, bestaande uit verteenwoordigers en plaasvervangende verteenwoordigers gekies deur—

- (a) die „Durban Hairdressers' Employers' Association (Gent's),
- (b) die „Ladies' Hairdressing Employers' Organization, Durban”, en
- (c) die „Natal Hairdressers' Employees' Industrial Union”,

to advise me in accordance with the said Act, as amended, on all matters connected with the conditions governing apprenticeship in the Hairdressing Industry in the said municipal area.

JAN H. HOFMEYER,
Minister of Labour and Social Welfare."

No. R.1840.]

[11th October 1968.

APPRENTICESHIP ACT, 1944, AS AMENDED

DURBAN HAIRDRESSING APPRENTICESHIP COMMITTEE: PROPOSED WITHDRAWAL AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, MARAIS VILJOEN, Minister of Labour, acting in terms of section 16 of the Apprenticeship Act, 1944, as amended, propose to—

- (i) withdraw Government Notices No. 1247 of 20 August 1937, No. 580 of 14 April 1944, No. 89 of 11 January 1946 (in so far as it relates to the Durban Hairdressing Apprenticeship Committee), No. 2144 of 24 August 1951, No. 1234 of 7 August 1959, No. 201 of 10 February 1961 (in so far as it relates to the said Committee), and No. R.1483 of 30 September 1966 as applied by Government Notice No. R.276 of 3 March 1967;
- (ii) designate for the Industry and area for which the said Committee was established by Government Notice No. 339 of 5 March 1937 the under-mentioned trades as trades in respect of which the Act shall apply:

Trades:

Gentlemen's Hairdressing

Ladies' Hairdressing;

- (iii) prescribe the conditions set out hereunder as conditions of apprenticeship in respect of the trades specified in paragraph (ii) in the Industry and area for which the said Committee was established; and
- (iv) determine that clauses 3, 4, 5, 6 and 7 of the conditions set out hereunder shall from the date of prescription thereof also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area for which the said Committee was established.

CONDITIONS

1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship shall be 16 years and Standard VII or a statement of attainment issued by or on behalf of the school attended by the prospective apprentice reflecting a pass at Standard VII level in the subjects Afrikaans, English, Arithmetic or General Mathematics and at least one other subject.

2. PERIOD OF APPRENTICESHIP

The period of apprenticeship shall be four years in both designated trades.

om my raad te gee, in ooreenstemming met die genoemde Wet, soos gewysig, op alle aangeleenthede in verband met voorwaardes geldende vir leerlingskap in die Haarsnyersbedryf in die gemelde munisipale gebied Durban.

JAN H. HOFMEYER,
Minister van Arbeid en Volkswelsyn."

No. R.1840.]

[11 Oktober 1968.

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

DURBANSE VAKLEERLINGSKAPKOMITEE VIR DIE HAARSNIERSBEDRYF: VOORGENOME INTREKKING EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, MARAIS VILJOEN, Minister van Arbeid, handelende kragtens artikel 16 van die Wet op Vakleerlinge, 1944, soos gewysig, is voornemens om—

- (i) Goewermmentskennisgewings No. 1247 van 20 Augustus 1937, No. 580 van 14 April 1944, No. 89 van 11 Januarie 1946 (vir sover dit betrekking het op die Durbanse Vakleerlingskapkomitee vir die Haarsnyersbedryf), No. 2144 van 24 Augustus 1951, No. 1234 van 7 Augustus 1959, No. 201 van 10 Februarie 1961 (vir sover dit betrekking het op gemelde Komitee), en No. R.1483 van 30 September 1966 soos toegepas by Goewermmentskennisgewing No. R.276 van 3 Maart 1967, in te trek;
- (ii) ondergemelde ambagte as ambagte ten opsigte waarvan die Wet van toepassing is, aan te wys in die bedryf en gebied waarvoor gemelde Komitee ingestel is by Goewermmentskennisgewing No. 339 van 5 Maart 1937:

Ambagte:

Dameshaarkappery

Manshaarkappery;

- (iii) die voorwaardes hieronder gemeld, as leervoorwaardes voor te skryf ten opsigte van die ambagte gemeld in paragraaf (ii), in die bedryf en gebied waarvoor gemelde Komitee ingestel is; en
- (iv) te bepaal dat klousules 3, 4, 5, 6 en 7 van die leervoorwaardes hieronder gemeld, vanaf die datum van voorskrywing daarvan ook van toepassing is op vakleerlinge wat in diens is in 'n ambag wat 'n aangewese ambag is of was in die bedryf en gebied waarvoor gemelde Komitee ingestel is.

VOORWAARDES

1. KWALIFIKASIES VIR BEGIN VAN VAKLEERLINGSKAP

Die minimum leeftyd en opvoedkundige kwalifikasies vir die begin van vakleerlingskap is 16 jaar en standerd VII of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die voornemende vakleerling besoek is waarin verklaar word dat hy op die standerd VII peil geslaag het in die vakke Afrikaans, Engels, Rekenkunde of Algemene Wiskunde en minstens een ander vak.

2. LEERTYD

Die leertyd is vier jaar in beide aangewese ambagte.

3. RATES OF WAGES

(a) An employer shall pay an apprentice in the trade "Ladies' Hairdressing" weekly a wage which is not less than that calculated on the following percentages of the highest wage payable to a hairdresser (qualified) in terms of the Industrial Council Agreement for the Hairdressing Trade, Durban:

(i) *A Female Apprentice:*

First year: 35 per cent.
Second year: 42 per cent.
Third year: 55 per cent.
Fourth year: 75 per cent;

of the highest wage prescribed for a female hairdresser (qualified) in the Ladies' Trade.

(ii) *A Male Apprentice:*

First year: 30 per cent.
Second year: 35 per cent.
Third year: 50 per cent.
Fourth year: 60 per cent;

of the highest wage prescribed for a male hairdresser (qualified) in the Ladies' Trade.

(b) An employer shall pay an apprentice in the trade "Gentlemen's Hairdressing" weekly a wage which is not less than that calculated on the following percentages of the highest wage payable to a hairdresser (qualified) in the Men's Trade in terms of the Industrial Council Agreement for the Hairdressing Trade, Durban:

First year: 30 per cent.
Second year: 35 per cent.
Third year: 45 per cent.
Fourth year: 60 per cent.

(c) If the agreement referred to in clauses (a) and (b) has lapsed the wage payable to an apprentice shall be calculated on the highest wage which was payable in terms of the lapsed agreement to a hairdresser (qualified) in the Ladies' Trade or the Men's Trade, as the case may be.

(d) (i) An employer shall supplement the wage prescribed in this clause in respect of every apprentice who is in possession of or attains any of the educational qualifications scheduled in clause 6 (b) or who possesses or attains the National Diploma by an amount not less than that indicated hereunder:

Group I	...	R0.50 per week.
Group II	...	R1.00 per week.
Group III	...	R1.50 per week.
Group IV	...	R2.00 per week.
Group V	...	R2.50 per week.
National Diploma	...	R4.00 per week.

(ii) Any amount to which an apprentice is entitled in terms of sub-paragraph (i) shall, where the relevant certificate is attained during his apprenticeship, be payable as from the date of issue thereof.

(e) If an employer and a prospective major apprentice agree, before entering into a contract of apprenticeship, that remuneration shall be paid at rates higher than those prescribed in this clause, such higher rates of remuneration shall be recorded in the contract and shall be paid to the apprentice.

4. TECHNICAL STUDIES

(a) An apprentice who is not already in possession of the certificate or the alternative qualification prescribed in

3. LONE

(a) 'n Werkgewer moet 'n vakleerling in die ambag „Dameshaarkappery" weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwalfiseer) betaalbaar is ingevolge die nywerheidsraadooreen-koms vir die Haarkappersbedryf, Witwatersrand, soos volg:

(i) *'n Vroulike Vakleerling:*

Eerste jaar: 35 persent
Tweede jaar: 42 persent
Derde jaar: 55 persent
Vierde jaar: 75 persent;

van die hoogste loon wat vir 'n haarkapper (gekwalfiseer), vroulik, in die Damesbedryf voorgeskryf is.

(ii) *'n Manlike vakleerling:*

Eerste jaar: 30 persent
Tweede jaar: 35 persent
Derde jaar: 50 persent
Vierde jaar: 60 persent;

van die hoogste loon wat vir 'n haarkapper (gekwalfiseer), manlik, in die Damesbedryf voorgeskryf is.

(b) 'n Werkgewer moet 'n vakleerling in die ambag „Manshaarkappery" weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwalfiseer) in die Mansbedryf betaalbaar is ingevolge die Nywerheids-raadooreen-koms vir die Haarkappersbedryf, Durban:

Eerste jaar: 30 persent.
Tweede jaar: 35 persent.
Derde jaar: 45 persent.
Vierde jaar: 60 persent.

(c) Indien die ooreenkoms in subklousules (a) en (b) gemeld, verstryk het, moet die besoldiging betaalbaar aan 'n vakleerling bereken word op die hoogste besoldiging wat ingevolge die verstreke ooreenkoms betaalbaar was aan 'n haarkapper (gekwalfiseer) in die Dames- of Mans-bedryf, na gelang van die geval.

(d) (i) 'n Werkgewer moet die loon voorgeskryf in hierdie klousule, ten opsigte van elke vakleerling wat in besit is van of wat enige van die opvoedkundige kwalifikasies in die lys onder klousule 6 (b) gemeld, verwerf, of wat die Nasionale Diploma besit of verwerf, aanvul met minstens die bedrag hieronder genoem:

Groep I	...	R0.50 per week.
Groep II	...	R1.00 per week.
Groep III	...	R1.50 per week.
Groep IV	...	R2.00 per week.
Groep V	...	R2.50 per week.
Nasionale Diploma	...	R4.00 per week.

(ii) Enige bedrag waarop 'n vakleerling ingevolge para-graaf (i) geregtig is, moet, waar die betrokke sertifikaat gedurende sy leertyd verwerf is, betaal word vanaf die datum van uitreiking daarvan.

(e) Indien 'n werkgewer en 'n voornemende meerder-jarige vakleerling, voordat hulle 'n vakleerlingskapkontrak aangaan, ooreenkom dat 'n hoër besoldiging betaal moet word as dié wat in hierdie klousule voorgeskryf word, moet sodanige hoër besoldiging in die kontrak gemeld en aan die vakleerling betaal word.

4. TEGNIESE STUDIES

(a) 'n Vakleerling wat nie alreeds ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek

subclause (b) of this clause, in subjects related to the trade in which he is indentured, shall attend technical classes in the Trade Theory of such trade in accordance with the syllabuses prescribed by the Department of Higher Education and conducted by the nearest technical institution maintained wholly or partly from public funds: Provided that where facilities for class attendance in any course or part thereof do not exist within 12 miles of the apprentice's working place he may in lieu of attendance take a correspondence course conducted by the Witwatersrand Technical College for the said course or part thereof.

(b) An apprentice shall attend technical classes or take correspondence courses until he attains a pass in the Trade Theory relevant to his trade at National Technical Certificate, Part II, level.

(c) Attendance at technical classes shall take place during the ordinary working hours for two hours per week.

(d) An apprentice taking a correspondence course in terms of subclauses (a) and (b) shall, where the Registrar of Apprenticeship has determined a place for the study of such a correspondence course, study at such place and the provisions of subclause (c) shall *mutatis mutandis* apply to such apprentice.

(e) Any apprentice who because of absence on military training in terms of the Defence Act, 1957, as amended, is unable to attend technical classes or follow a correspondence course for at least half an academic year, shall not be required to pursue his studies during such year.

5. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES

(a) An employer shall advance to the technical institution concerned the class or course and examination fees payable by an apprentice who is required to attend any classes or follow correspondence courses or enter for any examination, and may deduct the amount so advanced, from the wages of the apprentice in equal weekly instalments not exceeding R1.00 during a period of twelve months from the date on which the advance was made: Provided that—

- (i) if the apprentice produces a certificate from the institution concerned that he has obtained satisfactory marks for diligence and progress and, subject to authorized absences, attended at least 90 per cent of the possible number of classes, or in the case of a correspondence course satisfactorily completed at least 90 per cent of the full number of papers during that calendar year, the sum deducted in respect of class or course fees shall be refunded to the apprentice by the employer;
- (ii) if an apprentice produces proof that he has passed in any examination subject, the fee deducted from his remuneration in respect of such examination subject, shall be refunded to him by the employer.

6. TRADE TESTS

(a) An apprentice shall undergo a trade test, conducted by the Departments of Labour and of Higher Education, as nearly as practicable at the end of his period of apprenticeship in the practice of the trade in which he is indentured.

is, in besit is van die sertifikaat of die alternatiewe kwalifikasie wat in subklousule (b) van hierdie klousule voorgeskryf word nie moet tegniese klasse bywoon in die Ambagsteorie van sodanige ambag volgens die leergange wat deur die Departement van Hoër Onderwys voorgeskryf word en wat aangebied word by die naaste tegniese inrigting wat uitsluitlik of gedeeltelik uit openbare fondse in stand gehou word: Met dien verstande dat waar daar geen fasiliteite vir die bywoning van klasse in enige kursus of 'n gedeelte daarvan binne 12 myl van die vakleerling se werkplek beskikbaar is nie, hy in plaas van sodanige bywoning 'n korrespondensiekursus mag volg wat deur die Witwatersrandse Tegniese Kollege vir genoemde kursus of 'n gedeelte daarvan gegee word.

(b) 'n Vakleerling moet tegniese klasse bywoon of korrespondensiekursusse volg totdat hy in die Ambagsteorie wat op sy ambag betrekking het geslaag het op die peil van Nasionale Tegniese Sertifikaat, Deel II.

(c) Klasbywoning geskied gedurende die gewone werksure vir twee uur per week.

(d) 'n Vakleerling wat 'n korrespondensiekursus ooreenkomstig die bepalings van subklousules (a) en (b) volg, moet, waar die Registrateur van Vakleerlinge 'n studieplek vir sodanige korrespondensiekursus bepaal het, by sodanige plek studeer, en die bepalings van subklousule (c) is *mutatis mutandis* op sodanige vakleerling van toepassing.

(e) Van 'n vakleerling wat, as gevolg daarvan dat hy militêre opleiding ingevolge die Verdedigingswet, 1957, soos gewysig, moet ondergaan, vir minstens die helfte van 'n akademiese jaar nie in staat is om tegniese klasse by te woon of om 'n korrespondensiekursus te volg nie, word daar nie vereis dat hy sy studies gedurende sodanige jaar voortsit nie.

5. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE

'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursus- en eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word om klasse by te woon of korrespondensiekursusse te volg of vir 'n eksamen in te skryf, en mag die bedrag aldus voorgesket van die loon van die vakleerling aftrek in gelyke weeklikse paaielemente van hoogstens R1.00 gedurende 'n tydperk van twaalf maande vanaf die datum waarop die voorskot gemaak is: Met dien verstande dat—

- (i) indien die vakleerling 'n sertifikaat van die betrokke tegniese inrigting toon waarin verklaar word dat hy bevredigende punte vir ywer en vordering behaal het, en behoudens gemagtigde afwesigheid, minstens 90 persent van die moontlike getal klasse bygewoon het of, in die geval van 'n korrespondensiekursus, minstens 90 persent van die volle getal vraestelle gedurende daardie kalenderjaar bevredigend voltooi het, die bedrag wat ten opsigte van klas- of kursugelde afgetrek is, deur die werkgewer aan die vakleerling terugbetaal moet word;
- (ii) indien 'n vakleerling bewys lewer dat hy in 'n eksamenvak geslaag het, die eksamengeld wat ten opsigte van sodanige eksamenvak van sy besoldiging afgetrek is, deur die werkgewer aan hom terugbetaal moet word.

6. AMBAGSTOETSE

(a) 'n Vakleerling moet so kort moontlik voor die einde van sy tydperk van vakleerlingskap 'n ambagstoets, wat deur die Departement van Arbeid en die Departement van Hoër Onderwys afgeneem word, aflê in die praktyk van die ambag waarvoor hy ingeboek is.

(b) An apprentice who has attained educational qualifications scheduled hereunder or equivalents, may voluntarily undergo a qualifying trade test at a stage not earlier than that indicated in the schedule. A further voluntary test or tests may be undertaken on a date or dates to be determined by the Departments of Labour and of Higher Education.

Educational Qualifications attained prior to or during Apprenticeship	Test may be taken voluntarily
GROUP I Std. IX or equivalent certificate with Mathematics as one subject of success	After 3½ years
GROUP II (a) Matric or equivalent certificate with or without Mathematics as one subject of success (b) National Senior Certificate (non-technical) Matric exemption) with or without Mathematics as one subject of success (c) Trade Theory pass at National Technical Certificate, Part II, level	After 3½ years
GROUP III (a) National Trade School Certificate (b) National Junior Certificate (technical) with Workshop Practice as one subject of success. (c) National Technical Certificate, Part II (d) National Intermediate Certificate (Technology) without Workshop Practice as one subject of success (e) Witwatersrand Technical College School of Hairdressing Fulltime course	After 3 years
GROUP IV (a) National Technical Certificate, Part III (b) National Intermediate Certificate (Technology) with Workshop Practice as one subject of success (c) National Senior Certificate (Technology) without Workshop Practice as one subject of success.	After 2½ years
GROUP V National Senior Certificate (Technology) with Workshop Practice as one subject of success	After 2 years.

(c) A fee of R6 shall be payable by an apprentice in respect of the second or any subsequent qualifying trade test undertaken on a voluntary basis in terms of this clause.

(d) An apprentice undergoing a trade test in terms of this clause shall in respect of the period spent in connection with one voluntary trade test and the compulsory trade test be paid his ordinary remuneration by his employer in respect of such period of absence from work.

(e) A period of absence from work for the purpose of undergoing a trade test in terms of subclauses (a) and (b) of this clause shall not be deemed to be lost time.

7. COURSES OF TRAINING

(a) An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the Schedule to this clause. An apprentice must as far as practicable work under the regular supervision of an artisan qualified to train him in the trade in which he is indentured.

(b) 'n Vakleerling wat die onderwyskwalifikasies wat in onderstaande lys gemeld word of gelykwaardige kwalifikasies verwerf het, mag 'n kwalifiserende ambagstoets vrywillig ondergaan in 'n stadium wat nie vroeër mag wees nie as dié in die lys hieronder gemeld. 'n Verdere vrywillige toets of toetse mag onderneem word op 'n datum of datums wat deur die Departement van Arbeid en die Departement van Hoër Onderwys bepaal word.

Opvoedkundige kwalifikasies behaal voor of gedurende vakleerlingskap	Toets mag vrywillig afgelê word
GROEP I St. IX- of gelykwaardige sertifikaat met Wiskunde as een van die vakke waarin daar geslaag is	Na 3½ jaar
GROEP II (a) Matrikulasie- of gelykwaardige sertifikaat met of sonder Wiskunde as een van die vakke waarin daar geslaag is (b) Nasionale Senior Sertifikaat (nie-tegnies) (Matrikulasievrystelling) met of sonder Wiskunde as een van die vakke waarin daar geslaag is (c) Ambagsteorie waarin daar op die peil van Nasionale Tegniese Sertifikaat, Deel II, geslaag is	Na 3½ jaar
GROEP III (a) Nasionale Ambagskoolsertifikaat (b) Nasionale Junior Sertifikaat (Tegnies) met Werkwinkelpraktik as een van die vakke waarin daar geslaag is (c) Nasionale Tegniese Sertifikaat, Deel II (d) Nasionale Intermediêre Sertifikaat (Tegnologie) sonder Werkwinkelpraktik as een van die vakke waarin daar geslaag is (e) Witwatersrandse Tegniese Kollege Haarkapperskool- voltydse kursus.	Na 3 jaar
GROEP IV (a) Nasionale Tegniese Sertifikaat, Deel III (b) Nasionale Intermediêre Sertifikaat (Tegnologie) met Werkwinkelpraktik as een van die vakke waarin daar geslaag is (c) Nasionale Senior Sertifikaat (Tegnologie) sonder Werkwinkelpraktik as een van die vakke waarin daar geslaag is	Na 2½ jaar
GROEP V Nasionale Senior Sertifikaat (Tegnologie) met Werkwinkelpraktik as een van die vakke waarin daar geslaag is	Na 2 jaar.

(c) 'n Bedrag van R6 is deur 'n vakleerling betaalbaar ten opsigte van die tweede of enige daaropvolgende kwalifiserende ambagstoets wat op 'n vrywillige grondslag kragtens hierdie klousule onderneem word.

(d) 'n Vakleerling wat 'n ambagstoets ingevolge hierdie klousule ondergaan, moet ten opsigte van die tydperk wat bestee word in verband met een vrywillige ambagstoets en die verpligte ambagstoets, sy gewone besoldiging deur sy werkgewer betaal word ten opsigte van sodanige tydperk van afwesigheid van werk.

(e) 'n Tydperk van afwesigheid van werk vir die doel om 'n ambagstoets ingevolge subklousules (a) en (b) van hierdie klousule te ondergaan, word nie geag verlore tyd te wees nie.

7. OPLEIDINGKURSUSSE

'n Werkgewer moet 'n vakleerling die praktiese opleiding in die ambag waarvoor hy ingeboek is, gee volgens die Bylae van hierdie klousule. 'n Vakleerling moet, vir sover prakties moontlik, werk onder die gereelde toesig van 'n ambagsman wat bevoeg is om hom op te lei in die ambag waarvoor hy ingeboek is.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
	TRADE: GENTLEMEN'S HAIRDRESSING		AMBAG: DAMESHAARKAPPERY
	FIRST YEAR		EERSTE JAAR
1.	<i>Department</i>		<i>Houding</i>
(a)	Movements (standing, walking, sitting, handling of tools).	(a)	Bewegings (staan, loop, sit, hantering van gerei).
(b)	The need for relaxation and suitable exercise.	(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.
(c)	Personal cleanliness (body, face, teeth, hands, etc.), prevention of obnoxious odours.	(c)	Persoonlike netheid (liggaam, gesig, tande, hande, ens. Voorkoming van onaangename reuke).
(d)	Personal appearance (hair, overalls, shoes, etc.), emphasizing the necessity of attractive appearance and the advantage of a pleasing personality.	(d)	Persoonlike voorkoms (hare, grimering, oorpakke, skoene, kouse, ens.; klem op die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid).
2.	<i>Approach to client</i>	(e)	Bordwerk.
(a)	Importance of correct reception: Address and clear speech and correct pronunciation; pitch control, variety of tone—in both official languages. Courtesy and civility, ensuring that client has all the comforts available in the salon at his disposal.	2.	<i>Salondiens</i>
(b)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).	(a)	Belangrikheid van goeie taalgebruik, korrekte asemhaling, duidelike uitspraak, stembeheer en stembuiging, toon—in beide landstale.
3.	<i>Sterilization and antiseptics</i>	(b)	Benadering en ontvangs van klant. (Hoflikheid—welwendheid teenoor klant—verseker dat klant alle geriewe wat die salon bied tot haar beskikking het); behoorlike notering van afsprake—persoonlik en per telefoon. Werkverdeling: registerstelsel en eenvoudige boekhoumetodes.
(a)	Methods of sterilization; physical agents, chemical agents; antiseptics and disinfectants.	(c)	Paslike optrede teenoor klant gedurende besoek (persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke).
(b)	Sterilizing brushes, combs and metallic instruments.	3.	<i>Borsel en kam</i>
(c)	Safety precautions.	(a)	Inagname van klant se gerief.
4.	<i>Brush and comb work</i>	(b)	Ontspanne houding—vir haarbewerking en klant.
(a)	Correct use of brush and comb with consideration to comfort of clients; removing hair cuttings from head; dressing hair after haircutting.	(c)	Vermidding van deurmekaarmaak van hare met die oog op stilering van hare.
(b)	Correct method of handling and manipulating comb in hair-cutting.	4.	<i>Harewas</i>
5.	<i>Lathering</i>	(a)	Gebruik van vingerpunte alleenlik. (Naels van redelike lengte.)
(a)	How to prepare lather.	(b)	Metode wat vir die klant die gemaklikste en mees ontspannende is.
(b)	Beneficial purpose of lather.	(c)	Stimulering van klant se hare.
(c)	Correct application of lather and massage with tips of fingers.	(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
6.	<i>Hot compress application</i>	(e)	Uitspoel van seepreste.
(a)	Method of preparing compress; handling and application to client's face.	(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
(b)	Knowledge of beneficial effect.	(g)	Paslike houding van vakleerling teenoor klant.
7.	<i>Shampooing</i>	(h)	Om bespating en beskadiging van die klant se klere te vermy.
(a)	Use of finger tips only (nails of reasonable length).	(i)	Bestudering van kopvel met die oog op gebruik van aangewese haarwasmiddel.
(b)	In relaxing and comfortable manner for client.	5.	<i>Skulpkruille</i>
(c)	Create stimulating effect on client's hair.	(a)	Staande tipe.
(d)	Water correct temperature (frequent testing).	(b)	Leunende tipe.
(e)	Rinse out soapy residue.	(c)	Omkeertipe.
(f)	Avoid splashing water on any part of body other than client's head.		N.B.—Stabiliseer met behulp van knippe of haarnaalde.
(g)	Careful posture of apprentice in handling client.	6.	<i>Ander maniere om krulle te maak</i>
(h)	Avoid wetting and damaging client's apparel.	(a)	Warm tang.
(i)	Study scalp and use of correct shampoo.	(b)	Rollers—verskillende tipes en groottes.
8.	<i>Stropping of razors</i>	7.	<i>Manikuurwerk</i>
	Correct method of holding razor and pressure to be applied in the use of hollow ground and solid type razors and knowledge of suitable types of strops.	(a)	Bekend raak met noodsaaklike apparaat, materiale en hul gebruike.
9.	<i>New strop treatment</i>	(b)	Verwydering van ou naellak van naels.
(a)	Removing outer nap with dry pumice stone.	8.	<i>Eenvoudige setwerk</i>
(b)	Use of lather on strop.		Metodes om skulpkruille so te plaas dat die beoogde resultaat verkry kan word, met die oog op die latere kap van die hare.
(c)	Oil treatment on strop.	9.	<i>Salontoerusting</i>
(d)	Treatment of canvas strop, dry soap and lead methods.	(a)	Algemeen vertroudheid met preparate, chemikalieë en salontoerusting.
10.	<i>Singeing</i>	(b)	Basiese higiëne van apparaat.
(a)	Beneficial effect.	(c)	Hantering en versorging van skeermesse en skêre.
(b)	Manipulation of tape and comb.	10.	<i>Kleursoelmiddels</i>
(c)	Control of flame and singeing of hair.	(a)	Basiese kennis van gebruiklike kleursoelmiddels.
(d)	Removing singed ends.	(b)	Geen metaalhouers.
11.	<i>Frictions and their application</i>	11.	<i>Elementêre vaste golwing</i>
(a)	Knowledge of different types—dry and oily—and their effect.	(a)	Verdeling en basiese teorie van indraai en bewerking.
(b)	Method of application with finger tips.	(b)	Neutralisering:
(c)	Consideration for comfort of client.	(i)	inleiding;
12.	<i>Towel and electrical drying of hair</i>	(ii)	praktiese aanwending van neutraliseermiddel;
(a)	Correct use of towel.	(iii)	kennis van belangrikheid en uitwerking van neutraliseermiddel;
(b)	Consideration for comfort of client.	(iv)	korrekte tydberekening by neutraliseringsproses.
(c)	Controlling heat of electric dryer.	12.	<i>Pruike en halfpruik</i>
(d)	Manipulation of comb or brush in conjunction with air stream.		Hantering van pruik en halfpruik.
13.	<i>Elementary clipper work</i>		
(a)	Knowledge of clipper sizes; where and when they should be used.		
(b)	Knowledge of parts of clipper; cleaning and adjusting hand and electric clippers.		
14.	<i>Elementary razor setting</i>		
(a)	Selection of hone and preparation; care of hone.		
(b)	Manner of holding and stroking razor on hone.		
(c)	Testing razor edge.		
15.	<i>Use of electrical appliances</i>		
(a)	Knowledge of electric clippers, hair dryers and vibrators.		
(b)	Safety precautions.		

Logboek Symbols	Practical Training	Logboek- simbool	Praktiese opleiding
16.	<i>Scissors and comb manipulation</i> (a) Knowledge of sizes of scissors. (b) Correct manipulation of comb and scissors in hair cutting. (c) Correct manipulation of comb and scissors in finger cutting.	13.	<i>Watergolwing</i> (a) Gebruik van korrekte middels. (b) Korrekte maniere van golwing met vingers en kam. (c) Gemak van klant.
17.	<i>Shaving</i> (a) Comfort and preparation of client. (b) Preparation of all implements necessary. (c) Preparation of lather; testing water temperature; application of lather; brush and finger tip methods. (d) Observance of slope and grain of beard and condition of skin; texture of hair. (e) Cleaning face; application of astringents and powder.	14.	<i>Aanwending van tint- en bleikpreparate</i> (a) Aanwending onder toesig. (b) Streepsgewys. (c) Vooraftsing vir allergie. (d) Aanwending op getinte en nie-gekleurde hare. (e) Metodes om tintstof aan te wend, bv. met borsel of aanwender.
18.	<i>Types of massage</i> (a) Knowledge of different types of face and scalp massage (hand and electrical methods); the beneficial effect on face, scalp and client. (b) Knowledge of necessary materials and their function.	(f)	Elementêre beginsels van bleiking. 15. <i>Metodes van haarbehandeling</i> (a) Inleiding. (b) Kennis van gebruiklike behandelingsmetodes. (c) Keuse van behandeling (bv. olie en moderne preparate) en die werking daarvan. (d) Metodes van aanwending (bv. vibrator, hand, moderne stoommetode).
19.	SECOND YEAR <i>Use of tapering (thinning) scissors</i> (a) Knowledge when thinning is necessary. (b) Correct method of thinning hair.	16.	<i>Manikuurwerk</i> (a) Praktiese onderrig. (b) Behandeling van naelrieme. (c) Massering van hande, vingers en manipulasie van litte. (d) Aanwending van naellak. (e) Ander naelbehandelings. (f) Herstel van beskadigde naels.
20.	<i>Advanced shaving</i> Correct handling of razor in four standard positions and strokes used in— (i) free hand stroke; (ii) back hand stroke; (iii) reverse free hand stroke; and (iv) reverse back hand stroke.	17.	<i>Sny en uitdun</i> (a) Kennis van benodigde gerei. (b) Praktiese onderrig en korrekte verdeling, basiese sny, en uitdun met skêre en skeermesse. (c) Kennis van noodsaaklikheid van uitdunning.
21.	<i>Men's haircutting</i> (a) Knowledge of basic styles— (i) the short cut or full crown; (ii) the medium cut; (iii) trims (medium or long); and (iv) pompadours (short, medium or long). (b) Complete practical hair cutting using clippers, scissors, comb and razor. (c) Style to suit features of client.	18.	<i>Intermediêre vaste golwing</i> (a) Verdeling. (b) Keuse van haarsetkrullers. (c) Gebruik van haarpuntpapier. (d) Korrekte indraai. (e) Aanwending van middels. (f) Toetsing van proses van voltooiing van indraai. (g) Korrekte tydberekening. (h) Gebruik van nie-metaalhouer. (i) Korrekte gebruik van haarsetkappie by moderne stoommetode.
22.	<i>Blackhead and waste removal</i> (a) Method of removing blackheads with Comedone Extractor. (b) Removing dead hair with tweezer. (c) Application of hot compress and antiseptics.	19.	<i>Pruike en halfpruik</i> Skoonmaak, hantering en fatsoenering van halfpruik.
23.	THIRD YEAR <i>Physiological characteristics in relation to haircutting and styling</i> Adapting hair style to suit physical features of client.		DERDE JAAR
24.	FOURTH YEAR Revision of work done during first, second and third years of apprenticeship.	20.	<i>Haresny—gevorderd</i> (a) Sny, fatsoenering en uitdun vir beoogde kapsel. (b) Marcel- en blaasgolwing.
	TRADE: LADIES' HAIRDRESSING FIRST YEAR	21.	<i>Bleiking</i> (a) Bleiking. (b) Kennis van sterkte van peroksiede. (c) Uitwerking van peroksiede op hare en kopvel. (d) Reaksie van hare op bleiking. (e) Gevare verbonde aan verkeerde gebruik. (f) Produkte in gebruik om bleikaksie te verhaas. (g) Deeglike verwydering van bleikmiddels en herstel van gebleikte hare. (h) Korrekte tydberekening en toesig.
1.	<i>Deportment</i> (a) Movements (standing, walking, sitting, handling of tools). (b) The need for relaxation and suitable exercise. (c) Personal cleanliness (body, face, teeth, hands, etc.); precaution of obnoxious odours. (d) Personal appearance (hair, make-up, overalls, shoes, stockings, etc.); emphasizing the necessity of attractive appearance and the advantage of a pleasing personality.	22.	<i>Haretint (prakties)</i> (a) Korrekte kleurkeuse; kleurvermenging en byvoeging van peroksied. (b) Toesighouding en tinting. (c) Verwydering van tintmiddel uit hare. (d) Verwydering van tintmiddel van vel. (e) Beoordeling van toestand van hare.
2.	<i>Salon service</i> (a) Importance of good speech, correct breathing, clear enunciation, pitch, control, variety of tone (in both official languages). (b) Approach and reception of client (courtesy, and civility towards client; ensuring that client has all the comforts available in the salon at her disposal). Proper booking of appointments, personal and by phone. Work allocation. Record system and simple system of keeping accounts.	23.	<i>Haarstilering</i> (a) Keuse van kapsel om by fisiese voorkoms van klant te pas. (b) Moderne stilering by kort, medium en lang hare. (c) Gebruik van „postiche” (vals hare).
		24.	<i>Wenkroufatsoenering</i> (a) Uitpluk. (b) Gerei.
		25.	<i>Pruike en halfpruik</i> Skoonmaak, hantering en fatsoenering van pruik en halfpruik.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
(c)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).	26.	VIERDE JAAR Hersiening van werk gedurende eerste, tweede en derde jaar van vakleerlingskap gedoen.
3.	<i>Brushing and combing</i> (a) With consideration to comfort of client. (b) Relaxing manner for hair and client. (c) Avoid disarranging for intended styling.		AMBAG: MANSHAARKAPPERY EERSTE JAAR
4.	<i>Shampooing</i> (a) Use of finger tips only (nails of reasonable length). (b) In relaxing and comfortable manner for client. (c) Create stimulating effect on client's hair. (d) Water correct temperature (frequent testing). (e) Rinse out soapy residue. (f) Avoid splashing water on any part of body, other than client's head.	1.	<i>Houding</i> (a) Bewegings (staan, loop, sit, hantering van gereedskap). (b) Die noodsaaklikheid van ontspanning en geskikte oefening.
	(g) Careful posture of apprentice in handling client. (h) Avoid wetting and damaging client's apparel. (i) Study scalp and use of correct shampoo.	(c)	Persoonlike netheid (liggaam, gesig, tande, hande, ens.). Voorkoming van onaangename reuke.
5.	<i>Pincurls</i> (a) Standing type. (b) Leaning type. (c) Reversing type. N.B.—Stabilize with clips or pins.	(d)	Persoonlike voorkoms (hare, oorpak, skoene, ens.). Beklemtone van die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid.
6.	<i>Other methods of producing curls</i> Rollers—different types and sizes.	2.	<i>Benadering van klant</i> (a) Belangrikheid van korrekte ontvangs, houding en optrede, duidelike spraak en korrekte uitspraak, stembuiging, ens., in beide landstale. Beleefdheid en wellewendheid teenoor klant; verseker dat die klant alle geriewe wat die salon bied tot sy beskikking het.
7.	<i>Manicuring</i> (a) Learning essential implements and materials and their uses. (b) Removal of old varnish from nails.	(b)	Paslike optrede teenoor klant tydens besoek; persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke.
8.	<i>Simple setting</i> Methods of positioning pin curls to produce desired result for eventual style.	3.	<i>Sterilisering en ontsmetting</i> (a) Metodes van ontsmetting; fisiese en chemiese middels, antiseptiese en ontsmettingsmiddels.
9.	<i>Salon equipment</i> (a) General acquaintanceship with preparations, chemicals and salon equipment. (b) Basic hygiene of implements. (c) Handling and care of razors and scissors.	(b)	Sterilisering van borsels, kamme en metaalinstrumente.
10.	<i>Colour rinses</i> (a) Basic knowledge of current colour rinses. (b) No metallic containers.	(c)	Veiligheidsmaatreëls.
11.	<i>Elementary permanent waving</i> (a) Sectioning and basic theory of winding and processing. (b) Neutralizing: (i) introduction; (ii) practical application of neutralizer; (iii) knowledge of importance and effect of neutralizer; and (iv) correct timing of neutralizing process.	4.	<i>Borsel- en kamwerk</i> (a) Korrekte gebruik van borsel en kam met inagname van gemak van klant; verwydering van afvalhare van kop; versorging van hare nadat dit geknip is.
12.	<i>Wigs and hair pieces</i> Handling and care of wigs and hair pieces.	(b)	Korrekte hantering van kam tydens die knip.
		(c)	<i>Inseping</i> (a) Bereiding van inseepmiddel. (b) Nut van inseping. (c) Korrekte aanwending van inseepmiddel en massering met vingerpunte.
		6.	<i>Aanwending van warm kompresse</i> (a) Metode van bereiding van kompres; hantering en aanwending aan klant se gesig. (b) Kennis van heilsame uitwerking.
		7.	<i>Harewas</i> (a) Gebruik van vingerpunte alleenlik (naels van redelike lengte). (b) Metode wat vir die klant die gemaklikste en mees ontspannende is.
		(c)	Stimulering van klant se hare.
		(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
		(e)	Uitspoel van seepreste.
		(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
		(g)	Paslike houding van vakleerling teenoor klant.
		(h)	Om bespattig en beskadiging van klant se klere te vermy.
		(i)	Bestudering van kopvel en keuse van geskikte haarwas-middel.
13.	<i>Waterwaving</i> (a) Use of correct lotions. (b) Correct methods of waving with fingers and comb. (c) Comfort of client.	8.	<i>Skerpmaak van skeermesse op skeerriem</i> Korrekte vashou van skeermesse en druk wat aangewend moet word by die gebruik van uitgeholde en soliede skeermestipes; kennis van geskikte skeerriemstipes.
14.	<i>Application of tinting and bleaching preparations</i> (a) Application under supervision. (b) Sectionally. (c) Pre-testing for allergy. (d) Application on tinted and virgin hair. (e) Methods of applying tint, e.g. by brush or applicator. (f) Introduction to bleaching.	9.	<i>Behandeling van nuwe skeerriem</i> (a) Verwydering van buitenste nop met droë puimsteen. (b) Gebruik van skeerseep op skeerriem. (c) Oliebehandeling van skeerriem. (d) Behandeling van seilskeerriem; droë-seep- en lood-metodes.
15.	<i>Hair treatments</i> (a) Introduction. (b) Knowledge of current treatments. (c) Choice of treatment, e.g. oil and modern preparations and their functioning. (d) Methods of application, e.g. vibro, hand, modern steamer.	10.	<i>Hare skroei</i> (a) Heilsame uitwerking. (b) Hantering van waspit en kam. (c) Beheer van vlam en skroei van hare. (d) Verwydering van afgeskroeiende punte.
16.	<i>Manicuring</i> (a) Practical tuition. (b) Treatment of cuticles. (c) Massaging of hands, fingers and manipulation of joints. (d) Application of polish. (e) Other nail treatments. (f) Repairing damaged nails.	11.	<i>Friksiemiddels en aanwending daarvan</i> (a) Kennis van verskillende soorte—droog en oliërig—en hul uitwerking. (b) Metode van aanwending met vingerpunte. (c) Inagname van klant se gerief.
17.	<i>Cutting and thinning</i> (a) Knowledge of tools to be used. (b) Practical tuition in correct sectioning; basic cutting with scissors, razor and thinning with scissors and razor. (c) Knowledge of necessity for thinning.	12.	<i>Hare droogmaak met handdoek of elektrisiteit</i> (a) Korrekte gebruik van handdoek. (b) Inagname van klant se gerief. (c) Kontroleer van hitte van elektriese droër. (d) Hantering van kam of borsel gelyktydig met lugstroom.
		13.	<i>Elementêre werk met 'n knipper</i> (a) Kennis van knippergroottes—waar en wanneer hulle gebruik word.

Logbook Symbols	Practical Training
18.	<i>Intermediate permanent waving</i>
(a)	Sectioning.
(b)	Selection of perm curlers.
(c)	Use of end papers.
(d)	Correct winding.
(e)	Application of lotions.
(f)	Testing of process after completing of winding.
(g)	Correct timing.
(h)	Use of non-metallic receptacle.
(i)	Correct use of perm cape in modern steam method.
19.	<i>Wigs and hairpieces</i>
	Cleaning, handling and styling of hairpieces.
THIRD YEAR	
20.	<i>Haircutting (advanced)</i>
	Cutting, shaping and thinning for style intended.
21.	<i>Bleaching</i>
(a)	Bleaching.
(b)	Knowledge of strength of peroxides.
(c)	Effect of peroxide on hair and scalp.
(d)	Reaction of hair to bleach.
(e)	Hazards in incorrect use.
(f)	Products in use to accelerate bleaching action.
(g)	Thorough removal of bleaching agents and reconditioning of bleached hair.
(h)	Correct timing and supervision.
22.	<i>Hair tinting (practical)</i>
(a)	Correct selection of colour, colour blending; the addition of peroxide.
(b)	Supervision and tinting.
(c)	Removal of tint from hair after developing.
(d)	Removal of tint from skin.
(e)	Consideration for condition of hair.
23.	<i>Hair styling</i>
(a)	Choice of style to suit physical features of client.
(b)	Modern styling on short, medium and long hair.
(c)	Use of postiche.
24.	<i>Eye-brow shaping</i>
(a)	Plucking.
(b)	Implements used.
25.	<i>Wigs and hairpieces</i>
	Cleaning, handling, dressing and styling of hairpieces and wigs.
FOURTH YEAR	
26.	Revision of work done during first, second and third years of apprenticeship.

All interested persons who have any objection to the above proposals are called upon to lodge such objections, in writing, with the Secretary, Durban Hairdressing Apprenticeship Committee, P.O. Box 940, Durban, within 30 days from the date of publication of this notice.

M. VILJOEN,
Minister of Labour

Logboek-simbool	Praktiese opleiding
(b)	Kennis van knipperonderdele; skoonmaak en stel van hand- en elektriese skeermesse.
14.	<i>Elementêre slyp van skeermes</i>
(a)	Keuse van slypsteen en bereiding daarvan; versorging van slypsteen.
(b)	Wyse waarop skeermes vasgehou en oor slypsteen gestryk word.
(c)	Toets van skeermeslem.
15.	<i>Gebruik van elektriese toestelle</i>
(a)	Kennis van elektriese knippers, haardroërs en vibreermasjiene.
(b)	Veiligheidsmaatreëls.
16.	<i>Hantering van skêr en kam</i>
(a)	Kennis van knippergroottes.
(b)	Korrekte hantering van kam en skêr by hareknip.
(c)	Korrekte hantering van kam en skêr by vingerknipwerk.
17.	<i>Skeer</i>
(a)	Gerief en voorbereiding van klant.
(b)	Voorbereiding van alle benodigde gerei.
(c)	Bereiding van skuim; toets van watertemperatuur; aanwend van skuim—borsel- en vingerpuntmetodes.
(d)	Inagname van groeirigting en aard van baard en toestand van vel; haartekstuur.
(e)	Skoonmaak van gesig; aanwending van saamtremiddels en poeier.
18.	<i>Tipes massering</i>
(a)	Kennis van verskillende tipes gesig- en kopvelmassering—hand- en elektriese metodes; die heilsame uitwerking daarvan op gesig, kopvel en klant.
(b)	Kennis van benodigde materiaal en die gebruik daarvan.
TWEDE JAAR	
19.	<i>Gebruik van uitdunskêr</i>
(a)	Kennis van wanneer uitdun vereis word.
(b)	Korrekte manier van uitdun.
20.	<i>Gevorderde skeer</i>
	Korrekte hantering van skeermes in vier standaardposisies en aangewese bewegings vir—
(i)	vryhandhale;
(ii)	rughandhale;
(iii)	terugwaartse vryhandhale;
(iv)	terugwaartse rughandhale.
21.	<i>Mansharesny</i>
(a)	Kennis van basiese snitte:
(i)	die kort snit of volkroon;
(ii)	die mediumsnit;
(iii)	gelykknipwerk (medium of kort);
(iv)	pompadour (kort, medium of lank).
(b)	Volledige praktiese haresny met gebruik van knipper, skêr, kam en skeermes.
(c)	Haarsnit wat by klant se gesig pas.
22.	<i>Verwydering van swartkoppies en afval</i>
(a)	Metode van swartkoppieverwydering met behulp van „Comedone“-uittrekker.
(b)	Verwydering van dooie hare met haartangetjie.
(c)	Aanwending van warm kompres en ontsmettingsmiddels.
DERDE JAAR	
23.	<i>Fisiologiese eienskappe met betrekking tot haresny en stilering</i>
	Aanpassing van haarsnit by klant se gesig.
VIERDE JAAR	
24.	Hersiening van werk gedurende die eerste, tweede en derde jaar van vakleerlingskap gedoen.

Alle belanghebbende persone wat beswaar teen bogenelde voorneme het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris, Durbanse Vakleerlingskapkomitee vir die Haarsnyersbedryf, Posbus 940, Durban, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Minister van Arbeid.

No. R.1841.]

[11th October 1968.]

APPRENTICESHIP ACT, 1944, AS AMENDED

BLOEMFONTEIN HAIRDRESSING
APPRENTICESHIP COMMITTEE

The following Government Notice is hereby republished
for general information:

"No. 2182.]

[18th October, 1946.]

APPRENTICESHIP ACT, 1944

ESTABLISHMENT OF AN APPRENTICESHIP
COMMITTEE FOR THE HAIRDRESSING
INDUSTRY, BLOEMFONTEIN

I, COLIN FRASER STEYN, Minister of Labour, acting in
pursuance of and subject to the provisions of section five
of the Apprenticeship Act, 1944, hereby, with effect from
the date of this notice, establish for the municipal area
of Bloemfontein, in respect of the Hairdressing Industry,
an Apprenticeship Committee to be known as the Bloem-
fontein Hairdressing Apprenticeship Committee.

C. F. STEYN,
Minister of Labour."

No. R.1842.]

[11th October 1968.]

APPRENTICESHIP ACT, 1944, AS AMENDED

BLOEMFONTEIN HAIRDRESSING
APPRENTICESHIP COMMITTEE: PROPOSED
WITHDRAWAL AND PRESCRIPTION OF
CONDITIONS OF APPRENTICESHIP

I, MARAIS VILJOEN, Minister of Labour, acting in terms
of section 16 of the Apprenticeship Act, 1944, as
amended, propose to—

- (i) withdraw Government Notices No. 596 of 21 March 1947, No. 2321 of 7 November 1947, No. 218 of 19 February 1960, No. 223 of 16 February 1962 and No. R.347 of 17 March 1967;
- (ii) designate for the Industry and area for which the Bloemfontein Hairdressing Apprenticeship Committee was established by Government Notice No. 2182 of 18 October 1946, the undermentioned trades as trades in respect of which the Act shall apply:

Trades

Gentlemen's Hairdressing
Ladies' Hairdressing;

No. R.1841.]

[11 Oktober 1968.]

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

KOMITEE VIR VAKLEERLINGE VIR DIE
HAARKAPPERSBEDRYF, BLOEMFONTEIN

Die volgende Goewermentskennisgewing word vir
algemene inligting herpubliseer:

„No. 2182.]

[18 Oktober 1946.]

WET OP VAKLEERLINGE, 1944

INSTELLING VAN 'N KOMITEE VIR VAKLEER-
LINGE VIR DIE HAARKAPPERSBEDRYF,
BLOEMFONTEIN

Ek, COLIN FRASER STEYN, Minister van Arbeid,
handelende ooreenkomstig en onderworpe aan die be-
palings van artikel vyf van die Wet op Vakleerlinge,
1944, stel hierby ten opsigte van die Haarkappersbedryf,
met ingang van die datum van hierdie kennisgewing vir
die Bloemfonteinse munisipale gebied 'n Komitee vir
Vakleerlinge in wat bekend sal staan as die Komitee vir
Vakleerlinge vir die Haarkappersbedryf, Bloemfontein.

C. F. STEYN,
Minister van Arbeid."

No. R.1842.]

[11 Oktober 1968.]

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

KOMITEE VIR VAKLEERLINGE VIR DIE
HAARKAPPERSBEDRYF, BLOEMFONTEIN:
VOORGENOME INTREKKING EN VOOR-
SKRYWING VAN LEERVOORWAARDES

Ek, MARAIS VILJOEN, Minister van Arbeid, handelende
kragtens artikel 16 van die Wet op Vakleerlinge, 1944,
soos gewysig, is voornemens om—

- (i) Goewermentskennisgewing No. 596 van 21 Maart 1947, No. 2321 van 7 November 1947, No. 218 van 19 Februarie 1960, No. 223 van 16 Februarie 1962 en No. R.347 van 17 Maart 1967, in te trek;
- (ii) ondergemelde ambagte as ambagte ten opsigte waarvan die Wet van toepassing is, aan te wys in die bedryf en gebied waarvoor die Komitee vir vakleerlinge vir die Haarkappersbedryf, Bloemfontein, ingestel is by Goewermentskennisgewing No. 2182 van 18 Oktober 1946:

Ambagte:

Dameshaarkappery
Manshaarkappery;

- (iii) prescribe the conditions set out hereunder as conditions of apprenticeship in respect of the trades specified in paragraph (ii) in the Industry and area for which the said Committee was established; and
- (iv) determine that clauses 3, 4, 5, 6 and 7 of the conditions set out hereunder shall from the date of prescription thereof also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area for which the said Committee was established.

CONDITIONS

1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship shall be 16 years and Standard VII or a statement of attainment issued by or on behalf of the school attended by the prospective apprentice reflecting a pass at Standard VII level in the subjects Afrikaans, English, Arithmetic or General Mathematics and at least one other subject.

2. PERIOD OF APPRENTICESHIP

The period of apprenticeship shall be four years in both designated trades.

3. RATES OF WAGES

(a) An employer shall pay an apprentice in the trade "Ladies' Hairdressing" weekly a wage which is not less than that calculated on the following percentages of the highest wage payable to a hairdresser (qualified) in terms of any wage regulating measure applicable to the relevant trade and area:—

(i) A Female Apprentice:

First year: 35 per cent.
Second year: 43 per cent.
Third year: 53 per cent.
Fourth year: 72 per cent;

of the highest wage prescribed for a female hairdresser (qualified) in the Ladies' Trade.

(ii) A Male Apprentice:

First year: 30 per cent.
Second year: 35 per cent.
Third year: 45 per cent.
Fourth year: 60 per cent;

of the highest wage prescribed for a male hairdresser (qualified) in the Ladies' Trade.

(b) An employer shall pay an apprentice in the trade "Gentlemen's Hairdressing" weekly a wage which is not less than that calculated on the following percentages of the highest wage payable to a hairdresser (qualified) in the Men's Trade in terms of any wage regulating measure applicable to the relevant trade and area:

First year: 30 per cent.
Second year: 35 per cent.
Third year: 45 per cent.
Fourth year: 60 per cent.

(c) (i) An employer shall supplement the wage prescribed in this clause in respect of every apprentice who is in possession of or attains any of the educational qualifications scheduled in clause 6 (b) or who possesses or attains the National Diploma by an amount not less than that indicated hereunder:

Group I	...	R0.50 per week.
Group II	...	R1.00 per week.
Group III	...	R1.50 per week.
Group IV	...	R2.00 per week.
Group V	...	R2.50 per week.
National Diploma	...	R4.00 per week.

- (iii) die voorwaardes hieronder gemeld, as leervoordes voor te skryf ten opsigte van die ambagte gemeld in paragraaf (ii), in die bedryf en gebied waarvoor gemelde Komitee ingestel is; en
- (iv) te bepaal dat klousules 3, 4, 5, 6 en 7 van die leervoordes hieronder gemeld, vanaf die datum van voorskrywing daarvan ook van toepassing is op vakleerlinge wat in diens is in 'n ambag wat 'n aangewese ambag is of was in die bedryf en gebied waarvoor gemelde Komitee ingestel is.

VOORWAARDES

1. KWALIFIKASIES VIR BEGIN VAN VAKLEERLINGSKAP

Die minimum leeftyd en opvoedkundige kwalifikasies vir die begin van vakleerlingskap is 16 jaar en standerd VII of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die voornemende vakleerling besoek is waarin verklaar word dat hy op die standerd VII peil geslaag het in die vakke Afrikaans, Engels, Rekenkunde of Algemene Wiskunde en minstens een ander vak.

2. LEERTYD

Die leertyd is vier jaar in beide aangewese ambagte.

3. LONE

(a) 'n Werkgewer moet 'n vakleerling in die ambag „Dameshaarkappery" weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwalfiseer) betaalbaar is ingevolge enige loonreërende maatregel wat op die betrokke ambag en gebied van toepassing is:

(i) 'n Vroulike vakleerling:

Eerste jaar: 35 persent
Tweede jaar: 43 persent
Derde jaar: 53 persent
Vierde jaar: 72 persent;

van die hoogste loon wat vir 'n haarkapper (gekwalfiseer), vroulik, in die Damesbedryf voorgeskryf is.

(ii) 'n Manlike Vakleerling:

Eerste jaar: 30 persent
Tweede jaar: 35 persent
Derde jaar: 45 persent
Vierde jaar: 60 persent;

van die hoogste loon wat vir 'n haarkapper (gekwalfiseer), manlik, in die Damesbedryf voorgeskryf is.

(b) 'n Werkgewer moet 'n vakleerling in die ambag „Manshaarkappery" weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwalfiseer) in die Mansbedryf betaalbaar is ingevolge enige loonreërende maatregel wat op die betrokke ambag en gebied van toepassing is—

Eerste jaar: 30 persent.
Tweede jaar: 35 persent.
Derde jaar: 45 persent.
Vierde jaar: 60 persent.

(c) (i) 'n Werkgewer moet die loon voorgeskryf in hierdie klousule, ten opsigte van elke vakleerling wat in besit is van of wat enige van die opvoedkundige kwalifikasies in die lys onder klousule 6 (b) gemeld, verwerf, of wat die Nasionale Diploma besit of verwerf, aanvul met minstens die bedrag hieronder genoem:

Groep I	...	R0.50 per week.
Groep II	...	R1.00 per week.
Groep III	...	R1.50 per week.
Groep IV	...	R2.00 per week.
Groep V	...	R2.50 per week.
Nasionale Diploma	...	R4.00 per week.

(ii) Any amount to which an apprentice is entitled in terms of sub-paragraph (i) hereof shall, where the relevant certificate is attained during his apprenticeship, be payable as from the date of issue thereof.

(d) If an employer and a prospective major apprentice agree, before entering into a contract of apprenticeship, that remuneration shall be paid at rates higher than those prescribed in this clause, such higher rates of remuneration shall be recorded in the contract and shall be paid to the apprentice.

4. TECHNICAL STUDIES

(a) An apprentice who is not already in possession of the certificate or the alternative qualification prescribed in subclause (b) of this clause, in subjects related to the trade in which he is indentured, shall attend technical classes in the Trade Theory of such trade in accordance with the syllabuses prescribed by the Department of Higher Education and conducted by the nearest technical institution maintained wholly or partly from public funds: Provided that where facilities for class attendance in any course or part thereof do not exist within 12 miles of the apprentice's working place he may in lieu of attendance take a correspondence course conducted by the Witwatersrand Technical College for the said course or part thereof.

(b) An apprentice shall attend technical classes or take correspondence courses until he attains a pass in the Trade Theory relevant to his trade at National Technical Certificate, Part II, level.

(c) Attendance at technical classes shall take place during the ordinary working hours for two hours per week.

(d) An apprentice taking a correspondence course in terms of subclauses (a) and (b) shall, where the Registrar of Apprenticeship has determined a place for the study of such a correspondence course, study at such place and the provisions of subclause (c) shall *mutatis mutandis* apply to such apprentice.

(e) Any apprentice who because of absence on military training in terms of the Defence Act, 1957, as amended, is unable to attend technical classes or follow a correspondence course for at least half an academic year, shall not be required to pursue his studies during such year.

5. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES

(a) An employer shall advance to the technical institution concerned the class or course and examination fees payable by an apprentice who is required to attend any classes or follow correspondence courses or enter for any examination, and may deduct the amount so advanced, from the wages of the apprentice in equal weekly instalments not exceeding R1.00 during a period of twelve months from the date on which the advance was made: Provided that—

- (i) if the apprentice produces a certificate from the institution concerned that he has obtained satisfactory marks for diligence and progress and, subject to authorized absences, attended at least 90 per cent of the possible number of classes, or in the case of a correspondence course satisfactorily completed at least 90 per cent of the full number of papers during that calendar year, the sum deducted in respect of class or course fees shall be refunded to the apprentice by the employer;

(ii) Enige bedrag waarop 'n vakleerling ingevolge paragraaf (i) geregtig is, moet, waar die betrokke sertifikaat gedurende sy leertyd verwerf is, betaal word vanaf die datum van uitreiking daarvan.

(d) Indien 'n werkgewer en 'n voornemende meerderjarige vakleerling, voordat hulle 'n vakleerlingskapkontrak aangaan, ooreenkom dat 'n hoër besoldiging betaal moet word as dié wat in hierdie klousule voorgeskryf word, moet sodanige hoër besoldiging in die kontrak gemeld en aan die vakleerling betaal word.

4. TEGNIESE STUDIES

(a) 'n Vakleerling wat nie alreeds ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek is, in besit is van die sertifikaat of die alternatiewe kwalifikasie wat in subklousule (b) van hierdie klousule voorgeskryf word nie moet tegniese klasse bywoon in die Ambagsteorie van sodanige ambag volgens die leergange wat deur die Departement van Hoër Onderwys voorgeskryf word en wat aangebied word by die naaste tegniese inrigting wat uitsluitlik of gedeeltelik uit openbare fondse in stand gehou word: Met dien verstande dat waar daar geen fasiliteite vir die bywoning van klasse in enige kursus of 'n gedeelte daarvan binne 12 myl van die vakleerling se werkplek beskikbaar is nie, hy in plaas van sodanige bywoning 'n korrespondensiekursus mag volg wat deur die Witwatersrandse Tegniese Kollege vir genoemde kursus of 'n gedeelte daarvan gegee word.

(b) 'n Vakleerling moet tegniese klasse bywoon of korrespondensiekursusse volg totdat hy in die Ambagsteorie wat op sy ambag betrekking het geslaag het op die peil van Nasionale Tegniese Sertifikaat, Deel II.

(c) Klasbywoning geskied gedurende die gewone werksure vir twee uur per week.

(d) 'n Vakleerling wat 'n korrespondensiekursus ooreenkomstig die bepalings van subklousules (a) en (b) volg, moet, waar die Registrateur van Vakleerlinge 'n studieplek vir sodanige korrespondensiekursus bepaal het, by sodanige plek studeer, en die bepalings van subklousule (c) is *mutatis mutandis* op sodanige vakleerling van toepassing.

(e) Van 'n vakleerling wat, as gevolg daarvan dat hy militêre opleiding ingevolge die Verdedigingswet, 1957, soos gewysig, moet ondergaan, vir minstens die helfte van 'n akademiese jaar nie in staat is om tegniese klasse by te woon of om 'n korrespondensiekursus te volg nie, word daar nie vereis dat hy sy studies gedurende sodanige jaar voortsit nie.

5. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE

'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursus- en eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word om klasse by te woon of korrespondensiekursusse te volg of vir 'n eksamen in te skryf, en mag die bedrag aldus voorgesket van die loon van die vakleerling aftrek in gelyke weeklikse paaielemente van hoogstens R1.00 gedurende 'n tydperk van twaalf maande vanaf die datum waarop die voorskot gemaak is: Met dien verstande dat—

- (i) indien die vakleerling 'n sertifikaat van die betrokke tegniese inrigting toon waarin verklaar word dat hy bevredigende punte vir ywer en vordering behaal het, en behoudens gemagtigde afwesigheid minstens 90 persent van die moontlike getal klasse bygewoon het of, in die geval van 'n korrespondensiekursus, minstens 90 persent van die volle getal vraestelle gedurende daardie kalenderjaar bevredigend voltooi het, die bedrag wat ten opsigte van klas- of kursugelde afgetrek is, deur die werkgewer aan die vakleerling terugbetaal moet word;

- (ii) if an apprentice produces proof that he has passed in any examination subject, the fee deducted from his remuneration in respect of such examination subject, shall be refunded to him by the employer.

6. TRADE TESTS

(a) An apprentice shall undergo a trade test, conducted by the Departments of Labour and of Higher Education, as nearly as practicable at the end of his period of apprenticeship in the practice of the trade in which he is indentured.

(b) An apprentice who has attained educational qualifications scheduled hereunder or equivalents, may voluntarily undergo a qualifying trade test at a stage not earlier than that indicated in the schedule. A further voluntary test or tests may be undertaken on a date or dates to be determined by the Departments of Labour and of Higher Education.

Educational Qualifications attained prior to or during Apprenticeship	Test may be taken voluntarily
GROUP I Std. IX or equivalent certificate with Mathematics as one subject of success	After 3½ years
GROUP II (a) Matric or equivalent certificate with or without Mathematics as one subject of success (b) National Senior Certificate (non-technical) (Matric exemption) with or without Mathematics as one subject of success (c) Trade Theory pass at National Technical Certificate, Part II, level	After 3¼ years
GROUP III (a) National Trade School Certificate (b) National Junior Certificate (technical) with Workshop Practice as one subject of success. (c) National Technical Certificate, Part II (d) National Intermediate Certificate (Technology) without Workshop Practice as one subject of success (e) Witwatersrand Technical College School of Hairdressing Fulltime course	After 3 years
GROUP IV (a) National Technical Certificate, Part III (b) National Intermediate Certificate (Technology) with Workshop Practice as one subject of success (c) National Senior Certificate (Technology) without Workshop Practice as one subject of success.	After 2½ years
GROUP V (a) National Senior Certificate (Technology) with Workshop Practice as one subject of success	After 2 years.

(c) A fee of R6 shall be payable by an apprentice in respect of the second or any subsequent qualifying trade test undertaken on a voluntary basis in terms of this clause.

(d) An apprentice undergoing a trade test in terms of this clause shall in respect of the period spent in connection with one voluntary trade test and the compulsory trade test be paid his ordinary remuneration by his employer in respect of such period of absence from work.

- (ii) indien 'n vakleerling bewys lewer dat hy in 'n eksamen vak geslaag het, die eksamengeld wat ten opsigte van sodanige eksamen vak van sy besoldiging afgetrek is, deur die werkgever aan hom terugbetaal moet word.

6. AMBAGSTOETSE

(a) 'n Vakleerling moet so kort moontlik voor die einde van sy tydperk van vakleerlingskap 'n ambagstoets, wat deur die Departement van Arbeid en die Departement van Hoër Onderwys afgeneem word, aflê in die praktyk van die ambag waarvoor hy ingeboek is.

(b) 'n Vakleerling wat die onderwyskwalifikasies wat in onderstaande lys gemeld word of gelykwaardige kwalifikasies verwerf het, mag 'n kwalifiserende ambagstoets vrywillig ondergaan in 'n stadium wat nie vroeër mag wees nie as dié in die lys hieronder gemeld. 'n Verdere vrywillige toets of toetse mag onderneem word op 'n datum of datums wat deur die Departement van Arbeid en die Departement van Hoër Onderwys bepaal word.

Opvoedkundige kwalifikasies behaal voor of gedurende vakleerlingskap	Toets mag vrywillig afgelê word
GROEP I St. IX- of gelykwaardige sertifikaat met Wiskunde as een van die vakke waarin daar geslaag is	Na 3½ jaar
GROEP II (a) Matrikulasie- of gelykwaardige sertifikaat met of sonder Wiskunde as een van die vakke waarin daar geslaag is (b) Nasionale Senior Sertifikaat (nie-tegnies) (Matrikulasievystelling) met of sonder Wiskunde as een van die vakke waarin daar geslaag is. (c) Ambagsteorie waarin daar op die peil van Nasionale Tegniese Sertifikaat, Deel II, geslaag is	Na 3¼ jaar
GROEP III (a) Nasionale Ambagskoolsertifikaat (b) Nasionale Junior Sertifikaat (Tegnies) met Werkwinkelpraktyk as een van die vakke waarin daar geslaag is (c) Nasionale Tegniese Sertifikaat, Deel II (d) Nasionale Intermediêre Sertifikaat (Tegnologie) sonder Werkwinkelpraktyk as een van die vakke waarin daar geslaag is (e) Witwatersrandse Tegniese Kollege Haarkapperskool- voltydse kursus.	Na 3 jaar
GROEP IV (a) Nasionale Tegniese Sertifikaat, Deel III (b) Nasionale Intermediêre Sertifikaat (Tegnologie) met Werkwinkelpraktyk as een van die vakke waarin daar geslaag is (c) Nasionale Senior Sertifikaat (Tegnologie) sonder Werkwinkelpraktyk as een van die vakke waarin daar geslaag is	Na 2½ jaar
GROEP V Nasionale Senior Sertifikaat (Tegnologie) met Werkwinkelpraktyk as een van die vakke waarin daar geslaag is	Na 2 jaar.

(c) 'n Bedrag van R6 is deur 'n vakleerling betaalbaar ten opsigte van die tweede of enige daaropvolgende kwalifiserende ambagstoets wat op 'n vrywillige grondslag kragtens hierdie klousule onderneem word.

(d) 'n Vakleerling wat 'n ambagstoets ingevolge hierdie klousule ondergaan, moet ten opsigte van die tydperk wat bestee word in verband met een vrywillige ambagstoets en die verpligte ambagstoets, sy gewone besoldiging deur sy werkgever betaal word ten opsigte van sodanige tydperk van afwesigheid van werk.

(e) A period of absence from work for the purpose of undergoing a trade test in terms of subclauses (a) and (b) of this clause shall not be deemed to be lost time.

7. COURSES OF TRAINING

(a) An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the Schedule to this clause. An apprentice must as far as practicable work under the regular supervision of an artisan qualified to train him in the trade in which he is indentured.

Logbook Symbols	Practical Training
	TRADE: GENTLEMEN'S HAIRDRESSING
	FIRST YEAR
1.	<i>Deportment</i>
(a)	Movements (standing, walking, sitting, handling of tools).
(b)	The need for relaxation and suitable exercise.
(c)	Personal cleanliness (body, face, teeth, hands, etc.), prevention of obnoxious odours.
(d)	Personal appearance (hair, overalls, shoes, etc.), emphasizing the necessity of attractive appearance and the advantage of a pleasing personality.
2.	<i>Approach to client</i>
(a)	Importance of correct reception: Address and clear speech and correct pronunciation; pitch control, variety of tone—in both official languages. Courtesy and civility, ensuring that client has all the comforts available in the salon at his disposal.
(b)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).
3.	<i>Sterilization and antiseptics</i>
(a)	Methods of sterilization; physical agents, chemical agents; antiseptics and disinfectants.
(b)	Sterilizing brushes, combs and metallic instruments.
(c)	Safety precautions.
4.	<i>Brush and comb work</i>
(a)	Correct use of brush and comb with consideration to comfort of clients; removing hair cuttings from head; dressing hair after haircutting.
(b)	Correct method of handling and manipulating comb in hair-cutting.
5.	<i>Lathering</i>
(a)	How to prepare lather.
(b)	Beneficial purpose of lather.
(c)	Correct application of lather and massage with tips of fingers.
6.	<i>Hot compress application</i>
(a)	Method of preparing compress; handling and application to client's face.
(b)	Knowledge of beneficial effect.
7.	<i>Shampooing</i>
(a)	Use of finger tips only (nails of reasonable length).
(b)	In relaxing and comfortable manner for client.
(c)	Create stimulating effect on client's hair.
(d)	Water correct temperature (frequent testing).
(e)	Rinse out soapy residue.
(f)	Avoid splashing water on any part of body other than client's head.
(g)	Careful posture of apprentice in handling client.
(h)	Avoid wetting and damaging client's apparel.
(i)	Study scalp and use of correct shampoo.
8.	<i>Stropping of razors</i>
	Correct method of holding razor and pressure to be applied in the use of hollow ground and solid type razors and knowledge of suitable types of strops.
9.	<i>New strop treatment</i>
(a)	Removing outer nap with dry pumice stone.
(b)	Use of lather on strop.
(c)	Oil treatment on strop.
(d)	Treatment of canvas strop, dry soap and lead methods.
10.	<i>Singeing</i>
(a)	Beneficial effect.
(b)	Manipulation of tape and comb.
(c)	Control of flame and singeing of hair.
(d)	Removing singed ends.
11.	<i>Frictions and their application</i>
(a)	Knowledge of different types—dry and oily—and their effect.

(e) 'n Tydperk van afwesigheid van werk vir die doel om 'n ambagstoets ingevolge subklousules (a) en (b) van hierdie klousule te ondergaan, word nie geag verlore tyd te wees nie.

7. OPLEIDINGSKURSUSSE

'n Werkgewer moet 'n vakleerling die praktiese opleiding in die ambag waarvoor hy ingeboek is, gee volgens die Bylae van hierdie klousule. 'n Vakleerling moet, vir sover prakties moontlik, werk onder die gereelde toesig van 'n ambagsman wat bevoeg is om hom op te lei in die ambag waarvoor hy ingeboek is.

Logboek-simbool	Praktiese opleiding
	AMBAG: DAMESHAARKAPPERY
	EERSTE JAAR
1.	<i>Houding</i>
(a)	Bewegings (staan, loop, sit, hantering van gerei).
(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.
(c)	Persoonlike netheid (liggaam, gesig, tande, hande, ens. Voorkoming van onaangename reuke).
(d)	Persoonlike voorkoms (hare, grimering, oorpakke, skoene, kouse, ens.; klem op die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid).
2.	<i>Salondiens</i>
(a)	Belangrikheid van goeie taalgebruik, korrekte asemhaling, duidelike uitspraak, stembeheer en stembuiging, toon—in beide landstale.
(b)	Benadering en ontvangs van klant. (Hoflikheid—welwendheid teenoor klant—verseker dat klant alle geriewe wat die salon bied tot haar beskikking het); behoorlike notering van afspraak—persoonlik en per telefoon. Werkverdeling: registerstelsel en eenvoudige boekhoumetodes.
(c)	Paslike optrede teenoor klant gedurende besoek (persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke).
3.	<i>Borstel en kam</i>
(a)	Inagname van klant se gerief.
(b)	Ontspanne houding—vir haarbewerking en klant.
(c)	Vermyding van deurmekaarmaak van hare met die oog op stilering van hare.
4.	<i>Harewas</i>
(a)	Gebruik van vingerpunte alleenlik. (Naels van redelike lengte.)
(b)	Metode wat vir die klant die gemaklikste en mees ontspannende is.
(c)	Stimulering van klant se hare.
(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
(e)	Uitspoel van seepreste.
(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
(g)	Paslike houding van vakleerling teenoor klant.
(h)	Om bespating en beskadiging van die klant se klere te vermy.
(i)	Bestudering van kopvel met die oog op gebruik van aangewese haarwasmiddel.
5.	<i>Skulpkrulle</i>
(a)	Staande tipe.
(b)	Leunende tipe.
(c)	Omkeertipe.
	N.B.—Stabiliseer met behulp van knippe of haarnaalde.
6.	<i>Ander maniere om krulle te maak</i>
	Rollers—verskillende tipes en groottes.
7.	<i>Manikuurwerk</i>
(a)	Bekend raak met noodsaaklike apparaat, materiale en hul gebruike.
(b)	Verwydering van ou naellak van naels.
8.	<i>Eenvoudige setwerk</i>
	Metodes om skulpkrulle so te plaas dat die beoogde resultaat verkry kan word, met die oog op die latere kap van die hare.
9.	<i>Salontoerusting</i>
(a)	Algemeen vertroudheid met preparate, chemikalieë en salontoerusting.
(b)	Basiese higiëne van apparaat.
(c)	Hantering en versorging van skeermesse en skêre.
10.	<i>Kleurspoelmiddels</i>
(a)	Basiese kennis van gebruiklike kleurspoelmiddels.
(b)	Geen metaalhouers.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
12.	(b) Method of application with finger tips. (c) Consideration for comfort of client. <i>Towel and electrical drying of hair</i> (a) Correct use of towel. (b) Consideration for comfort of client. (c) Controlling heat of electric drier. (d) Manipulation of comb or brush in conjunction with air stream.	11. (a) (b) (i) (ii) (iii) (iv)	<i>Elementêre vaste golwing</i> Verdeling en basiese teorie van indraai en bewerking. Neutralisering: inleiding; praktiese aanwending van neutraliseermiddel; kennis van belangrikheid en uitwerking van neutraliseermiddel; korrekte tydberekening by neutraliseringsproses.
13.	<i>Elementary clipper work</i> (a) Knowledge of clipper sizes; where and when they should be used. (b) Knowledge of parts of clipper; cleaning and adjusting hand and electric clippers.	12.	<i>Pruke en halfpruie</i> Hantering van pruie en halfpruie.
14.	<i>Elementary razor setting</i> (a) Selection of hone and preparation; care of hone. (b) Manner of holding and stroking razor on hone. (c) Testing razor edge.	13.	TWEEDE JAAR <i>Watergolwing</i> Gebruik van korrekte middels. Korrekte maniere van golwing met vingers en kam. Gemak van klant.
15.	<i>Use of electrical appliances</i> (a) Knowledge of electric clippers, hair dryers and vibrators. (b) Safety precautions.	14.	<i>Aanwending van tint- en bleikpreparate</i> Aanwending onder toesig. Streepsgewys. Vooraftoetsing vir allergie.
16.	<i>Scissors and comb manipulation</i> (a) Knowledge of sizes of scissors. (b) Correct manipulation of comb and scissors in hair cutting. (c) Correct manipulation of comb and scissors in finger cutting.	15.	Aanwending op getinte en nie-gekleurde hare. Metodes om tintstof aan te wend, bv. met borsel aanwender. Elementêre beginsels van bleiking. <i>Metodes van haarbehandeling</i> Inleiding.
17.	<i>Shaving</i> (a) Comfort and preparation of client. (b) Preparation of all implements necessary. (c) Preparation of lather; testing water temperature; application of lather; brush and finger tip methods. (d) Observance of slope and grain of beard and condition of skin; texture of hair. (e) Cleaning face; application of astringents and powder.	16.	Kennis van gebruiklike behandelingsmetodes. Keuse van behandeling (bv. olie en moderne preparate) en die werking daarvan. Metodes van aanwending (bv. vibrator, hand, moderne stoommetode).
18.	<i>Types of massage</i> (a) Knowledge of different types of face and scalp massage (hand and electrical methods); the beneficial effect on face, scalp and client. (b) Knowledge of necessary materials and their function.	17.	<i>Manikuurwerk</i> Praktiese onderrig. Behandeling van naelrieme. Massering van hande, vingers en manipulasie van litte. Aanwending van naellak. Ander naelbehandelings. Herstel van beskadigde naels.
19.	SECOND YEAR <i>Use of tapering (thinning) scissors</i> (a) Knowledge when thinning is necessary. (b) Correct method of thinning hair.	18.	<i>Sny en uitdun</i> (a) Kennis van benodigde gerei. (b) Praktiese onderrig en korrekte verdeling, basiese sny, en uitdun met skêre en skeermesse. (c) Kennis van noodsaaklikheid van uitdunning.
20.	<i>Advanced shaving</i> Correct handling of razor in four standard positions and strokes used in— (i) free hand stroke; (ii) back hand stroke; (iii) reverse free hand stroke; and (iv) reverse back hand stroke.	19.	<i>Intermediêre vaste golwing</i> (a) Verdeling. (b) Keuse van haarsetkrullers. (c) Gebruik van haarpuntpapier. (d) Korrekte indraai. (e) Aanwending van middels. (f) Toetsing van proses van voltooiing van indraai. (g) Korrekte tydberekening. (h) Gebruik van nie-metaalhouer. (i) Korrekte gebruik van haarsetkappie by moderne stoommetode.
21.	<i>Men's haircutting</i> (a) Knowledge of basic styles— (i) the short cut or full crown; (ii) the medium cut; (iii) trims (medium or long); and (iv) pompadours (short, medium or long). (b) Complete practical hair cutting using clippers, scissors, comb and razor. (c) Style to suit features of client.	20.	<i>Pruie en halfpruie</i> Skoonmaak, hantering en fatsoenering van halfpruie.
22.	<i>Blackhead and waste removal</i> (a) Method of removing blackheads with Comedone Extractor. (b) Removing dead hair with tweezer. (c) Application of hot compress and antiseptics.	21.	DERDE JAAR <i>Haresny—gevorderd</i> (a) Sny, fatsoenering en uitdun vir beoogde kapsel.
23.	THIRD YEAR <i>Physiological characteristics in relation to haircutting and styling</i> Adapting hair style to suit physical features of client.	22.	<i>Bleiking</i> (a) Bleiking. (b) Kennis van sterkte van peroksiede. (c) Uitwerking van peroksiede op hare en kopvel. (d) Reaksie van hare op bleiking. (e) Gevare verbonde aan verkeerde gebruik. (f) Produkte in gebruik om bleikaksie te verhaas. (g) Deeglike verwydering van bleikmiddels en herstel van gebleikte hare. (h) Korrekte tydberekening en toesig.
24.	FOURTH YEAR Revision of work done during first, second and third years of apprenticeship.	23.	<i>Haretint (prakties)</i> (a) Korrekte kleurkeuse; kleurvermenging en byvoeging van peroksied. (b) Toesighouding en tinting. (c) Verwydering van tintmiddel uit hare. (d) Verwydering van tintmiddel van vel. (e) Beoordeling van toestand van hare.
		24.	<i>Haarstilering</i> (a) Keuse van kapsel om by fisiese voorkoms van klant te pas. (b) Moderne stilering by kort, medium en lang hare. (c) Gebruik van „postiche” (vals hare). <i>Wenkbroutatsoenering</i> (a) Uitpluk. (b) Gerei.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
	TRADE: LADIES' HAIRDRESSING		
	FIRST YEAR		
1.	<i>Deportment</i>	25.	<i>Pruike en halfpruik</i> Skoonmaak, hantering en fatsoenering van pruik en halfpruik.
(a)	Movements (standing, walking, sitting, handling of tools).		VIERDE JAAR
(b)	The need for relaxation and suitable exercise.	26.	Hersiening van werk gedurende eerste, tweede en derde jaar van vakleerlingskap gedoen.
(c)	Personal cleanliness (body, face, teeth, hands, etc.); precaution of obnoxious odours.		AMBAG: MANSHAARKAPPERY
(d)	Personal appearance (hair, make-up, overalls, shoes, stockings, etc.); emphasizing the necessity of attractive appearance and the advantage of a pleasing personality.		EERSTE JAAR
(e)	Boardwork.	1.	<i>Houding</i>
2.	<i>Salon service</i>	(a)	Bewegings (staan, loop, sit, hantering van gereedskap).
(a)	Importance of good speech, correct breathing, clear enunciation, pitch, control, variety of tone (in both official languages).	(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.
(b)	Approach and reception of client (courtesy, and civility towards client; ensuring that client has all the comforts available in the salon at her disposal). Proper booking of appointments, personal and by phone. Work allocation. Record system and simple system of keeping accounts.	(c)	Persoonlike netheid (liggaam, gesig, tande, hande, ens.). Voorkoming van onaangename reuke.
(c)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).	(d)	Persoonlike voorkoms (hare, oorpak, skoene, ens.). Beklemtoning van die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid.
3.	<i>Brushing and combing</i>	2.	<i>Benaadering van klant</i>
(a)	With consideration to comfort of client.	(a)	Belangrikheid van korrekte ontvangs, houding en optrede, duidelike spraak en korrekte uitspraak, stembuiging, ens., in beide landstale. Beleefdheid en wellewendheid teenoor klant; verseker dat die klant alle geriewe wat die salon bied tot sy beskikking het.
(b)	Relaxing manner for hair and client.	(b)	Paslike optrede teenoor klant tydens besoek; persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke.
(c)	Avoid disarranging for intended styling.	3.	<i>Sterilisering en ontsmetting</i>
4.	<i>Shampooing</i>	(a)	Metodes van ontsmetting; fisiese en chemiese middels, antiseptiese en ontsmettingsmiddels.
(a)	Use of finger tips only (nails of reasonable length).	(b)	Sterilisering van borsels, kamme en metaalinstrumente.
(b)	In relaxing and comfortable manner for client.	(c)	Veiligheidsmaatreëls.
(c)	Create stimulating effect on client's hair.	4.	<i>Borsel- en kamwerk</i>
(d)	Water correct temperature (frequent testing).	(a)	Korrekte gebruik van borsel en kam met inagname van gemak van klant; verwydering van afvalhare van kop; versorging van hare nadat dit geknip is.
(e)	Rinse out soapy residue.	(b)	Korrekte hantering van kam tydens die knip.
(f)	Avoid splashing water on any part of body, other than client's head.	5.	<i>Inseping</i>
(g)	Careful posture of apprentice in handling client.	(a)	Bereiding van inseeppmiddel.
(h)	Avoid wetting and damaging client's apparel.	(b)	Nut van inseping.
(i)	Study scalp and use of correct shampoo.	(c)	Korrekte aanwending van inseeppmiddel en massering met vingerpunte.
5.	<i>Pin curls</i>	6.	<i>Aanwending van warm kompresse</i>
(a)	Standing type.	(a)	Metode van bereiding van kompres; hantering en aanwending aan klant se gesig.
(b)	Leaning type.	(b)	Kennis van heilsame uitwerking.
(c)	Reversing type.	7.	<i>Harewas</i>
	N.B.—Stabilize with clips or pins.	(a)	Gebruik van vingerpunte alleenlik (naels van redelike lengte).
6.	<i>Other methods of producing curls</i>	(b)	Metode wat vir die klant die gemaklikste en mees ontspannende is.
(a)	Hot tongs.	(c)	Stimulering van klant se hare.
(b)	Rollers—different types and sizes.	(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
7.	<i>Manicuring</i>	(e)	Uitspoel van seepreste.
(a)	Learning essential implements and materials and their uses.	(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
(b)	Removal of old varnish from nails.	(g)	Paslike houding van vakleerling teenoor klant.
8.	<i>Simple setting</i>	(h)	Om bespattig en beskadiging van klant se klere te vermy.
	Methods of positioning pin curls to produce desired result for eventual style.	(i)	Bestudering van kopvel en keuse van geskikte haarwasmiddel.
9.	<i>Salon equipment</i>	8.	<i>Skerpmaak van skeermesse op skeerriem</i>
(a)	General acquaintanceship with preparations, chemicals and salon equipment.		Korrekte vashou van skeermes en druk wat aangewend moet word by die gebruik van uitgeholde en soliede skeermestipes; kennis van geskikte skeerriemtipes.
(b)	Basic hygiene of implements.	9.	<i>Behandeling van nuwe skeerriem</i>
(c)	Handling and care of razors and scissors.	(a)	Verwydering van buitenste nop met droë puimsteen.
10.	<i>Colour rinses</i>	(b)	Gebruik van skeerseep op skeerriem.
(a)	Basic knowledge of current colour rinses.	(c)	Oliebehandeling van skeerriem.
(b)	No metallic containers.	(d)	Behandeling van seilskeerriem; droë-seep- en loodmetodes.
11.	<i>Elementary permanent waving</i>	10.	<i>Hare skroei</i>
(a)	Sectioning and basic theory of winding and processing.	(a)	Heilsame uitwerking.
(b)	Neutralizing:	(b)	Hantering van waspit en kam.
(i)	introduction;	(c)	Beheer van vlam en skroei van hare.
(ii)	practical application of neutralizer;	(d)	Verwydering van afgeskroeiende punte.
(iii)	knowledge of importance and effect of neutralizer; and	11.	<i>Friksemiddels en aanwending daarvan</i>
(iv)	correct timing of neutralizing process.	(a)	Kennis van verskillende soorte—droog en olierig—en hul uitwerking.
12.	<i>Wigs and hair pieces</i>	(b)	Metode van aanwending met vingerpunte.
	Handling and care of wigs and hair pieces.	(c)	Inagname van klant se gerief.
		12.	<i>Hare droogmaak met handdoek of elektrisiteit</i>
		(a)	Korrekte gebruik van handdoek.
	SECOND YEAR		
13.	<i>Waterwaving</i>		
(a)	Use of correct lotions.		
(b)	Correct methods of waving with fingers and comb.		
(c)	Comfort of client.		

Logbook Symbols	Practical Training	Logboek simbool	Praktiese opleiding
14.	<i>Application of tinting and bleaching preparations</i>	(b)	Inagname van klant se gerief.
(a)	Application under supervision.	(c)	Kontroleer van hitte van elektriese droër.
(b)	Sectionally.	(d)	Hantering van kam of borsel gelyktydig met lugstroom.
(c)	Pre-testing for allergy.	13.	<i>Elementêre werk met 'n knipper</i>
(d)	Application on tinted and virgin hair.	(a)	Kennis van knippergroottes—waar en wanneer hulle gebruik word.
(e)	Methods of applying tint, e.g. by brush or applicator.	(b)	Kennis van knipperonderdele; skoonmaak en stel van hand- en elektriese skeermesse.
(f)	Introduction to bleaching.	14.	<i>Elementêre slyp van skeermes</i>
15.	<i>Hair treatments</i>	(a)	Keuse van slypsteen en bereiding daarvan; versorging van slypsteen.
(a)	Introduction.	(b)	Wyse waarop skeermes vasgehou en oor slypsteen gestryk word.
(b)	Knowledge of current treatments.	(c)	Toets van skeermeslem.
(c)	Choice of treatment, e.g. oil and modern preparations and their functioning.	15.	<i>Gebruik van elektriese toestelle</i>
(d)	Methods of application, e.g. vibro, hand, modern steamer.	(a)	Kennis van elektriese knippers, haardroërs en vibreermasjiene.
16.	<i>Manicuring</i>	(b)	Veiligheidsmaatreëls.
(a)	Practical tuition.	16.	<i>Hantering van skêr en kam</i>
(b)	Treatment of cuticles.	(d)	Kennis van knippergroottes.
(c)	Massaging of hands, fingers and manipulation of joints.	(b)	Korrekte hantering van kam en skêr by hareknip.
(d)	Application of polish.	(c)	Korrekte hantering van kam en skêr by vingerknipwerk.
(e)	Other nail treatments.	17.	<i>Skeer</i>
(f)	Repairing damaged nails.	(a)	Gerief en voorbereiding van klant.
17.	<i>Cutting and thinning</i>	(b)	Voorbereiding van alle benodigde gerei.
(a)	Knowledge of tools to be used.	(c)	Bereiding van skuim; toets van watertemperatuur; aanwend van skuim—borsel- en vingerpuntmetodes.
(b)	Practical tuition in correct sectioning; basic cutting with scissors, razor and thinning with scissors and razor.	(d)	Inagname van groei- en aard van baard en toestand van vel; haartekstuur.
(c)	Knowledge of necessity for thinning.	(e)	Skoonmaak van gesig; aanwending van saamtremiddels en poeier.
18.	<i>Intermediate permanent waving</i>	18.	<i>Tipes massering</i>
(a)	Sectioning.	(a)	Kennis van verskillende tipes gesig- en kopvelmassering—hand- en elektriese metode; die heilsame uitwerking daarvan op gesig, kopvel en klant.
(b)	Selection of perm curlers.	(b)	Kennis van benodigde materiaal en die gebruik daarvan.
(c)	Use of end paperr.		
(d)	Correct winding.		
(e)	Application of lotions.		
(f)	Testing of process after completing of winding.		
(g)	Correct timing.		
(h)	Use of non-metallic receptacle.		
(i)	Correct use of perm cape in modern steam method.		
19.	<i>Wigs and hairpieces</i>		
	Cleaning, handling and styling of hairpieces.		
THIRD YEAR			TWEEDE JAAR
20.	<i>Haircutting (advanced)</i>	19.	<i>Gebruik van uitdunskêr</i>
(a)	Cutting, shaping and thinning for style intended.	(a)	Kennis van wanneer uitdun vereis word.
(b)	Marcel and blow waving.	(b)	Korrekte manier van uitdun.
21.	<i>Bleaching</i>	20.	<i>Gevorderde skeer</i>
(a)	Bleaching.	(i)	Korrekte hantering van skeermes in vier standaardposisies en aangewese bewegings vir—
(b)	Knowledge of strength of peroxides.	(ii)	vryhandhale;
(c)	Effect of peroxide on hair and scalp.	(iii)	rughandhale;
(d)	Reaction of hair to bleach.	(iv)	terugwaartse vryhandhale;
(e)	Hazards in incorrect use.		terugwaartse rughandhale.
(f)	Products in use to accelerate bleaching action.	21.	<i>Mansharesny</i>
(g)	Thorough removal of bleaching agents and reconditioning of bleached hair.	(a)	Kennis van basiese snitte:
(h)	Correct timing and supervision.	(i)	die kort snit of volkroon;
22.	<i>Hair tinting (practical)</i>	(ii)	die mediumsmit;
(a)	Correct selection of colour, colour blending; the addition of peroxide.	(iii)	gelykknipwerk (medium of kort);
(b)	Supervision and tinting.	(iv)	pompadour (kort, medium of lank).
(c)	Removal of tint from hair after developing.	(b)	Volledige praktiese haresny met gebruik van knipper, skêr, kam en skeermes.
(d)	Removal of tint from skin.	(c)	Haarsnit wat by klant se gesig pas.
(e)	Consideration for condition of hair.	22.	<i>Verwydering van swartkoppies en afval</i>
23.	<i>Hair styling</i>	(a)	Metode van swartkoppieverwydering met behulp van „Comedone“-uittrekker.
(a)	Choice of style to suit physical features of client.	(b)	Verwydering van dooie hare met haartangetjie.
(b)	Modern styling on short, medium and long hair.	(c)	Aanwending van warm kompres en ontsmettingsmiddels.
(c)	Use of postiche.		
24.	<i>Eye-brow shaping</i>		
(a)	Plucking.		
(b)	Implements used.		
25.	<i>Wigs and hairpieces</i>		
	Cleaning, handling, dressing and styling of hairpieces and wigs.		
FOURTH YEAR			DERDE JAAR
26.	Revision of work done during first, second and third years of apprenticeship.	23.	<i>Fisiologiese eienskappe met betrekking tot haresny en stilering</i>
			Aanpassing van haarsnit by klant se gesig.
			VIERDE JAAR
		24.	Hersiening van werk gedurende die eerste, tweede en derde jaar van vakleerlingskap gedoen.

All interested persons who have any objections to the above proposals are called upon to lodge such objections, in writing, with the Secretary, Bloemfontein Hairdressing Apprenticeship Committee, P.O. Box 522, Bloemfontein, within 30 days from the date of publication of this notice.

M. VILJOEN,
Minister of Labour.

Alle belanghebbende persone wat beswaar teen bogenoemde voorneme het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris, Komitee vir Vakleerlinge vir die Haarkappersbedryf, Bloemfontein, Posbus 522, Bloemfontein, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Minister van Arbeid.

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