



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

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18 AUGUST

[No. 6133

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No. R. 213, 1978

DATUM VAN INWERKINGTREDING VAN DIE DRANKWYSIGINGSWET, 1978

Kragtens die bevoegdheid my verleen by artikel 6 van die Drankwysigingswet, 1978 (Wet 82 van 1978), verklaar ek hierby dat die bepalings van genoemde Wet op 1 September 1978 in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Een-en-dertigste dag van Julie Eenduisend Negehoenderd Agt-en-sewentig.

N. DIEDERICHS, Staatspresident.

Op las van die Staatspresident-in-rade:

J. T. KRUGER.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1648 18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

DRANK- EN SPYSENIERSBEDRYF, PIETER-MARITZBURG.—WYSIGING VAN HOOFOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Drank- en Spyseniërsbedryf betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1978 eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging

PROCLAMATION

by the State President of the Republic of South Africa

No. R. 213, 1978

DATE OF COMING INTO OPERATION OF THE LIQUOR AMENDMENT ACT, 1978

By virtue of the powers vested in me by section 6 of the Liquor Amendment Act, 1978 (Act 82 of 1978), I hereby declare that the provisions of the said Act shall come into operation on 1 September 1978.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Thirty-first day of July, One thousand Nine hundred and Seventy-eight.

N. DIEDERICHS, State President.

By Order of the State President-in-Council:

J. T. KRUGER.

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1648 18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LIQUOR AND CATERING TRADE, PIETER-MARITZBURG.—AMENDMENT OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Liquor and Catering Trade, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1978, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1978 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Bedryf in die landdrosdistrik Pietermaritzburg; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1978 eindig, in die landdrosdistrik Pietermaritzburg *mutatis mutandis* bindend is vir alle Swartes in diens in genoemde Bedryf by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

NYWERHEIDSRaad VIR DIE DRANK- EN SPYSENIERS-
BEDRYF, PIETERMARITZBURG

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

Pietermaritzburg Hotel and Bottle Store Keepers' Association
(wat die plattelandse distrikte van Natal inkorporeer)

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

The Natal Liquor and Catering Trades Employees' Union
(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Drank- en Spyseniersbedryf, Pietermaritzburg,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2127 van 21 Oktober 1977 te wysig.

1. KLOUSULE 17.—FONDSE VAN DIE RAAD

In die tweede paragraaf van die klousule, vervang die woorde "Twintig sent" deur die woorde "Veertig sent".

Namens die partye op hede die 25ste dag van Mei 1978 te Pietermaritzburg onderteken.

J. GOLDBERG, Voorsitter.

F. PILLAY, Ondervoorsitter.

R. W. DORSE, Sekretaris.

No. R. 1649

18 Augustus 1978

WET OP NYWERHEIDSVersoening, 1956

BAK- EN/OF BANKETNYWERHEID (DURBAN EN
DISTRIKTE).—WYSIGING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Bak- en/of Banketnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1978 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms uitge-

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Trade in the Magisterial District of Pietermaritzburg; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Magisterial District of Pietermaritzburg and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1978, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Blacks employed in the said Trade by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

INDUSTRIAL COUNCIL FOR THE LIQUOR AND
CATERING TRADE, PIETERMARITZBURG

AGREEMENT

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

The Pietermaritzburg Hotel and Bottle Store Keepers' Association
(incorporating the country districts of Natal)

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

The Natal Liquor and Catering Trades Employees' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Liquor and Catering Trade, Pietermaritzburg,

to amend the Agreement published under Government Notice R. 2127 of 21 October 1977.

1. CLAUSE 17.—COUNCIL FUNDS

In the second paragraph of the clause, for the words "Twenty cents" substitute the words "Forty cents".

Signed at Pietermaritzburg on behalf of the parties this 25th day of May 1978.

J. GOLDBERG, Chairman.

F. PILLAY, Vice Chairman.

R. W. DORSE, Secretary.

No. R. 1649

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

BAKING AND/OR CONFECTIONERY INDUSTRY
(DURBAN AND DISTRICTS).—AMENDMENT OF
AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Baking and/or Confectionery Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1978, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement

die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1978 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1978 eindig, in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle Swartes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE BAK- EN/OF BANKETNYWERHEID (DURBAN EN DISTRIKTE)

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

Durban and District Master Bakers' Association

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

Natal Baking Industry Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Bak- en/of Banketnywerheid (Durban en Distrikte),

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 755 van 7 Mei 1976, soos gewysig by Goewermmentskennisgewings R. 277 van 25 Februarie 1977 en R. 367 van 3 Maart 1978, te wysig.

1. TOEPASSINGSBESTEK

Hierdie Ooreenkoms moet in die Bak- en/of Banketnywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdrosdistrikte Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermmentskennisgewing R. 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het), Inanda, Pinetown en Lower Tugela.

2. KLOUSULE 4.—LONE

In subklousule (1), vervang paragraaf (a) deur die volgende:

"(a) Geen werkgewer mag aan enige werknemer, uitgesonderd 'n los werknemer, wat enigeen van ondervermelde klasse werk verrig, laer lone as dié hieronder uiteengesit betaal nie en geen werknemer mag sodanige laer lone aanneem nie.

Klas werknemer	Per week
	R
Voorman.....	72,50
Vakman.....	59,00
Werktuigkundige of ambagsman.....	59,00
Versierder:	
Vrou—	
gedurende eerste jaar ondervinding.....	30,00
gedurende tweede jaar ondervinding.....	36,50
daarna.....	39,50
Man—	
gedurende eerste jaar ondervinding.....	37,00
gedurende tweede jaar ondervinding.....	43,50
daarna.....	48,50
Toesighouer.....	59,00
Assistent-toesighouer.....	54,50

binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (2) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1978, the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall *mutatis mutandis* be binding upon all Blacks employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BAKING AND/OR CONFECTIONERY INDUSTRY (DURBAN AND DISTRICTS)

AGREEMENT

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

Durban and District Master Bakers' Association

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

Natal Baking Industry Employees' Union

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

being the parties to the Industrial Council for the Baking and/or Confectionery Industry (Durban and Districts),

to amend the Agreement published under Government Notice R. 755 of 7 May 1976 as amended by Government Notices R. 277 of 25 February 1977 and R. 367 of 3 March 1978.

1. SCOPE OF APPLICATION

The terms of this Agreement shall be observed in the Baking and/or Confectionery Industry—

(1) by all employers who are members of the employers' organisation and all employees who are members of the trade union;

(2) in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice R. 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Inanda, Pinetown and Lower Tugela.

2. CLAUSE 4.—WAGES

In subclause (1), substitute the following for paragraph (a):

"(a) No employer shall pay in any week to any employee, other than a casual employee, engaged on any one of the under-mentioned classes of work, wages lower, and no employee shall accept wages lower, than those set out hereunder:

Class of employee	Per week
	R
Foreman.....	72,50
Journeymen.....	59,00
Mechanic or artisan.....	59,00
Decorator/Icer:	
Female—	
during first year of experience.....	30,00
during second year of experience.....	36,50
thereafter.....	39,50
Male—	
during first year of experience.....	37,00
during second year of experience.....	43,50
thereafter.....	48,50
Overseer.....	59,00
Assistant overseer.....	54,50

<i>Klas werknemer</i>	<i>Per week</i> R	<i>Class of employee</i>	<i>Per week</i> R
Fabrieksklerk:		Factory clerk:	
Vrou—		Female—	
gedurende eerste jaar ondervinding.....	27,50	during first year of experience.....	27,50
daarna.....	30,50	thereafter.....	30,50
Man—		Male—	
gedurende eerste jaar ondervinding.....	33,00	during first year of experience.....	33,00
daarna.....	37,00	thereafter.....	37,00
Klerk, pakhuysman, toonbankassistent:		Clerical employee, storeman, counterhand:	
Vrou, gekwalifiseer.....	37,50	Female, qualified.....	37,50
Vrou, ongekwalifiseer—		Female, unqualified—	
gedurende eerste jaar ondervinding.....	28,50	during first year of experience.....	28,50
gedurende tweede jaar ondervinding.....	31,50	during second year of experience.....	31,50
gedurende derde jaar ondervinding.....	35,00	during third year of experience.....	35,00
Man, gekwalifiseer.....	53,00	Male, qualified.....	53,00
Man, ongekwalifiseer—		Male, unqualified—	
gedurende eerste jaar ondervinding.....	33,00	during first year of experience.....	33,00
gedurende tweede jaar ondervinding.....	36,50	during second year of experience.....	36,50
gedurende derde jaar ondervinding.....	40,00	during third year of experience.....	40,00
gedurende vierde jaar ondervinding.....	44,00	during fourth year of experience.....	44,00
gedurende vyfde jaar ondervinding.....	48,00	during fifth year of experience.....	48,00
Versendingsklerk—		Despatch clerk—	
gedurende eerste jaar ondervinding.....	42,50	during first year of experience.....	42,50
daarna.....	50,00	thereafter.....	50,00
Assistent-versendingklerk—		Assistant despatch clerk—	
gedurende eerste jaar ondervinding.....	32,00	during first year of experience.....	32,00
daarna.....	35,50	thereafter.....	35,50
Werknemer, graad I:		Grade I employee:	
Vrou.....	27,00	Female.....	27,00
Man.....	33,00	Male.....	33,00
Werknemer, graad II:		Grade II employee:	
Vrou.....	25,00	Female.....	25,00
Man.....	30,50	Male.....	30,50
Werknemer, graad III:		Grade III employee:	
Vrou—		Female—	
by indiensneming.....	23,00	on engagement.....	23,00
na een jaar diens.....	24,00	after one year's service.....	24,00
Man—		Male—	
by indiensneming.....	28,00	on engagement.....	28,00
na een jaar diens.....	29,00	after one year's service.....	29,00
Faktotum.....	38,50	Handyman.....	38,50
Drywer van 'n motorfiets, motordriewiel, bromponie of dergelike voertuig.....	30,00	Driver of a motorcycle, motor tricycle, motor scooter or similar vehicle.....	30,00
Drywer van enige ander motorvoertuig, met inbegrip van 'n vurkhyser van hyser.....	36,50	Driver of any other motor vehicle, including a forklift or hyster.....	36,50
Bestelwaverkoopman wat brood en/of banket met 'n motorfiets, motordriewiel, bromponie of dergelike voertuig aflewer—		Van salesman delivering bread and/or confectionery by means of a motor cycle, motor tricycle, motor scooter or similar vehicle—	
gedurende eerste jaar ondervinding.....	36,50	during first year of experience.....	36,50
daarna.....	43,00	thereafter.....	43,00
Bestelwaverkoopman wat enige ander soort voertuig gebruik—		Van salesman using any other kind of vehicle—	
gedurende eerste jaar ondervinding.....	44,00	during first year of experience.....	44,00
daarna.....	53,00	thereafter.....	53,00
Bestelwaverkoopman se assistent—		Van salesman's assistant—	
by indiensneming.....	29,00	on engagement.....	29,00
na een jaar diens.....	30,00	after one year's service.....	30,00
Besteller:		Delivery employee:	
Aflewering te voet, per fiets, driewiel of handvoertuig—		Delivery on foot, by bicycle, tricycle or handpropelled vehicle—	
by indiensneming.....	28,50	on engagement.....	28,50
na een jaar ondervinding.....	29,50	after one year's experience.....	29,50
Ketelbediener (ketel wat to 1 000 kg stoom per uur kan lewer).....	30,50	Boiler attendant (boiler capable of producing up to 1 000 kg steam per hour).....	30,50
Ketelbediener (ketel wat 1 000 kg of meer stoom per uur kan lewer).....	32,50	Boiler attendant (boiler capable of producing 1 000 kg or more steam per hour).....	32,50
Wag.....	30,50	Watchman.....	30,50
Werknemers nie elders vermeld nie.....	30,50	Employees not elsewhere specified.....	30,50

Namens die partye op hede die 21ste dag van Junie 1978 in Durban onderteken.

F. W. H. STAFFORD, Voorsitter van die Raad.

O. L. SYLVESTER, Ondervoorsitter van die Raad.

Signed at Durban, for and on behalf of the parties this 21st day of June 1978.

F. W. H. STAFFORD, Chairman of the Council.

O. L. SYLVESTER, Vice-Chairman of the Council.

No. R. 1650

18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

WAS-, SKOONMAAK- EN KLEURBEDRYF (KAAP).
—HERNUWING VAN HOOFOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewings R. 566 van 27 Maart 1975, R. 1220 van 27 Junie 1975 en R. 1134 van 2 Julie 1976 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat op 6 Oktober 1978 eindig.

S. P. BOTHA, Minister van Arbeid.

No. R. 1651

18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-
AFRIKA.—HERNUWING VAN OOREENKOMS VIR
DIE SEKSIE ALGEMENE GOEDERE

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewings R. 1361 van 13 Augustus 1976, R. 1411 van 22 Julie 1977 en R. 544 van 17 Maart 1978 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig.

S. P. BOTHA, Minister van Arbeid.

No. R. 1652

18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-
AFRIKA.—WYSIGING VAN OOREENKOMS VIR
DIE SEKSIE ALGEMENE GOEDERE

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op Seksie Algemene Goedere van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir die werkgewersorganisasie en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai *mutatis mutandis* bindend is vir alle Swartes

No. R. 1650

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY
(CAPE).—RENEWAL OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 566 of 27 March 1975, R. 1220 of 27 June 1975 and R. 1134 of 2 July 1976 to be effective from the date of publication of this notice and for a period ending 6 October 1978.

S. P. BOTHA, Minister of Labour.

No. R. 1651

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH
AFRICA.—RENEWAL OF AGREEMENT FOR THE
GENERAL GOODS SECTION

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 1361 of 13 August 1976, R. 1411 of 22 July 1977 and R. 544 of 17 March 1978 to be effective from the date of publication of this notice and for the period ending 31 December 1979.

S. P. BOTHA, Minister of Labour.

No. R. 1652

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH
AFRICA.—AMENDMENT OF AGREEMENT FOR
THE GENERAL GOODS SECTION

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the General Goods Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon the employer's organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa excluding the port and settlement of Walvis Bay and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, the provisions of the Amending Agreement shall

wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEER- NYWERHEID VAN SUID-AFRIKA

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenings, 1956, gesluit deur en aangegaan tussen die

- (a) Midland and Border Leather Industry Manufacturers' Association
 - (b) Cape Western and North-Western Leather Industries Employers' Association
 - (c) Transvaal Footwear, Tanning and Leather Trades Association
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
 - (e) Southern Cape Leather Industries Association
- (hierna die "werkgewers" of "werkgewersorganisasies" genoem), aan die een kant, en die
- (f) National Union of Leather Workers
 - (g) Transvaal Leather and Allied Trades Industrial Union

en

(h) Trunk and Box Workers' Industrial Union (Transvaal) (hierna die "werknemers" of "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leer-nywerheid van Suid-Afrika,

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 1361 van 13 Augustus 1976; soos gewysig en hernieu by Goewermentskennisgewings R. 1411 en R. 1412 van 22 Julie 1977 en R. 544 van 17 Maart 1978, te wysig.

1. KLOUSULE 3.—WOORDOMSKRYWING

Voeg die volgende woorde na die woord "aanhegwerk" in die omskrywing van "werknemer graad G" in: "en/of die omdop van sakke na masjinerie en/of sakke met papier vul".

2. KLOUSULE 4.—LONE EN LOONSKALE

In subklousule (3), skrap paragraaf (c).

3. KLOUSULE 8.—VAKANSIEDAE EN JAARLIKSE VERLOF

(1) Vervang die eerste voorbehoudsbepaling van subklousule (3) deur die volgende:

"Met dien verstande dat as 'n werknemer te eniger tyd gedurende die maande November of Desember kennis gegee word, hy die volle verloftoelae, bereken ooreenkomstig subklousule (1), vir daardie maand moet ontvang: Voorts met dien verstande dat hierdie paragraaf nie van toepassing is op 'n werknemer wie se diens beëindig word om enige rede wat regtens onmiddellike ontslag regverdig nie, en ook nie op 'n werknemer wat minder as drie maande ononderbroke diens by die werkgewer gehad het op die datum waarop hy kennis van diensopsegging gegee word nie."

(2) In subklousule (7), vervang paragraaf (d) deur die volgende paragrafe (d) en (e) en hernoem die bestaande paragraaf (e) tot paragraaf (f):

"(d) Ingeval 'n werkgewer die diens van 'n werknemer gedurende die maande November of Desember beëindig, moet die werknemer benewens enige ander besoldiging aan hom verskuldig een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Geloftedag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon: Met dien verstande dat die bepalings van hierdie paragraaf nie van toepassing is op 'n werknemer wie se diens beëindig word om enige rede wat regtens beskou word as voldoende om onmiddellike ontslag te regverdig nie en ook nie op 'n werknemer wat minder as drie maande ononderbroke diens by die werkgewer gehad het op die datum waarop hy kennis van diensopsegging gegee word nie.

(e) Ingeval 'n werknemer sy diens gedurende die maand Desember beëindig vanweë swak gesondheid wat, in die geval van 'n vroulike werknemer, swangerskap insluit, moet hy benewens enige ander besoldiging aan hom verskuldig, een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Geloftedag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon."

in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.—GENERAL GOODS SECTION

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association

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

- (f) National Union of Leather Workers
 - (g) Transvaal Leather and Allied Trades Industrial Union
- and

(h) Trunk and Box Workers' Industrial Union (Transvaal) (hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1361 dated 13 August 1976, as amended and renewed by Government Notices R. 1411 and R. 1412 dated 22 July 1977 and R. 544 dated 17 March 1978.

1. CLAUSE 3.—DEFINITIONS

Insert the following words after the word "attaching" in the definition of "Grade G employee": "and/or turning bags inside out after machining and/or filling bags with paper".

2. CLAUSE 4.—WAGES AND RATES

In subclause (3), delete paragraph (c).

3. CLAUSE 8.—HOLIDAYS AND ANNUAL LEAVE

(1) Substitute the following for the first proviso to subclause (3):

"Provided that if an employee is given notice at any time during the months of November or December, he shall receive the full leave allowance, calculated in terms of subclause (1) for these months: Provided further that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal nor to an employee who has had less than three months continuous service with the employer at the date on which he is given notice of the termination of his services."

(2) In subclause (7), substitute the following paragraphs (d) and (e) for paragraph (d), and renumber the existing paragraph (e) to read (f):

"(d) In the event of an employer terminating the services of an employee during the months of November or December, the employee shall be paid, in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one-fifth of the normal weekly wage: Provided that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal nor to an employee who has had less than three months continuous service with the employer at the date on which he is given notice of the termination of his services.

(e) In the event of an employee terminating his services during the month of December on account of ill-health, which shall, in the case of a female employee, include pregnancy, he shall be paid in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one-

(3) Voeg die volgende nuwe subklousule (11) in:

"(11) (a) Elke werknemer wat 12 agtereenvolgende maande diens by dieselfde werkgever voltooi het wanneer die bedryfsinrigting ingevolge subklousule (1) sluit, moet 'n vakansiebonus betaal word van minstens twee vyfdes van die weekloon wat die werknemer ontvang wanneer die bedryfsinrigting sluit: Met dien verstande dat 'n werknemer wie se diens 'n aanvang neem op die datum waarop die bedryfsinrigting na die jaarlikse verloftydperk heropen, geag moet word vir 'n tydperk van 12 maande in diens te gewees het indien hy nog in die diens van dieselfde werkgever is wanneer die bedryfsinrigting vir die volgende tydperk van jaarlikse verlof ingevolge subklousule (1) sluit.

(b) Die vakansiebonus in paragraaf (a) bedoel, moet voor of op die laaste werkdag voordat die bedryfsinrigting ingevolge subklousule (1) sluit, aan die werknemer betaal word."

4. KLOUSULE 10.—FONDSE VAN DIE RAAD

Skrap hierdie klousule.

5. AANHANGSEL C

(1) Vervang klousule (1) van Aanhangel C deur die volgende:

(3) Insert the following new subclause (11):

"(11) (a) Every employee who has completed 12 consecutive months of employment with the same employer when the establishment closes in terms of subclause (1), shall be paid a holiday bonus of not less than two-fifths of the weekly wage which the employee is receiving when the establishment closes: Provided that an employee whose employment commences on the date on which an establishment re-opens after the annual leave period, shall be deemed to have been employed for a period of 12 months if he is still in the employ of the same employer when the establishment closes for the next period of annual leave in terms of subclause (1).

(b) The holiday bonus referred to in paragraph (a) shall be paid to the employee not later than the last working day before the establishment closes in terms of subclause (1)."

4. CLAUSE 10.—COUNCIL FUNDS

Delete this clause.

5. ANNEXURE C

(1) Substitute the following for clause (1) of Annexure C:

" (1) LOONSKALE

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
A. Onderstaande lone moet betaal word aan werknemers werksaam in die Sektie Algemene Goedere van die Nywerheid:				
(i) Ketelbediener.....	28,74	31,61	29,40	32,34
(ii) Drywer van 'n motorvoertuig gelisenseer om 'n loonvrag te dra of te trek van—				
(a) minder as 2 722 kg.....	28,74	31,61	29,40	32,34
(b) 2 722 kg.....	34,80	38,27	35,60	39,16
(c) meer as 2 722 kg maar hoogstens 4 536 kg.....	41,75	45,92	42,71	46,99
(d) meer as 4 536 kg.....	48,71	53,58	49,84	54,83
(iii) Algemene arbeider.....	23,95	26,34	24,50	26,95
(iv) Werknemer graad F.....	23,95	26,34	24,50	26,95
(v) Nagwag.....	28,74	31,61	29,40	32,34
(vi) Magasynmeester en/of pakhuisman, versendingsklerk.....	34,80	38,27	35,60	39,16
B. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodigdhede vervaardig:				
(i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Kragguilotinebediener.....	48,71	53,58	49,84	54,83
(iii) Draaisnymasjiëbediener.....	48,71	53,58	49,84	54,83
(iv) Houtwerkmasjiëbediener, klas I.....	48,71	53,58	49,84	54,83
(v) Snyer, klas I.....	45,92	50,51	46,98	51,68
(vi) Hoekstikmasjiëbediener.....	41,75	45,92	42,71	46,99
(vii) Werknemer graad A.....	34,80	38,27	35,60	39,16
(viii) Werknemer graad B.....	32,33	35,56	33,07	36,38
(ix) Werknemer graad C.....	28,74	31,61	29,40	32,34
(x) Werknemer graad D.....	26,55	29,20	27,16	29,88
(xi) Werknemer graad E.....	23,95	26,34	24,50	26,95
(xii) Werknemer graad G.....	23,95	26,34	24,50	26,95
C. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:				
(i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Snyer, klas I.....	41,75	45,92	42,71	46,99
(iii) Saalmaker, klas I.....	41,75	45,92	42,71	46,99
(iv) Snyer, klas II.....	36,88	40,56	37,73	41,51
(v) Saalmaker, klas II.....	36,88	40,56	37,73	41,51
(vi) Perssnyer.....	34,80	38,27	35,60	39,16
(vii) Paneelvuller.....	28,74	31,61	29,40	32,34
(viii) Handstikker.....	28,74	31,61	29,40	32,34
(ix) Leerbandsnymasjiëbediener.....	26,58	29,23	27,19	29,91
(x) Masjiëwerker.....	26,58	29,23	27,19	29,91
(xi) Skawer.....	26,58	29,23	27,19	29,91
(xii) Plooiemaker.....	23,95	26,34	24,50	26,95
(xiii) Beitswerker.....	23,95	26,34	24,50	26,95
D. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie, ens., vervaardig:				
(i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Handsnyer.....	38,27	42,09	39,15	43,07
(iii) Perssnyer.....	36,18	39,79	37,01	40,72
(iv) Voorbereider en afwerker.....	33,40	36,74	34,17	37,59
(v) Masjiëwerker.....	31,61	34,77	32,34	35,58
(vi) Handstikker.....	28,74	31,61	29,40	32,34
(vii) Leerbandsnymasjiëbediener.....	26,58	29,23	27,19	29,91
(viii) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsoeneerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig.....	23,95	26,34	24,50	26,95

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
E. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisbande, ens., vervaardig:				
(i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Perssnyer.....	38,96	42,85	39,86	43,85
(iii) Handsnyer.....	28,74	31,61	29,40	32,34
(iv) Masjienwerker.....	26,55	29,20	27,16	29,88
(v) Klinknaelwerker.....	26,55	29,20	27,16	29,88
(vi) Skawer.....	26,55	29,20	27,16	29,88
(vii) Werknemers wat plooi- en/of afwerkingswerk verrig en/of vetergate maak	23,95	26,34	24,50	26,95
F. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:				
(i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Handsnyer.....	38,96	42,85	39,86	43,85
(iii) Perssnyer.....	38,96	42,85	39,86	43,85
(iv) Handstikker.....	28,74	31,61	29,40	32,34
(v) Masjienwerker.....	26,55	29,20	27,16	29,88
(vi) Leerbandsnymasjienbediener.....	26,55	29,20	27,16	29,88
(vii) Klinknaelwerker.....	26,55	29,20	27,16	29,88
(viii) Skawer.....	26,55	29,20	27,16	29,88
(ix) Leerfatsoeneerder.....	26,55	29,20	27,16	29,88
(x) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleer- en/of raamwerk aan beursies verrig en/of voerings insit en/of metaalverstywers insit en/of rande bewerk en/of veters of rieme insit en/of punte maak of aansit en/of perforereer- en/of kramwerk verrig en/of omdopwerk verrig en/of bokshandskoene opstop en/of veters volgens lengte sny.....	23,95	26,34	24,50	26,95
(xi) Hoëfrekwensiesweiswerk.....	23,95	26,34	24,50	26,95
G. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat koffers vir Swartes in die provinsie Transvaal vervaardig: Met dien verstande dat sodanige lone betaalbaar is slegs in gevalle waar die betrokke werkgever die Raad oortuig dat die artikel wat vervaardig word, 'n koffer vir Swartes is en 'n sertifikaat met hierdie strekking van die Raad hou. In alle ander gevalle is die lone wat in paragraaf B van hierdie klousule gespesifiseer word, van toepassing. Die sertifikaat hierbo bedoel, kan te eniger tyd deur die Raad ingetrek word deur een week vooraf kennis aan die betrokke werkgever te gee.				
(a) Gekwalifiseerde werknemers wat werksaam is as—				
(i) saers.....	30,18	33,19	30,87	33,96
(ii) monteurs.....	27,30	30,03	27,93	30,73
(iii) snyers.....	23,95	26,34	24,50	26,95
(iv) inmekaarsitters (in die bedryf bekend as "carpenters") en plakkers....	23,95	26,34	24,50	26,95
(b) (i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Klinknael- en/of spykermasjienwerkers.....	36,18	39,79	37,01	40,72
(iii) Fatsoeneermasjienwerkers, houtlasmasjienwerkers, skuurmasjienwerkers, spuit- of vlamskilderwerkers.....	29,45	32,39	30,13	33,15
H. Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, en uitgesonderd dié werknemers wat in paragrawe A en I van hierdie klousule genoem word:				
Gedurende die eerste ses maande ondervinding.....	14,38	15,81	14,70	16,17
Gedurende die tweede ses maande ondervinding.....	17,25	18,97	17,64	19,41
Gedurende die derde ses maande ondervinding.....	20,12	22,13	20,58	22,64
Gedurende die vierde ses maande ondervinding.....	24,41	26,85	24,99	27,49
Gedurende die vyfde ses maande ondervinding.....	28,74	31,61	29,40	32,34
Met dien verstande dat 'n volwasse manlike werknemer wat minder as 12 maande ondervinding het, nogtans geag moet word 12 maande ondervinding te hê.				
I. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrostdistrikte Bellville, Goodwood en Durban balle vervaardig:				
(i) Voorman.....	55,66	61,22	56,94	62,64
(ii) Snyer.....	38,96	42,85	39,86	43,85
(iii) Paneelmasjienwerker.....	34,80	38,27	35,60	39,16
(iv) Afwerker, graad I.....	28,03	30,83	28,67	31,54
(v) Afwerker, graad II.....	26,03	28,63	26,63	29,30
(vi) Mondstukmasjienwerker.....	26,55	29,20	27,16	29,88
(vii) Naatwerker, graad I.....	26,03	28,63	26,63	29,30
(viii) Naatwerker, graad II.....	24,47	26,91	25,03	27,54
(ix) Werknemers wat regsnywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mondstukke in posisie aanbring en/of veters volgens lengte sny.....	23,95	26,34	24,50	26,95
J. Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede verrig wat in paragraaf I vermeld word:				
Gedurende die eerste ses maande ondervinding.....	14,38	15,81	14,70	16,17
Gedurende die tweede ses maande ondervinding.....	16,54	18,19	16,92	18,62
Gedurende die derde ses maande ondervinding.....	17,97	19,76	18,38	20,22
Gedurende die vierde ses maande ondervinding.....	19,40	21,34	19,85	21,84
Gedurende die vyfde ses maande ondervinding.....	22,32	24,55	22,80	25,08"

“(1) WAGE RATES

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
A. The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:				
(i) Boiler attendant.....	28,74	31,61	29,40	32,34
(ii) Driver of a motor vehicle authorised to carry or haul a pay-load of—				
(a) under 2 722 kg.....	28,74	31,61	29,40	32,34
(b) 2 722 kg.....	34,80	38,27	35,60	39,16
(c) over 2 722 kg but not exceeding 4 536 kg.....	41,75	45,92	42,71	46,99
(d) over 4 536 kg.....	48,71	53,58	49,84	54,83
(iii) General labourer.....	23,95	26,34	24,50	26,95
(iv) Grade F employee.....	23,95	26,34	24,50	26,95
(v) Night watchman.....	28,74	31,61	29,40	32,34
(vi) Storeman and/or warehouseman, despatch clerk.....	34,80	38,27	35,60	39,16
B. The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:				
(i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Power guillotine operator.....	48,71	53,58	49,84	54,83
(iii) Rotary cutting machine operator.....	48,71	53,58	49,84	54,83
(iv) Woodworking machine operator, Class I.....	48,71	53,58	49,84	54,83
(v) Cutter, Class I.....	45,92	50,51	46,98	51,68
(vi) Corner stitching machine operator.....	41,75	45,92	42,71	46,99
(vii) Grade A employee.....	34,80	38,27	35,60	39,16
(viii) Grade B employee.....	32,33	35,56	33,07	36,38
(ix) Grade C employee.....	28,74	31,61	29,40	32,34
(x) Grade D employee.....	26,55	29,20	27,16	29,88
(xi) Grade E employee.....	23,95	26,34	24,50	26,95
(xii) Grade G employee.....	23,95	26,34	24,50	26,95
C. The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:				
(i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Cutter, Class I.....	41,75	45,92	42,71	46,99
(iii) Saddler, Class I.....	41,75	45,92	42,71	46,99
(iv) Cutter, Class II.....	36,88	40,56	37,73	41,51
(v) Saddler, Class II.....	36,88	40,56	37,73	41,51
(vi) Press cutter.....	34,80	38,27	35,60	39,16
(vii) Panel filler.....	28,74	31,61	29,40	32,34
(viii) Hand stitcher.....	28,74	31,61	29,40	32,34
(ix) Strap cutting machine operator.....	26,58	29,23	27,19	29,91
(x) Machinist.....	26,58	29,23	27,19	29,91
(xi) Skiver.....	26,58	29,23	27,19	29,91
(xii) Creaser.....	23,95	26,34	24,50	26,95
(xiii) Stainer.....	23,95	26,34	24,50	26,95
D. The following wage rates shall be paid to qualified employees engaged in the manufacture of harness, etc.:				
(i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Hand cutter.....	38,27	42,09	39,15	43,07
(iii) Press cutter.....	36,18	39,79	37,01	40,72
(iv) Preparer and finisher.....	33,40	36,74	34,17	37,59
(v) Machinist.....	31,61	34,77	32,34	35,58
(vi) Hand stitcher.....	28,74	31,61	29,40	32,34
(vii) Strap cutting machine operator.....	26,58	29,23	27,19	29,91
(viii) Employees engaged on staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up.....	23,95	26,34	24,50	26,95
E. The following wage rates shall be paid to qualified employees engaged in the manufacture of braces, etc.:				
(i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Press cutter.....	38,96	42,85	39,86	43,85
(iii) Hand cutter.....	28,74	31,61	29,40	32,34
(iv) Machinist.....	26,55	29,20	27,16	29,88
(v) Riveter.....	26,55	29,20	27,16	29,88
(vi) Skiver.....	26,55	29,20	27,16	29,88
(vii) Employees engaged on creasing and/or eyeletting and/or finishing.....	23,95	26,34	24,50	26,95
F. The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:				
(i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Hand cutter.....	38,96	42,85	39,86	43,85
(iii) Press cutter.....	38,96	42,85	39,86	43,85
(iv) Hand stitcher.....	28,74	31,61	29,40	32,34
(v) Machinist.....	26,55	29,20	27,16	29,88
(vi) Strap cutting machine operator.....	26,55	29,20	27,16	29,88
(vii) Riveter.....	26,55	29,20	27,16	29,88
(viii) Skiver.....	26,55	29,20	27,16	29,88
(ix) Leather moulder.....	26,55	29,20	27,16	29,88
(x) Employees engaged on eyeletting and/or creasing and/or attaching of fittings and/or locks and/or ornaments, and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting linings and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length.....	23,95	26,34	24,50	26,95
(xi) High frequency welding.....	23,95	26,34	24,50	26,95

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
G. The following wage rates shall be paid to qualified employees engaged in the manufacture of trunks for Blacks in the Province of the Transvaal: Provided that such wages shall be payable only in cases where the employer concerned has proved to the satisfaction of the Council that the article produced is a trunk for Blacks and holds a certificate from the Council to that effect. In all other cases, the wages specified in paragraph B of this clause shall apply. The certificate referred to above may be withdrawn at any time by the Council giving one week's notice to the employer concerned.				
(a) Qualified employees employed as—				
(i) sawyers.....	30,18	33,19	30,87	33,96
(ii) fitters.....	27,30	30,03	27,93	30,73
(iii) cutters.....	23,95	26,34	24,50	26,95
(iv) assemblers (known in the trade as "carpenters") and pasters.....	23,95	26,34	24,50	26,95
(b) (i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Riveting and/or nailing by machine.....	36,18	39,79	37,01	40,72
(iii) Machine moulding, wood joining by machine, sandpapering, spraying or graining.....	29,45	32,39	30,13	33,15
H. The following wage rates shall be paid to learners, other than foremen, and other than those referred to in paragraphs A and I of this clause:				
During the first six months of experience.....	14,38	15,81	14,70	16,17
During the second six months of experience.....	17,25	18,97	17,64	19,41
During the third six months of experience.....	20,12	22,13	20,58	22,64
During the fourth six months of experience.....	24,41	26,85	24,99	27,49
During the fifth six months of experience.....	28,74	31,61	29,40	32,34
Provided that an adult male employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.				
I. The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban:				
(i) Foreman.....	55,66	61,22	56,94	62,64
(ii) Cutter.....	38,96	42,85	39,86	43,85
(iii) Panel machinist.....	34,80	38,27	35,60	39,16
(iv) Finisher, Grade I.....	28,03	30,83	28,67	31,54
(v) Finisher, Grade II.....	26,03	28,63	26,63	29,30
(vi) Mouthpiece machinist.....	26,55	29,20	27,16	29,88
(vii) Boxer, Grade I.....	26,03	28,63	26,63	29,30
(viii) Boxer, Grade II.....	24,47	26,91	25,03	27,54
(ix) Employees engaged on recutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length.....	23,95	26,34	24,50	26,95
J. The following wage rates shall be paid to learners, other than foreman, engaged on the operations referred to in paragraph I:				
During the first six months of experience.....	14,38	15,81	14,70	16,17
During the second six months of experience.....	16,54	18,19	16,92	18,62
During the third six months of experience.....	17,97	19,76	18,38	20,22
During the fourth six months of experience.....	19,40	21,34	19,85	21,84
During the fifth six months of experience.....	22,32	24,55	22,80	25,08"

(2) Vervang klousule 2 (3) tot en met (6) van Aanhangsel C deur die volgende:

"3. *Tuie*.—(i) Minstens een voorman moet in elke bedryfs-irigting werksaam wees.

(ii) Vir elke werknemer wat 'n loon van minstens R23,63 per week gedurende die tydperk eindigende 30 September 1979 en R24,18 per week daarna ontvang, mag hoogstens een werknemer teen 'n loon van minder as R23,63 per week gedurende die tydperk eindigende 30 September 1979 en R24,18 per week daarna in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.

4. *Kruisbande*.—Vir elke werknemer wat 'n loon van minstens R26,34 per week gedurende die tydperk eindigende 30 September 1979 en R26,95 per week daarna ontvang, mag hoogstens een werknemer teen 'n loon van minder as R26,34 per week gedurende die tydperk eindigende 30 September 1979 en R26,95 per week daarna in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.

5. *Persoonlike goedere*.—Vir elke werknemer wat 'n loon van minstens R26,34 per week gedurende die tydperk eindigende 30 September 1979 en R26,95 per week daarna ontvang, mag hoogstens een werknemer teen 'n loon van minder as R26,34 per week gedurende die tydperk eindigende 30 September 1979 en R26,95 per week daarna in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.

(2) Substitute the following for clause 2 (3) to (6), inclusive, of Annexure C:

"3. *Harness*.—(i) Not less than one foreman shall be employed in each establishment.

(ii) For each employee receiving a wage of not less than R23,63 per week during the period ending 30 September 1979 and R24,18 per week thereafter, not more than one employee may be employed at a wage of less than R23,63 per week during the period ending 30 September 1979 and R24,18 per week thereafter: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.

4. *Braces*.—For each employee receiving a wage of not less than R26,34 per week during the period ending 30 September 1979 and R26,95 per week thereafter, not more than one employee may be employed at a wage of less than R26,34 per week during the period ending 30 September 1979 and R26,95 per week thereafter: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.

5. *Personal goods*.—For each employee receiving a wage of not less than R26,34 per week during the period ending 30 September 1979 and R26,95 per week thereafter, not more than one employee may be employed at a wage of less than R26,34 per week for the period ending 30 September 1979 and R26,95 per week thereafter: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.

6. *Koffers vir Swartes*.—Vir elke drie werknemers wat 'n loon van minstens R26,34 per week gedurende die tydperk eindigende 30 September 1979 en R26,95 daarna ontvang, mag hoogstens een werknemer teen 'n loon van minder as R26,34 per week gedurende die tydperk eindigende 30 September 1979 en R26,95 per week daarna in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.”.

Hierdie Ooreenkoms is namens die partye op hede die 14de dag van Julie 1978 onderteken.

M. PORTER, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

No. R. 1653 18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERNUWING VAN OOREENKOMS VIR DIE HANDSAKSEKSIE

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewings R. 1362 van 13 Augustus 1976, R. 1413 van 22 Julie 1977 en R. 545 van 17 Maart 1978 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig.

S. P. BOTHA, Minister van Arbeid.

No. R. 1654 18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN OOREENKOMS VIR DIE HANDSAKSEKSIE

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Handsakseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir die werkgewers-organisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai *mutatis mutandis* bindend is vir alle Swartes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

6. *Black trunks*.—For every three employees receiving a wage of not less than R26,34 per week for the period ending 30 September 1979 and R26,95 per week thereafter, there may be employed not more than one employee receiving less than R26,34 per week during the period ending 30 September 1979 and R26,95 per week thereafter: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.”.

This Agreement signed on behalf of the parties on this 14th day of July 1978.

M. PORTER, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 1653 18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RENEWAL OF AGREEMENT FOR THE HANDBAG SECTION

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 1362 of 13 August 1976, R. 1413 of 22 July 1977, and R. 545 of 17 March 1978 to be effective from the date of publication of this notice and for the period ending 31 December 1979.

S. P. BOTHA, Minister of Labour.

No. R. 1654 18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE HANDBAG SECTION

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Handbag Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa excluding the port and settlement of Walvis Bay and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Blacks employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEER-
NYWERHEID VAN SUID-AFRIKA

HANDSAKSEKSIE

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenings, 1956, gesluit deur en aangegaan tussen die

- (a) Midland and Border Leather Industry Manufacturers' Association
 - (b) Cape Western and North-Western Leather Industries Employers' Association
 - (c) Transvaal Footwear, Tanning and Leather Trades Association
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
 - (e) Southern Cape Leather Industries Association
 - (f) South African Handbag Manufacturers' Association
- (hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die
- (g) National Union of Leather Workers

en

- (h) Transvaal Leather and Allied Trades Industrial Union
- (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leer-nywerheid van Suid-Afrika,

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 1362 van 13 Augustus 1976, soos gewysig en hernieu by Goewermmentskennisgewings R. 1413 en R. 1414 van 22 Julie 1977 en R. 545 van 17 Maart 1978, te wysig.

1. KLOUSULE 4.—LONE EN LOONSKALE

In subklousule (3), skrap paragraaf (c).

2. KLOUSULE 8.—VAKANSIEDAE EN JAARLIKSE
VERLOF

- (1) Vervang die eerste voorbehoudsbepaling van subklousule (3) deur die volgende:

"Met dien verstande dat as 'n werknemer te eniger tyd gedurende die maande November of Desember kennis gegee word, hy die volle verloftoelae, bereken ooreenkomstig subklousule (1) vir daardie maand moet ontvang: Voorts met dien verstande dat hierdie paragraaf nie van toepassing is op 'n werknemer wie se diens beëindig word om enige rede wat regtens onmiddellike ontslag regverdig nie, en ook nie op 'n werknemer wat minder as drie maande ononderbroke diens by die werkgewer gehad het op die datum waarop hy kennis van diensopsegging gegee word nie."

- (2) In subklousule (7), vervang paragraaf (d) deur die volgende paragrafe (d) en (e) hernoem die bestaande paragraaf (e) tot paragraaf (f):

"(d) Ingeval 'n werkgewer die diens van 'n werknemer gedurende die maande November of Desember beëindig, moet die werknemer benewens enige ander besoldiging aan hom verskuldig een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Geloftedag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon: Met dien verstande dat die bepalings van hierdie paragraaf nie van toepassing is op 'n werknemer wie se diens beëindig word om enige rede wat regtens beskou word as voldoende om onmiddellike ontslag te regverdig nie en ook nie op 'n werknemer wat minder as drie maande ononderbroke diens by die werkgewer gehad het op die datum waarop hy kennis van diensopsegging gegee word nie.

(e) Ingeval 'n werknemer sy diens gedurende die maand Desember beëindig vanweë swak gesondheid wat, in die geval van 'n vroulike werknemer, swangerskap insluit, moet hy benewens enige ander besoldiging aan hom verskuldig, een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Geloftedag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon."

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

HANDBAG SECTION

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association
 - (b) Cape Western and North-Western Leather Industries Employers' Association
 - (c) Transvaal Footwear, Tanning and Leather Trades Association
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
 - (e) Southern Cape Leather Industries Association
 - (f) South African Handbag Manufacturers' Association
- (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (g) National Union of Leather Workers

and

- (h) Transvaal Leather and Allied Trades Industrial Union
- (hereinafter referred to as the "employees" or "trade unions"), of the other part,

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1362, dated 13 August 1976, as amended and renewed by Government Notices R. 1413 and R. 1414, dated 22 July 1977, and R. 545, dated 17 March 1978.

1. CLAUSE 4.—WAGES AND RATES

In subclause (3), delete paragraph (c).

2. CLAUSE 8.—HOLIDAYS AND ANNUAL LEAVE

- (1) Substitute the following for the first proviso to subclause (3):

"Provided that if an employee is given notice at any time during the months of November or December, he shall receive the full leave allowance, calculated in terms of subclause (1), for these months: Provided further that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal nor to an employee who has had less than three months continuous service with the employer at the date on which he is given notice of the termination of his services."

- (2) In subclause (7), substitute the following paragraphs (d) and (e) for paragraph (d) and renumber the existing paragraph (e) to read (f):

"(d) In the event of an employer terminating the services of an employee during the months of November or December, the employee shall be paid, in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one-fifth of the normal weekly wage: Provided that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal nor to an employee who has had less than three months continuous service with the employer at the date on which he is given notice of the termination of his services.

(e) In the event of an employee terminating his services during the month of December on account of ill-health, which shall, in the case of a female employee, include pregnancy, he shall be paid in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one-fifth of the normal weekly wage."

(3) Voeg die volgende nuwe subklousule (11) in:

"(11) (a) Elke werknemer wat 12 agtereenvolgende maande diens by dieselfde werkgever voltooi het wanneer die bedryfsinrigting ingevolge subklousule (1) sluit, moet 'n vakansiebonus betaal word van minstens twee vyfdes van die weekloon wat die werknemer ontvang wanneer die bedryfsinrigting sluit: Met dien verstande dat 'n werknemer wie se diens 'n aanvang neem op die datum waarop die bedryfsinrigting na die jaarlikse verloftydperk heropen, geag moet word vir 'n tydperk van 12 maande in diens te gewees het indien hy nog in die diens van dieselfde werkgever is wanneer die bedryfsinrigting vir die volgende tydperk van jaarlikse verlof ingevolge subklousule (1) sluit.

(b) Die vakansiebonus in paragraaf (a) bedoel, moet voor of op die laaste werkdag voordat die bedryfsinrigting ingevolge subklousule (1) sluit, aan die werknemer betaal word."

3. KLOUSULE 10.—FONDSE VAN DIE RAAD

Skrap hierdie klousule.

4. AANHANGSEL C

Vervang klousule (1) van Aanhangsel C deur die volgende:

"(1) LONE

(3) Insert the following new subclause (11):

"(11) (a) Every employee who has completed 12 consecutive months of employment with the same employer when the establishment closes in terms of subclause (1), shall be paid a holiday bonus of not less than two-fifths of the weekly wage which the employee is receiving when the establishment closes: Provided that an employee whose employment commences on the date on which an establishment re-opens after the annual leave period, shall be deemed to have been employed for a period of 12 months if he is still in the employ of the same employer when the establishment closes for the next period of annual leave in terms of subclause (1).

(b) The holiday bonus referred to in paragraph (a) shall be paid to the employee not later than the last working day before the establishment closes in terms of subclause (1)."

3. CLAUSE 10.—COUNCIL FUNDS

Delete this clause.

4. ANNEXURE C

Substitute the following for clause (1) of Annexure C:

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
(a) Voorman.....	55,66	61,22	56,94	62,64
(b) Magasynmeester.....	34,80	38,27	35,60	39,16
(c) Versendingsklerk.....	34,80	38,27	35,60	39,16
(d) Drywer van 'n afleveringsvoertuig waarvan die onbelaste massa—				
(i) hoogstens 2 722 kg is.....	28,74	31,61	29,40	32,34
(ii) meer as 2 722 kg maar hoogstens 4 536 kg is.....	41,75	45,92	42,71	46,99
(iii) meer as 4 536 kg is.....	48,71	53,58	49,84	54,83
(e) Nagwag.....	28,74	31,61	29,40	32,34
(f) Algemene arbeider.....	23,95	26,34	24,50	26,95
(g) Gekwalifiseerde werknemers:				
(1) Snyer, klas I, wat uit leer sny.....	44,52	48,97	45,55	50,11
(2) Snyer, klas I, wat uit ander materiaal as leer sny.....	41,75	45,92	42,71	46,99
(3) Snyer, klas II, wat uit leer sny.....	33,40	36,74	34,17	37,59
(4) Snyer, klas II, wat uit ander materiaal as leer sny.....	27,30	30,03	27,93	30,73
(5) Masjienwerker wat die masjienwerk aan buitekante van leerhandsakke, uitgesonderd die werk aan klein deeltjies, tooisels en handvatsels, verrig.....	27,30	30,03	27,93	30,73
(6) Masjienwerker wat masjienwerk verrig aan die buitekante van handsakke wat gemaak is van ander materiaal as leer, uitgesonderd die werk aan klein deeltjies, tooisels en handvatsels.....	25,87	28,45	26,46	29,11
(7) Masjienwerker wat ander masjienwerk as dié genoem in (5) aan leer verrig.....	23,95	26,34	24,50	26,95
(8) Masjienwerker wat ander masjienwerk as dié genoem in (6) aan ander materiaal as leer verrig.....	23,95	26,34	24,50	26,95
(9) Skawers wat leer skaaf.....	26,58	29,23	27,19	29,91
(10) Skawers wat ander materiaal as leer skaaf.....	25,87	28,45	26,46	29,11
(11) Handsakraamwerkers wat rame vir leerhandsakke maak.....	33,40	36,74	34,17	37,59
(12) Handsakraamwerkers wat rame maak vir handsakke wat van ander materiaal as leer gemaak is.....	28,74	31,61	29,40	32,34
(13) Werknemers, graad I, wat leerhandsakke vervaardig.....	23,95	26,34	24,50	26,95
(14) Werknemers, graad I, wat handsakke vervaardig uit ander materiaal as leer.....	23,95	26,34	24,50	26,95
(15) Werknemers, graad II, wat leerhandsakke vervaardig.....	23,95	26,34	24,50	26,95
(16) Werknemers, graad II, wat handsakke vervaardig uit ander materiaal as leer.....	20,82	22,90	21,30	23,43
(h) Leerlinge wat werksaam is in die klasse waarvoor lone in (g) hierbo voorgeskryf word:				
Gedurende die eerste ses maande ondervinding.....	12,94	14,23	13,23	14,56
Gedurende die daaropvolgende ses maande ondervinding.....	14,95	16,44	15,29	16,82
Gedurende die daaropvolgende ses maande ondervinding.....	17,25	18,97	17,64	19,41
Gedurende die daaropvolgende ses maande ondervinding.....	19,40	21,34	19,85	21,84
Gedurende die daaropvolgende ses maande ondervinding.....	21,84	24,02	22,34	24,58
Gedurende die daaropvolgende ses maande ondervinding.....	25,87	28,45	26,46	29,11"

"(1) WAGES

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
(a) Foreman.....	55,66	61,22	56,94	62,64
(b) Storeman.....	34,80	38,27	35,60	39,16
(c) Despatch clerk.....	34,80	38,27	35,60	39,16

	During period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
(d) Driver of a delivery vehicle the unladen mass of which—				
(i) does not exceed 2 722 kg.....	28,74	31,61	29,40	32,34
(ii) exceeds 2 722 kg but does not exceed 4 536 kg.....	41,75	45,92	42,71	46,99
(iii) exceeds 4 536 kg.....	48,71	53,58	49,84	54,83
(e) Night watchman.....	28,74	31,61	29,40	32,34
(f) General labourer.....	23,95	26,34	24,50	26,95
(g) Qualified employees:				
(1) Cutter, Class I, engaged in cutting from leather.....	44,52	48,97	45,55	50,11
(2) Cutter, Class I, engaged in cutting from materials other than leather.....	41,75	45,92	42,71	46,99
(3) Cutter, Class II, engaged in cutting from leather.....	33,40	36,74	34,17	37,59
(4) Cutter, Class II, engaged in cutting from materials other than leather.....	27,30	30,03	27,93	30,73
(5) Machinist engaged in the machining of leather handbags' outers, other than small parts, trimmings and handles.....	27,30	30,03	27,93	30,73
(6) Machinist engaged in the machining of handbags' outers made from materials other than leather, other than small parts, trimmings and handles....	25,87	28,45	26,46	29,11
(7) Machinist engaged in machining operations from leather other than those referred to in (5).....	23,95	26,34	24,50	26,95
(8) Machinist engaged in machining operations from materials other than leather, other than those referred to in (6).....	23,95	26,34	24,50	26,95
(9) Skivers engaged in the skiving of leather.....	26,58	29,23	27,19	29,91
(10) Skivers engaged in the skiving of materials other than leather.....	25,87	28,45	26,46	29,11
(11) Handbags' framers engaged in the framing of leather handbags.....	33,40	36,74	34,17	37,59
(12) Handbags' framers engaged in the framing of handbags made from materials other than leather.....	28,74	31,61	29,40	32,34
(13) Grade I employees engaged in the manufacture of leather handbags.....	23,95	26,34	24,50	26,95
(14) Grade I employees engaged in the manufacture of handbags made from materials other than leather.....	23,95	26,34	24,50	26,95
(15) Grade II employees engaged in the manufacture of leather handbags.....	23,95	26,34	24,50	26,95
(16) Grade II employees engaged in the manufacture of handbags made from materials other than leather.....	20,82	22,90	21,30	23,43
(h) Learners employed in the categories for which wages are prescribed in (g) above:				
During the first six months of experience.....	12,94	14,23	13,23	14,56
During the next six months of experience.....	14,95	16,44	15,29	16,82
During the next six months of experience.....	17,25	18,97	17,64	19,41
During the next six months of experience.....	19,40	21,34	19,85	21,84
During the next six months of experience.....	21,84	24,02	22,34	24,58
During the next six months of experience.....	25,87	28,45	26,46	29,11"

Hierdie Ooreenkoms is namens die partye op hede die 14de dag van Julie 1978 onderteken.

M. PORTER, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

No. R. 1655

18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN OOREENKOMS VIR DIE LOOISEKSIE

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Looiseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van

This Agreement signed on behalf of the parties this 14th day of July 1978.

M. PORTER, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 1655

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE TANNING SECTION

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Tanning Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, upon all employers and employees other than those referred to in paragraph

hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebied gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle Swartes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA.—LOOISEKSIË

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

(a) South African Tanning Employers' Organisation

en

(b) Transvaal Footwear, Tanning and Leather Trades Association

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

(c) National Union of Leather Workers

en

(d) Transvaal Leather and Allied Trades Industrial Union (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1213 van 16 Junie 1978 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Looiseksie van die Leernywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewers-organisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is; en

(b) in die landdrosdistrikte Die Kaap, Wynberg, Paarl, Stellenbosch, Oudtshoorn, Wellington, Mosselbaai, George, Uitenhage, Kirkwood, Barberton, Port Elizabeth, King William's Town, Durban, Pietermaritzburg, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Tvl.), Brits, Witrivier, Witbank, Nigel, Germiston en Bloemfontein.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone in die Looiseksieooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.

2. KLOUSULE 4.—LONE EN LOONSKALE

In subklousule (3), skrap paragraaf (c).

3. KLOUSULE 9.—FONDSE VAN DIE RAAD

Skrap hierdie klousule.

Hierdie Ooreenkoms namens die partye op hede die 23ste dag van Junie 1978 onderteken.

J. R. HARDING, Lid van Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

No. R. 1656

18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—SKOEISELSEKSIË—HERNUWING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van

(a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (1) (b) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall *mutatis mutandis* be binding upon all Blacks employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRY COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.—TANNING SECTION

AGREEMENT

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

(a) South African Tanning Employers' Organisation

and

(b) Transvaal Footwear, Tanning and Leather Trades Association

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

(c) National Union of Leather Workers

and

(d) Transvaal Leather and Allied Trades Industrial Union (hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1213 dated 16 June 1978.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Tanning Section of the Leather Industry—

(a) by all employers who are members of the employers' organisations and all employees who are members of the trade unions who are engaged or employed therein; and

(b) in the Magisterial Districts of The Cape, Wynberg, Paarl, Stellenbosch, Oudtshoorn, Wellington, Mossel Bay, George, Uitenhage, Kirkwood, Barberton, Port Elizabeth, King William's Town, Durban, Pietermaritzburg, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Tvl.), Brits, White River, Witbank, Nigel, Germiston and Bloemfontein.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Tanning Section Agreement and to the employers of such employees.

2. CLAUSE 4.—WAGES AND RATES

In subclause (3), delete paragraph (c).

3. CLAUSE 9.—COUNCIL FUNDS

Delete this clause.

This Agreement signed on behalf of the parties this 23rd day of June 1978.

J. R. HARDING, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 1656

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—FOOTWEAR SECTION—RENEWAL OF AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government

Goewermentskennisgewings R. 1012 van 18 Junie 1976, R. 2520 van 24 Desember 1976, R. 1099 van 17 Junie 1977, R. 2607 van 30 Desember 1977 en R. 543 van 17 Maart 1978 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig.

S. P. BOTHA, Minister van Arbeid.

No. R. 1657 18 Augustus 1978

WET OP NYWERHEIDSVEROENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Skoeiselseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai; *mutatis mutandis* bindend is vir alle Swartes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA.—SKOEISELSEKSIE

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die—

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association
- (hierna die "werkgewers" of "werkgewersorganisasies" genoem), aan die een kant, en die
- (f) National Union of Leather Workers
- en
- (g) Transvaal Leather and Allied Trades Industrial Union

Notices R. 1012 of 18 June 1976, R. 2520 of 24 December 1976, R. 1099 of 17 June 1977, R. 2607 of 30 December 1977 and R. 543 of 17 March 1978 to be effective from the date of publication of this notice and for the period ending 31 December 1979.

S. P. BOTHA, Minister of Labour.

No. R. 1657 18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Footwear Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Blacks employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.—FOOTWEAR SECTION

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association
- (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (f) National Union of Leather Workers
- and
- (g) Transvaal Leather and Allied Trades Industrial Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Leer-nywerheid van Suid-Afrika,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1012 van 18 Junie 1976, soos gewysig en verleng by Goewermentskennisgewings R. 2520 van 24 Desember 1976, R. 1099 en R. 1100 van 17 Junie 1977, R. 2607 van 30 Desember 1977 en R. 543 van 17 Maart 1978, te wysig.

1. KLOUSULE 4 VAN DEEL I.—LONE EN LOONSKALE

(1) In subklousule (1) (a) (iv), vervang "15 Januarie 1978" deur "30 September 1979" en die bedrag "R30,64" oral waar dit voorkom, deur die bedrag "R34,48".

(2) In subklousule (1) (a) (v), vervang "15 Januarie 1978" deur "30 September 1979" en die bedrag "R27,95", oral waar dit voorkom, deur die bedrag "R31,35".

(3) In subklousule (1) (a) (vi), vervang "16 Januarie 1978" deur "1 Oktober 1979" en die bedrag "R32,07", oral waar dit voorkom, deur die bedrag "R35,28".

(4) In subklousule (1) (a) (vii), vervang "16 Januarie 1978" deur "1 Oktober 1979" en die bedrag "R29,25", oral waar dit voorkom, deur die bedrag "R32,07".

(5) In subklousule (3), skrap paragraaf (c).

(6) In subklousule (7) (i), vervang "31 Maart 1977", oral waar dit voorkom, deur "14 Junie 1979".

(7) In subklousule (7) (ii), vervang "15 Januarie 1978" en "16 Januarie 1978, oral waar hulle voorkom, deur onderskeidelik "30 September 1979" en "1 Oktober 1979".

2. KLOUSULE 7 VAN DEEL I.—OORTYDWERK

Vervang "15c" waar dit in subklousule (1) voorkom deur "30c".

3. KLOUSULE 9 VAN DEEL I.—VAKANSIEDAE EN JAARLIKSE VERLOF

(1) Vervang die eerste voorbehoudsbepaling van subklousule (3) deur die volgende:

"Met dien verstande dat as 'n werknemer te eniger tyd gedurende die maande November of Desember kennis gegee word, hy die volle verloftoelae, bereken ooreenkomstig subklousule (1), vir daardie maand moet ontvang; Voorts met dien verstande dat hierdie paragraaf nie van toepassing is op 'n werknemer wie se dienste beëindig word om enige rede wat regtens onmiddellike ontslag regverdig nie."

(2) In subklousule (7) (a), voeg die woord "Krugerdag" in onmiddellik na die woord "Republiekdag".

(3) In subklousule (7), vervang paragraaf (d) deur die volgende nuwe paragrafe (d) en (e) en hernommer die bestaande paragrafe (e) en (f) tot onderskeidelik (f) en (g):

"(d) Ingeval 'n werkgewer die dienste van 'n werknemer gedurende die maande November of Desember beëindig, moet die werknemer benewens enige ander besoldiging aan hom verskuldig een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Geloftedag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon: Met dien verstande dat die bepaling van hierdie paragraaf nie van toepassing is op 'n werknemer wie se diens beëindig word om enige rede wat regtens beskou word as voldoende om onmiddellike ontslag te regverdig nie.

(e) Ingeval 'n werknemer sy diens gedurende die maand Desember beëindig vanweë swak gesondheid wat, in die geval van 'n vroulike werknemer, swangerskap insluit, moet hy benewens enige ander besoldiging aan hom verskuldig, een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Geloftedag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon."

(4) In subklousule (11), vervang die uitdrukking "R30,64 gedurende die tydperk eindigende 15 Januarie 1978 en R32,07 daarna" deur die uitdrukking "R34,48 gedurende die tydperk eindigende 30 September 1979 en R35,28 daarna".

4. KLOUSULE 11 VAN DEEL I.—FONDSE VAN DIE RAAD

Skrap hierdie klousule

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

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1012, dated 18 June 1976, as amended and extended by Government Notices R. 2520 of 24 December 1976, R. 1099 and R. 1100 of 17 June 1977, R. 2607 of 30 December 1977 and R. 543 of 17 March 1978.

1. CLAUSE 4 OF PART I.—WAGES AND RATES

(1) In subclause (1) (a) (iv), substitute "30 September 1979" for "15 January 1978" and the amount "R34,48" for the amount "R30,64" wherever it appears.

(2) In subclause (1) (a) (v), substitute "30 September 1979" for "15 January 1978" and the amount "R31,35" for the amount "R27,95" wherever it appears.

(3) In subclause (1) (a) (vi), substitute "1 October 1979" for "16 January 1978" and the amount "R35,28" for the amount "R32,07" wherever it appears.

(4) In subclause (1) (a) (vii), substitute "1 October 1979" for "16 January 1978" and the amount "R32,07" for the amount "R29,25" wherever it appears.

(5) In subclause (3), delete paragraph (c).

(6) In subclause (7) (i), substitute "14 June 1979" for "31 March 1977" wherever it appears.

(7) In subclause (7) (ii), substitute "30 September 1979" and "1 October 1979" for "15 January 1978" and "16 January 1978" respectively, wherever they appear.

2. CLAUSE 7 OF PART I.—OVERTIME

Substitute "30c" for "15c" where this amount appears in subclause (1).

3. CLAUSE 9 OF PART I.—HOLIDAYS AND ANNUAL LEAVE

(1) Substitute the following for the first proviso to subclause (3):

"Provided that if an employee is given notice at any time during the months of November or December, he shall receive the full leave allowance, calculated in terms of subclause (1) for these months: Provided further that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal."

(2) In subclause (7) (a), insert the words "Kruger Day" immediately after the words "Republic Day".

(3) In subclause (7), substitute the following new paragraphs (d) and (e) for paragraph (d) and renumber the existing paragraphs (e) and (f) to read (f) and (g) respectively:

"(d) In the event of an employer terminating the services of an employee during the months of November or December, the employee shall be paid, in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one-fifth of the normal weekly wage; Provided that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal.

(e) In the event of an employee terminating his services during the month of December on account of ill-health, which shall, in the case of a female employee, include pregnancy, he shall be paid in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one-fifth of the normal weekly wage."

(4) In subclause (11), substitute the expression "R34,48 during the period ending 30 September 1979 and R35,28 thereafter" for the expression "R30,64 during the period ending 15 January 1978 and R32,07 thereafter".

4. CLAUSE 11 OF PART I.—COUNCIL FUNDS

Delete this clause.

5. AANHANGSEL C VAN DEEL I

Vervang Aanhangsel C van Deel I deur die volgende:

5. ANNEXURE C TO PART I

Substitute the following for Annexure C to Part I:

"AANHANGSEL C VAN DEEL I

LONE

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
A. Wag.....	26,39	29,03	27,00	29,70
B. Magasynmeester en/of pakhuisman, versendingsklerk.....	33,33	36,66	34,10	37,51
C. Ketelbedieners.....	26,39	29,03	27,00	29,70
D. Motorvoertuigdrywer wat 'n voertuig dryf wat gelisensieer is om 'n loonvrag te dra of te trek van—				
(i) minder as 2 722 kg.....	32,86	36,15	33,63	37,00
(ii) 2 722 kg.....	33,33	36,66	34,10	37,51
(iii) meer as 2 722 kg maar hoogstens 4 536 kg.....	35,47	39,02	36,30	39,93
(iv) meer as 4 536 kg maar hoogstens 6 350 kg.....	42,13	46,34	43,11	47,42
E. Minderjariges in diens in beroepe waarvoor daar nie in hierdie Ooreenkoms lone voorgeskryf word nie:				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	16,05	17,65	16,42	18,06
Derde ses maande.....	18,36	20,20	18,79	20,67
Vierde ses maande.....	20,84	22,92	21,32	23,45
Vyfde ses maande.....	23,46	25,81	24,01	26,41
Sesde ses maande.....	26,22	28,84	26,83	29,51
Daarna.....	28,55	31,40	29,21	32,13
F. Werksaamhede in verband met die maak van kartondose:				
(i) Guillotine en/of draaisnymes en/of kerfmasjien met—				
(a) kragandrywing.....	48,14	52,95	39,26	54,19
(b) handandrywing.....	38,80	42,68	39,70	43,67
(ii) Kartondoosmakers.....	26,22	28,84	26,83	29,51
(iii) Die maak van kartondose, volgens ondervinding:				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	16,05	17,65	16,42	18,06
Derde ses maande.....	18,36	20,20	18,79	20,67
Vierde ses maande.....	20,84	22,92	21,32	23,45
Vyfde ses maande.....	23,46	25,81	24,01	26,41
Daarna.....	26,22	28,84	26,83	29,51
G. Werknemers wat letters met die hand set en etikette met 'n drukmasjien druk...	43,56	47,92	44,58	49,04
H. Werknemers wat kantstrookies maak:				
(a) Splits, skaaf, sny, groewe maak en afskuins.....	30,74	33,81	31,45	34,60
(b) Alle ander werksaamhede.....	23,16	25,47	23,69	26,06
I. Verpakkers.....	24,70	27,17	25,27	27,80
J. Werknemers wat breiwerk verrig.....	37,55	41,30	38,42	42,26
K. Werknemers wat sproeiverf aan leer aanbring.....	43,48	47,83	44,49	48,94
L. Werknemers wat messe maak:				
(a) Sweis- en/of sweissoldeer- en/of silwersoldeerwerk.....	52,37	57,61	53,59	58,95
(b) Lasse afwerk ná sweising.....	34,06	37,46	34,85	38,34
(c) Heg- en/of puntsweiswerk.....	30,85	33,94	31,57	34,73
(d) Buigwerk volgens patroon en/of modelle, grootte met die hand op mes pons, verspanstaal merk en sny, oksidering van afgewerkte artikels en slypwerk.....	30,85	33,94	31,57	34,73

Opmerking.—Vir die toepassing van paragraaf L beteken 'sweiswerk' die deurlopende trek van 'n sweislas op nate en/of lasse maar nie heg- en puntsweiswerk nie."

"ANNEXURE C TO PART I

WAGES

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
A. Watchman.....	26,39	29,03	27,00	29,70
B. Storeman and/or warehouseman, despatch clerks.....	33,33	36,66	34,10	37,51
C. Boiler attendants.....	26,39	29,03	27,00	29,70
D. Motor vehicle drivers driving a vehicle authorised to carry or haul a pay-load of—				
(i) under 2 722 kg.....	32,86	36,15	33,63	37,00
(ii) 2 722 kg.....	33,33	36,66	34,10	37,51
(iii) over 2 722 kg but not exceeding 4 536 kg.....	35,47	39,02	36,30	39,93
(iv) over 4 536 kg but not exceeding 6 350 kg.....	42,13	46,34	43,11	47,42
E. Minors employed on occupations for which rates have not been prescribed in this Agreement:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	16,05	17,65	16,42	18,06
Third six months.....	18,36	20,20	18,79	20,67
Fourth six months.....	20,84	22,92	21,32	23,45
Fifth six months.....	23,46	25,81	24,01	26,41
Sixth six months.....	26,22	28,84	26,83	29,51
Thereafter.....	28,55	31,40	29,21	32,13

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
F. Cardboard box making operations:				
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—				
(a) power.....	48,14	52,95	49,26	54,19
(b) hand.....	38,80	42,68	39,70	43,67
(ii) Cardboard boxmakers.....	26,22	28,84	26,83	29,51
(iii) Making cardboard boxes, according to experience:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	16,05	17,65	16,42	18,06
Third six months.....	18,36	20,20	18,79	20,67
Fourth six months.....	20,84	22,92	21,32	23,45
Fifth six months.....	23,46	25,81	24,01	26,41
Thereafter.....	26,22	28,84	26,83	29,51
G. Employees employed on hand typesetting and printing labels on a printing machine.....	43,56	47,92	44,58	49,04
H. Employees employed on weltmaking:				
(a) Splitting, skiving, cutting, grooving and bevelling.....	30,74	33,81	31,45	34,60
(b) All other operations.....	23,16	25,47	23,69	26,06
I. Packers.....	24,70	27,17	25,27	27,80
J. Employees employed on currying.....	37,55	41,30	38,42	42,26
K. Employees employed on spraying of leather.....	43,48	47,83	44,49	48,94
L. Employees employed on knife-making:				
(a) Welding and/or brazing and/or silver soldering.....	52,37	57,61	53,59	58,95
(b) Finishing of joints after welding.....	34,06	37,46	34,85	38,34
(c) Tack and/or spot welding.....	30,85	33,94	31,57	34,73
(d) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	30,85	33,94	31,57	34,73

Note.—For the purposes of paragraph L “welding” means the continuous drawing of a weld on seams and/or joints but excludes tack and/or spot welding.”

6. KLOUSULE 3 VAN DEEL II.—DIFFERENSIËLE LONE

(1) In subklousule (1), vervang “15 Januarie 1978” deur “30 September 1979” en die bedrag “R28,22” deur die bedrag “R30,34”

(2) In voorbehoudsbepaling (i) van subklousule (1), vervang “15 Januarie 1978” deur “30 September 1979” en die bedrag “R28,22” deur die bedrag “R30,43”.

(3) In subklousule (2), vervang “15 Januarie 1978” deur “30 September 1979” en die bedrag “R28,22” deur die bedrag “R30,34”.

7. KLOUSULE 5 VAN DEEL II.—ONGEKWALIFISEERDE MANLIKE VOLWASSE WERKNEMERS

(1) In subklousule (1), vervang “15 Januarie 1978” deur “30 September 1979” en die bedrag “R28,22”, waar dit die eerste keer voorkom, deur die bedrag “R30,34”.

(2) Vervang die eerste voorbehoudsbepaling van subklousule (1) deur die volgende:

“Met dien verstande dat sodanige laer loon minstens soos volg moet wees:

	Gedurende die tydperk eindigende 30 September 1979	Daarna
	Per week	Per week
	R	R
Gedurende die eerste ses maande diens..	30,34	31,04
Gedurende die tweede ses maande diens	31,77	32,51
Gedurende die volgende jaar diens....	33,87	34,66”.

(3) In subklousule (3) (a), vervang “15 Januarie 1978” deur “30 September 1979” en die bedrag “R28,22” deur die bedrag “R30,34”.

6. CLAUSE 3 OF PART II.—DIFFERENTIAL RATES

(1) In subclause (1), substitute “30 September 1979” for “15 January 1978” and the amount “R30,34” for the amount “R28,22”.

(2) In proviso (i) to subclause (1), substitute “30 September 1979” for “15 January 1978” and the amount “R30,34” for the amount “R28,22”.

(3) In subclause (2) substitute “30 September 1979” for “15 January 1978” and the amount “R30,34” for the amount “R28,22”.

7. CLAUSE 5 OF PART II.—UNQUALIFIED MALE ADULT EMPLOYEES

(1) In subclause (1) substitute “30 September 1979” for “15 January 1978” and the amount “R30,34” for the amount “R28,22”, where it appears for the first time.

(2) Substitute the following for the first proviso to subclause (1):

“Provided that such lower wage shall not be less than the following:

	During the period ending 30 September 1979	Thereafter
	Per week	Per week
	R	R
During the first six months of employment.....	30,34	31,04
During the second six months of employment.....	31,77	32,51
During the next year of employment....	33,87	34,66”.

(3) In subclause (3) (a), substitute “30 September 1979” for “15 January 1978” and the amount “R30,34” for the amount “R28,22”.

8. AANHANGSEL A VAN DEEL II VAN DIE OOREENKOMS

(1) Vervang klousule 1 (A) tot en met (N) van Aanhangel A van Deel II van die Ooreenkoms deur die volgende:

8. ANNEXURE A TO PART II OF THE AGREEMENT

(1) Substitute the following for clause 1 (A) to (N), inclusive, of Annexure A to Part II of the Agreement:

"AANHANGSEL A VAN DEEL II VAN DIE OOREENKOMS

KLOUSULE 1.—SKOEISEL, NIE ELDERS GESPELIFISEER NIE

LONE

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
(A) PATROONAFDELING	R	R	R	R
(i) Gekwalifiseerde werknemers in diens as patroonsnyers wat oorspronklike ontwerpe produseer en volgens beperkings met die hand gradeer, en/of skoenteke-naars.....	54,52	59,97	55,79	61,37
(ii) Gekwalifiseerde werknemers wat—				
(a) met die hand, maar nie volgens beperkings nie, gradeer en wat nie oorspronklike ontwerpe produseer nie.....	46,08	50,69	47,15	51,86
(b) met gradeermasjiene werk.....				
(c) oorspronklike voeringpatrone volgens boleerpatrone maak in gevalle waar daar geen leeskopieë of oorspronklike ontwerpe geproduseer word nie.....				
(iii) Gekwalifiseerde werknemers wat enige werksaamheid verrig wat nie in (i) en (ii) hiervan gespesifiseer word nie.....	36,47	40,12	37,32	41,05
(B) UITSNYAFDELING				
Gekwalifiseerde werknemers in diens vir:				
(i) Die uitsny en sny van boleer met die hand of 'n masjien:				
(a) Basgelooid of chroomgelooid splitleer, basgelooid of halfchroomgelooid kalfsvel, chroomgelooid suède-kalfsvel en basgelooid skaap- en bokvelle Wit kalfsvel wat ten volle chroomgelooid is vir die vervaardiging van skoene uit een stuk gesny, bluchers en velskoene alleenlik, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika gelooi).....	48,14	52,95	49,26	54,19
Kinderskoeisel, enige materiaal, alle nommers tot en met No. 1½ en alle leerpantoffels (vir mans, vroue en kinders).....				
(b) Alle ander materiale.....	54,52	59,97	55,79	61,37
<i>Getelsverhouding.</i> —Hoogstens een leerling mag in diens geneem word vir elke vier of gedeelte van vier gekwalifiseerde uitsnyers.				
"gedeelte van vier" beteken 'n res van minstens een nadat die totale getal gekwalifiseerde uitsnyers deur vier gedeel is.				
(c) Boleersorteerder wat gradeer en/of sorteer volgens gehalte vir uitreiking aan uitsnyers.....	54,52	59,97	55,79	61,37
(d) keuring van gesnyde leeronderdele vir gehalte.....				
(ii) Voering-, binnesool- en passnywerk en/of klein tooisels aanbring en/of uitsnydings met 'n uitsnyers, revolusiepers, eksentriekpers of houthamer uitgepons... Binnetonge en smal agterlissies uit afvalstukke sny vir buitenaatskoene van die Oxford- en Derbypatroon vir kinders, seuns en meisies.....	37,55	41,30	38,42	42,26
Vir alle ander snywerk van tonge en agterlissies moet daar betaal word teen die skaal van toepassing op die uitsny van materiaal ooreenkomstig paragraaf (i) hiervan.	37,55	41,30	38,42	42,26
<i>Opmerking.</i> —'n Tooisel is 'n versiering wat nie 'n noodsaaklike deel van die skoen se boleer uitmaak nie.				
As daar 'n geskil ontstaan oor wat 'n "klein tooisel" uitmaak, is die Raad se beslissing, na ondersoek, finaal.				
Bandies volgens lengte uit deurlopende rolle of stringe vooraf vervaardigde materiaal sny.....	37,55	41,30	38,42	42,26
<i>Getelsverhouding.</i> —Daar mag hoogstens twee leerlinge teen lone ooreenkomstig die skaal voorgeskryf vir leerlinge in subklousule I (i) van hierdie Aanhangel in diens geneem word vir elke gekwalifiseerde werknemer in hierdie seksie.				
(iii) Uitsnydings met 'n uitsnymasjien van die Westerntipe uitpons.....	33,33	36,66	34,10	37,51
(iv) Patrone uitreik.....	36,47	40,12	37,32	41,05
Splitsmasjiene bedien.....				
(v) Nommers stempel en/of verf.....	31,76	34,94	32,50	35,75
Acme-agterstukke aanbring.....				
(C) STIKAFDELING				
Gekwalifiseerde werknemers in diens vir:				
(i) Puritan-masjienwerk.....	39,71	43,68	40,63	44,69
(ii) Die stik van leerstroke op boleer met buitensoolstikmasjiene.....	39,71	43,68	40,63	44,69
(iii) Proefnaaimasjienwerk.....	37,55	41,30	38,42	42,26
(iv) Ander masjienwerk:				
(a) Alle stikwerk aan bas- en chroomgelooid splitleer, bas- en halfchroomgelooid kalfsvel-, suède- en chroomgelooid kalfsvelvoeringmasjienwerk... Wit kalfsvel wat ten volle chroomgelooid is vir die vervaardiging van slegs eenstukleer-skoene, bluchers en velskoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika gelooi).....	30,85	33,94	31,57	34,73
(b) ...				

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
(b) Werksaamhede in verband met ander soorte leer as dié in (a) gespesifiseer:				
Voorstukke vasstik.....				
Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien stik.....				
Oorskoene masjineer (hele oorskoene).....				
Fantasieskoene volgens die saamhouselsel heeltemal met masjien gestik (alle soorte).....				
Fantasiemasjienwerk volgens die saamhouselsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers.....	34,05	37,46	34,85	38,33
Rantwerk of enige werksaamheid met natoomasjien, uitgesonderd Derby-sykante van die Oxford- en Derbypatroon.....				
Voorstukke van skoene vasstik met hielstukke oor die voorstukke.....				
Bediener van vervoerbandkonsole wat individuele bedieners voer				
(c) Werksaamhede, uitgesonderd dié in (a) en (b) hierbo gespesifiseer, met inbegrip van die aanbring van bindstukke vir Franse bindwerk op plet- of afwerkmasjien en die vasryg van twee boonste samestellende dele met die hand om 'n naat te vorm, insluitende keuring vir gehalte.....				
(d) Alle werksaamhede in verband met kinderskoeisel tot No. 1½.....				
Alle leerpantoffels (vir mans, vroue en kinders).....				
Alle werksaamhede in verband met swart en bruin kalfsleer (uitgesonderd stikwerk aan oorskoene, fantasiewerk en werk aan skoeisel vir mynwerkers en/of skoeisel van die mynwerkerstipe).....	30,85	33,94	31,57	34,73
(v) Vetergate maak, klinkwerk doen, perforeerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien.....	34,05	37,46	34,85	38,33
(vi) Plat bindwerk.....				
Omdopping.....				
Omdraai van bindwerk.....				
Aanwerk van gespes en knope.....				
Die maak van knoopsgate.....				
Vasrygwerk.....				
Handponswerk.....	30,85	33,94	31,57	34,73
Die aanwerk van stutte en bande.....				
Naat-vryfwerk.....				
Naatplatslaanwerk.....				
Strikke en gespes met die hand of 'n masjien vasnaai.....				
Syskermdrukwerk.....				
Tafelwerkers.....				
Die laai van ander stikvervoerders, maar uitgesonderd 'n bediener van 'n vervoerbandkonsole (wat individuele bedieners voer)				
(D) SOOL-EN-HAKAFDELING				
Klas I-werksaamhede				
Gekwalifiseerde werknemers in diens:				
(i) Om sole uit leer te sny.....				
Om ongegradeerde en ongestempelde voorrade te sorteer, te ondersoek en te pas	52,37	57,61	53,59	58,95
Om gegradeerde en gestempelde voorrade te sorteer en te ondersoek.....				
(ii) Om binnesole, verstywers, deurlopers, middelsole en neusverstywing uit ander leer as splitleer te sny, en om sole uit ander materiaal as leer te sny.....	46,08	50,69	47,15	51,86
Vir die dunner maak van gefatsoeneerde rubbersole op 'n pers.....				
[Getalsverhouding—Kyk subklousule (K)]				
Klas II-werksaamhede				
Gekwalifiseerde werknemers in diens vir:				
(i) Groefsnijwerk:				
Binnesole waaraan kantstrookies genaai is.....	37,55	41,30	38,42	42,26
Ander werk.....	38,61	42,47	39,51	43,46
(ii) Perssnijwerk, uitgesonderd dié in klas I.....				
(iii) Monteerwerk uit voorrade, afgesien daarvan of dit gesorteer en/of gegradeer is of nie.....				
Die aanbring van ribbes aan binnesole waaraan kantstrookies genaai is.....				
Klapsplitswerk.....				
Die aanbring van versterkings en bande.....				
Hak-vormwerk.....				
Die maak van hakke.....	36,47	40,12	37,32	41,05
Die pers van hakke.....				
Die inslaan van groot spykers.....				
Die afronding van sole en binnesole.....				
Die maak van groewe in sole, sole op 'n outomatiese masjien grof en dunner maak.....				
Die vul van punte.....				
Uit hout 'n saamgestelde eenheid sny om 'n voetvormige basis te fatsoeneer..				
[Getalsverhouding—Kyk subklousule (K)]				

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
<i>Klas III-werksaamhede</i>	R	R	R	R
Gekwalifiseerde werknemers in diens vir:				
Die oopsny van groewe.....	31,76	34,94	32,50	35,75
Die bedekking van rande.....				
Die afwerk van rande.....				
Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word.....				
Buigwerk.....				
Die afwerk van binnesole.....				
Die maak van groewe in binnesole.....				
Die maak van gleuwe in binnesole.....				
Die merk van binnesole.....				
Die vasspyker van haklagies en/of hakstrookies.....				
Die omkeer van rande.....				
Skuurwerk in perskamer.....				
Die aanmeakaarsit van brugstukke.....				
Die giet van brugstukke.....				
Skaafwerk.....				
Die stempel van nommers.....				
Die giet van sole, binnesole en verstywers.....				
Die splits van sole en binnesole.....				
Bediening van soolgradeermasjien.....				
Die rofmaak van sole vir aanplakwerk.....				
Die aansmeer van rubberlym.....				
Verstywers vorm en was daaraan smeer.....				
Die bereiding van kantstrookies.....				
[Getalsverhouding—Kyk subklousule (K)]				
(E) MAAKADELING				
<i>Klas I-werksaamhede</i>				
Gekwalifiseerde werknemers in diens vir:				
(i) Oortrekwerk, Consol-leeswerk en/of Littleway-leeswerk:				
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgeheg.....	52,37	57,61	53,59	58,95
(b) Klinkwerk en/of klink- en rygwerk, uitgesonderd in verband met skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe en militêre stewels.....	46,08	50,69	47,15	51,86
(c) Gekombineerde oortrekwerk en leeswerk aan voorkante.....	52,37	57,61	53,59	58,95
(d) Alle ander grade.....				
(ii) Leeswerk aan beddings (slegs neuse):				
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgeheg.....	52,37	57,61	53,59	58,95
(b) Ander werk.....				
(iii) Leeswerk aan hakbeddings en kante met enige masjien:				
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgeheg.....	41,77	45,95	42,74	47,01
(b) Ander werk.....				
<i>Opmerking.</i> —As daar van 'n leesmasjienbediener vereis word om die hakbeddings en/of kante en neuse van stewels en skoene te lees, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.				
As daar van 'n oortrek- en/of Consolleeswerkmasjienbediener vereis word om op 'n bepaalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.				
(iv) Die vassit van hele sole met 'n krammasjien.....	37,55	41,30	38,42	42,26
Randsol vaskram.....				
(v) Die vasnaai van kantstrookies.....	52,37	57,61	53,59	58,95
(vi) Ruwe afronding:				
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....	52,37	57,61	53,59	58,95
(b) Ander werk.....				
(vii) Die vasnaai van sole.....	52,37	57,61	53,59	58,95
(viii) Die vasstik van sole:				
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....	46,08	50,69	47,15	51,86
(b) Buitesole aan lopers van Indiërsandale op No. 6-tuigstikmasjien stik.....				
(c) Ander werk.....	52,37	57,61	53,59	58,95
(ix) (a) Boleer aan sole op lees vaskram.....	37,55	41,30	38,42	42,26
(b) Boleer aan sole op lees met gare vaswerk.....				
(c) Neuse van buitenaatskoene vorm.....				
(d) Buitesoolbedekkings met 'n masjien vee.....				
(e) Leeswerk op 'n Kamborian-masjien.....				
(x) Klopwerk:				
<i>Opmerking.</i> —Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.				
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....	43,93	48,32	44,95	49,44

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
(b) Skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en stewels van die militêre tipe.....	48,14	52,95	49,26	54,19
"Stewels van die militêre tipe" beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kontrak gemaak word.				
(c) Ander werk.....	43,93	48,32	44,95	49,44
(xi) Keuring.....	52,37	57,61	53,59	58,95
<i>[Gedagsverhouding: Klas I-werksaamhede: Maakdepartement]</i>				
(i) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat oortrekwerk, masjienleeswerk en/of leeswerk aan beddings (uitgesonderd leeswerk aan hakbeddings en kantstukke), naaiwerk aan kantstrookies en/of sole, stikwerk en ruwe afrondingswerk verrig, mag daar hoogstens een leerling in diens geneem word.				
(ii) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat ander werksaamhede verrig as dié in (i) vermeld, mag een leerling in diens geneem word.				
(iii) "Gedeelte van drie" in (i) en (ii) vermeld, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeeltes is.]				
<i>Klas II-werksaamhede</i>				
Gekwalifiseerde werknemers wat—				
(i) sole op boeler in posisie plaas met vooraf afgewerkte kantstrokie met 'n verlengde rand.....	39,71	43,68	40,63	44,69
(ii) vooraf getooid sole in posisie plaas voordat en/of wanneer dit met pers vasgeplak word.....	38,61	42,47	39,51	43,46
(iii) vasplakwerk verrig:				
Sole tegelykertyd op boeler en pers in posisie plaas.....				
Sole op voorkant en hakbedding van boeler in posisie plaas voordat dit gepers word.....				
'n Pers bedien, waar sole vooraf in posisie geplaas is (kyk klas III vir vasspyker van slegs hakbedding).....				
Sole met 'n ander masjien as 'n snelstikmasjien aanmekeerstik voordat dit aan die skoene vasgeheg word, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe.....				
Buitenaatskoene aanmekeersit of oortrek.....				
Dikkopspykers met die hand of 'n masjien inslaan.....				
Neusplate en hakskerms met die hand of 'n masjien aanbring.....				
Hakke aansit.....				
Soolknoppies en dwarsstrookies aan voetbalstewels sit.....				
Gelykmaking met die hand, uitgesonderd buitenaatskoene.....				
Binnenate afwerk.....				
Voegwerk (voerings skoonmaak en boeler oor voeë vasspyker).....				
Losspyker of vaspen van voorkante en middelstukke.....				
Louis-klappe met die hand afwerk.....	36,47	40,12	37,32	41,05
Gelykmaking met 'n masjien.....				
Vasskroefwerk.....				
Masjiengenaai, geklinkte en/of geklinkte en gestikte sole vassit.....				
Sole aanplak met klefmiddels deur 'n masjien verhit.....				
Hoeke van verstywers maak en verstywers vasspyker.....				
Steke skei.....				
Draakspykerwerk.....				
Hakbeddings vorentoe vasspyker.....				
Rofmaak van boeler.....				
Middelstukke kleiner maak nadat dit genaai is.....				
Houthakke pas.....				
Kantstrookies uitklop en skaaf.....				
Draaiwerk aan kantstrookies.....				
Kantstrookies met 'n masjien aan hakstrookies heg.....				
Groot spykers inslaan en veelvuldige inslaan van groot spykers.....				
Hakkantstrookies of sierstrookies, hetsy vertikaal of horisontaal of 'n kombinasie daarvan, met die hand of 'n masjien vasheg.....				
Voorgietwerk aan agterkant en middelstuk.....				
(iv) Vulkaniseerproses:				
Vulkanisering en/of spuitgiet van sole aan geleesde boeler.....				
Kantstrookies met 'n masjien aan hakstrookies heg.....	36,47	40,12	37,32	41,05
Sooleenhede giet.....				
<i>Klas III-werksaamhede</i>				
Gekwalifiseerde werknemers in diens vir:				
Klopwerk.....				
Aanbring van verhardingsharse aan neusverstywing met 'n masjien.....				
Vul van ondersole.....				
Toemaak van groewe en opsig van rande.....				
Voer van spykers aan masjien wat hakke vassit.....				
Gelykmaak van binnenate met die hand.....	31,76	34,94	32,50	35,75
Oortrek van hakke.....				
Insit van verstywers en neusverstywing.....				
Die klamp van Louis-hakklappe, die gladmaak van Louis-hakke.....				
Die afwerking van Louis-hakklappe met 'n masjien.....				

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
Aweregse bevestiging van boleer op hakbedding.....	31,76	34,94	32,50	35,75
Vasspyker en/of vaspen van hakbeddings.....				
Afronding van hakbeddings.....				
Aansit van brugstukke.....				
Sool aan hakbedding spyker vir plakproses.....				
Aansmeer van rubberlym, bevogtiging en vasplak.....				
Sortering van dikkopspykers.....				
Soollêwerk in verband met kantstrookies en/of rubbersole.....				
Vasspyker of pas van deurlopers en middelsole aan sole.....				
Uittrek van spykers.....				
Vasspyker van onderwerk aan lees.....				
Inslaan van spykers in agterstukke voordat dit oorgetrek word op skoene met toe-agterstukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die hakbedding geplaas word (kyk tekening).....				



Inslaan van spykers in sandaal-agterstukke, waar geen verstywers ingesit word nie..	31,76	34,94	32,50	35,75
Vasspyker van bostukke aan buitenaatskoene en sandale.....				
Alle ander draadkramwerk.....				
Vaskram van boleer nadat kantstukke gelees is.....				
Afwerk van boleer.....				
Pastilleer en granuleer van plastiek.....				
Fatsoneer van agterkante.....				
[Getaalverhouding.—Kyk subklousule (K).]				

Handleeswerksaamhede

Gekwalifiseerde werknemers in diens vir:

(i) Oortrekwerk met die hand en/of handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe.....	46,08	50,69	47,15	51,86
<i>Opmerking.</i> —Daar is geen kwantum of aanvullende loon vir handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe nie.				
(ii) Ander oortrekwerk met die hand en/of handleeswerk.....	36,47	40,12	37,32	41,05
Handleeswerk aan hakbeddings van buitenaatskoene.....				
Handleeswerk by die vervaardiging van houtsoolskoene.....				
Bankwerk soos klinkwerk, die aansit van sole en/of hakke met die hand, met inbegrip van rubberhielstukpunte.....				
Vasspyker van leerbandjies aan houtsole.....				
[Getaalverhouding.—Hoogstens een leerling mag in diens geneem word vir elke gekwalifiseerde werknemer wat werksaamhede gespesifiseer in (i) en (ii) verrig.]				

(F) AFWERKAFDELING

Klas I-werksaamhede

Gekwalifiseerde werknemers in diens vir:

(i) Gladsny van rande:				
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir werkers en skoeisel van die mynwerkerstipe en militêre stewels.....	46,08	50,69	47,15	51,86
Rubbersole en rubberkomposisiesole.....				
Kinderskoeisel tot en met No. 1½.....				
Alle pantoffels (vir mans, vroue en kinders).....				
Buitenaatskoeisel uit swart- en bruinkalfsleer vervaardig.....	52,37	57,61	53,59	58,95
(b) Alle ander werk.....				
(ii) Afwerk van rande:				
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels.....	37,55	41,30	38,42	42,26
Deurloop-middelsole.....				
Middelstukke en/of bostukke.....				
Kinderskoeisel, alle nommers tot en met No. 1½.....				
Alle pantoffels (vir mans, vroue en kinders).....	46,08	50,69	47,15	51,86
Buitenaatskoeisel uit swart- en bruinkalfsleer vervaardig.....				
(b) Outomatiese randafwerkmasjien, alle grade.....	37,55	41,30	38,42	42,26
(c) Alle ander werk.....	52,37	57,61	53,59	58,95
(iii) Afwerk van hakke.....				
(iv) Keuring.....				
[Getaalverhouding.—Kyk subklousule (K).]				

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
<i>Klas II-werksaamhede</i>	R	R	R	R
Gekwalifiseerde werknemers in diens vir:				
Betingslagwerk met die hand of 'n masjien.....	36,47	40,12	37,32	41,05
Skuur van ondersole.....				
Skuur van hakke.....				
Spuitsverfwerk aan hakke.....				
Uitholwerk.....				
Volledige afwerking met die hand.....				
Gladsny van bostukke.....				
Werk met bunkwiel.....				
Stryk van Louis-klappe.....				
Platvryf van rande en ondersole en herstel van gebreke aan rande, hakke, middelstukke, hoeke of ondersole en afwerk van rande.....				
Hakbeddingdraaiwerk.....				
Merk van rand van voorkant of middelstuk van sool met 'n masjien of handgereedskap, hetsy voor of nadat ondersole met was gesmeer of gepoleer is (E. "Top ironing").....				
Kantstrookdraaiwerk.....				
[Getalsverhouding.—Kyk subklousule (K).]				
<i>Klas III-werksaamhede</i>				
Gekwalifiseerde werknemers in diens vir:				
Borsel, opstop en/of bruining.....	31,76	34,94	32,50	35,75
Gedrewe werk op sole doen.....				
Skuurwerk met die vingers.....				
Afronding van hakvoorlyn.....				
Inkwerk, beitswerk, waswerk en bevogting.....				
Die insit, uittrek en wegbêre van leeste.....				
Uitholwerk (verwydering van lip rondom onderkant van sool).....				
Die afvryf van rande en ondersole.....				
Eksudaatverwyderings en/of naatpoetsing.....	30,85	33,94	31,57	34,73
Vervoerband laai.....				
[Getalsverhouding.—Kyk subklousule (K).]				
(G) SKOENKAMER				
Gekwalifiseerde werknemers in diens vir:				
Wassering.....	43,94	48,32	44,95	49,44
Keuring.....				
Herstelwerk aan verlakte skoelisel.....				
Bosseleer- en/of stempelwerk.....				
Verpakking in dose.....	30,85	33,94	31,57	34,73
Afwerking en/of sortering volgens nommers.....				
Afwerking met 'n sproeispuut.....				
Poleerwerk en skoonmaak met die hand.....				
Strykwerk.....				
Etikettermat.....				
Voeringafwerking.....				
Stempel van nommers op skoelisel.....				
Insit van binnesole.....				
Stempel van beskrywings en nommers op etikette.....				
Hielstukvorming met 'n masjien.....	29,31	32,24	29,99	32,99
Gladmaak van binnesole voordat dit ingesit of in dose verpak word.....				
(H) MEULKAMERWERKSAAMHEDE				
Gekwalifiseerde werknemers in diens vir:				
(i) Groep 5:				
Bediening van 'n kalendermasjien.....	33,18	36,50	33,95	37,34
Lotte massameet en chemikalieë bymeekaarmaak.....				
Bediening van uitpersmasjien.....				
Bediening van 'n oopmengmeul met 'n wydte van minstens 1,52 m.....				
Bediening van 'n binnemenger.....	30,85	33,94	31,57	34,73
(ii) Groep 4:				
Rubber volgens maat in plaatblokke vorm (rekmengsel).....				
Bediening van 'n oop mengmeul met 'n wydte van minder as 1,52 m maar minstens 1,01 m.....				
Mengsel warmmaak op oop meul.....	29,31	32,24	29,99	32,99
Bediening van 'n hidrouliese pers.....				
(iii) Groep 3:				
Sole en hakke uitreik.....				
Ru-stukke met 'n pers uitsny (uitsnywerk).....	29,31	32,24	29,99	32,99
Bediening van 'n outoklaaf.....				
Massameter bystaan.....				
Gietvorms nagaan.....				
Bediening van 'n oop mengmeul met 'n wydte van minder as 1,01 m.....				

	Gedurende die tydperk eindigende 30 September 1979		Daarna					
	Kolom A	Kolom B	Kolom A	Kolom B				
	Per week	Per week	Per week	Per week				
	R	R	R	R				
(iv) Groep 2: Mengsel fynmaak, beplaat, kraak of breek..... Fynskuur- of afskuurmasjienwerksaamhede..... Rubber in kalandar voer (rekmengsel voer)..... Afvalmateriaal met masjien maal..... Gietvorms skoonmaak.....	26,22	28,84	26,83	29,51				
(v) Groep 1: Afwerking..... Ru-stukke volgens vasgestelde standarde sny en massameet..... Uitpers in bakke..... Bale sny..... Chemikalieë, fyngeskuurde en gemaalde stukke sif..... Bale sjabloneer of merk..... Poeier aanwend..... Sole en hakke verpak..... Granulering..... Kalandarbediener bystaan..... Indoormasjien bedien..... (Getaalverhouding.—Vir elke drie gekwalifiseerde werknemers in diens in hierdie seksie mag hoogstens een leerling in diens geneem word.)								
					24,70	27,17	25,27	27,80
(I) HOËFREKWENSIESMEEWERK								
Gekwalifiseerde werknemers in diens vir:								
(i) Hoëfrekwensiesmewerk, die bosseleer van vooraf gesnyde boleer.....	34,05	37,46	34,85	38,33				
(ii) Hoëfrekwensiesmewerk, bosselering saam met die sny van boleer (snysmewerk).....	54,52	59,97	55,79	61,37				
(iii) Hoëfrekwensiesmewerk, die bosseleer van binnesole en ander komponente.....	30,85	33,94	31,57	34,73				
(iv) Hoëfrekwensiesmewerk, saam met die sny van binnesole en ander komponente..... (Getaalverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)	37,55	41,30	38,42	42,26				
(J) VLOEIVORMINGSWERK								
Gekwalifiseerde werknemers in diens vir:								
(i) Die vloei vorming van vooraf gesnyde boleer..... (ii) Die vloei vorming van vooraf gesnyde binnesole..... (iii) Vloei vormingswerk waar die boleer uiteindelik in vloeibare vorm aangebied word..... (iv) Kleuraanwending aan vorms voor die vloei vormingswerk..... (v) Vormvervaardiging van vorms vir vloei vormingswerk uit silikoonrubber of enige ander geskikte materiaal..... (Getaalverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)	34,05	37,46	34,85	38,33				
(K) INSPUITGIET VAN SOLIEDE P.V.C., GEBLAASDE P.V.C., TERMOPLASTIESE EN TERMORUBBERMENGSELS EN ALLE MENGSELS WAT VIR VERSOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD								
Gekwalifiseerde werknemers in diens vir:								
(i) In spuitgiel van eenhede aan boleer wat op 'n lees vasgewerk is..... (ii) In spuitgiel van eenhede aan boleer wat met tou aan 'n lees vasgewerk is..... (iii) In spuitgiel van sooleenhede..... (Getaalverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)	36,47	40,12	37,32	41,05				
(L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHULP VAN ENIGE ANDER TOESTEL								
Gekwalifiseerde werknemers in diens vir:								
(i) Touleeswerk aan boleer van doekmateriaal..... (ii) Touleeswerk aan sintetiese boleer..... (Getaalverhouding.—Vir elke twee gekwalifiseerde werknemers in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)	36,47	40,12	37,32	41,05				
(M) LEERLINGE								
(i) Leerlinge wat die werksaamhede verrig wat in klousule 4 van Deel II vermeld word:								
Eerste ses maande.....	16,05	17,65	16,42	18,06				
Tweede ses maande.....	19,30	21,23	19,75	21,72				
Derde ses maande.....	25,00	27,50	25,58	28,14				
Vierde ses maande.....	27,77	30,55	28,42	31,26				
Vyfde ses maande.....	30,85	33,94	31,57	34,73				
Sesde ses maande.....	34,10	37,51	34,90	38,39				
Sewende ses maande.....	36,67	40,34	37,53	41,28				
Agtste ses maande.....	41,16	45,28	42,12	46,33				
Daarna die voorgeskrewe loon.								

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
(ii) Leerlinge in klas III in die sool-en-hakafdeling en die maak- en afwerkafdelings, volgens ondervinding:				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	16,05	17,65	16,42	18,06
Derde ses maande.....	18,36	20,20	18,79	20,67
Vierde ses maande.....	20,84	22,92	21,32	23,45
Vyfde ses maande.....	23,46	25,81	24,01	26,41
Sesde ses maande.....	26,22	28,84	26,83	29,51
Daarna die voorgeskrewe loon.				
(iii) Leerlinge in diens vir die werksaamhede in paragraaf H vermeld:				
Eerste drie maande.....	13,90	15,29	14,22	15,64
Tweede drie maande.....	15,43	16,97	15,79	17,37
Derde drie maande.....	16,97	18,67	17,37	19,11
Vierde drie maande.....	18,52	20,37	18,95	20,84
Vyfde drie maande.....	20,06	22,07	20,53	22,58
Daarna, die voorgeskrewe loon.				
(iv) Ander leerlinge, volgens ondervinding:				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	16,05	17,65	16,42	18,07
Derde ses maande.....	18,36	20,20	18,79	20,67
Vierde ses maande.....	20,84	22,92	21,32	23,45
Vyfde ses maande.....	23,46	25,81	24,01	26,41
Sesde ses maande.....	26,22	28,84	26,83	29,51
Sewende ses maande.....	29,31	32,24	29,99	32,99
Agtste ses maande.....	33,18	36,50	33,95	37,34
Daarna, die voorgeskrewe loon.				

"ANNEXURE A TO PART II OF THE AGREEMENT

CLAUSE 1.—FOOTWEAR, NOT ELSEWHERE SPECIFIED

WAGES

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
(A) PATTERN DEPARTMENT	R	R	R	R
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsmen.....	54,52	59,97	55,79	61,37
(ii) Qualified employees—				
(a) employed on hand grading but not to restrictions and not producing original standards.....	46,08	50,69	47,15	51,86
(b) employed on grading machines.....				
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....				
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	36,47	40,12	37,32	41,05
(B) CLICKING DEPARTMENT				
Qualified employees on:				
(i) Clicking and cutting uppers by hand or machine:				
(a) Vegetable or chrome split, vegetable or semichrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	48,14	52,95	49,26	54,19
White full chrome kip for the production of whole-cuts, bluchers and veldschoens only, but excluding miners' and miners' type footwear (all South African tannage).....				
Children's work, any material, all sizes up to and including size 11 and all leather slippers (men's, women's and children's).....				
(b) Any other materials.....	54,52	59,97	55,79	61,37
Ratio.—For every four or part of four qualified clickers there may be employed not more than one learner.				
'Part of four' shall mean a remainder of not less than one after the total number of qualified clickers has been divided by four.				
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	54,52	59,97	55,79	61,37
(d) Examining of cut leather components for quality.....				
(ii) Lining, sock and fitting cutting, and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....	37,55	41,30	38,42	42,26
Cutting from offal of inside tongues and narrow backstraps for children's, youths' and maids' stitchdowns of Oxford and Derby patterns.....	37,55	41,30	38,42	42,26
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.				
Note.—A trimming is a decoration not being an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
Strap cutting to length from continuous rolls or hanks of pre-prepared material....	R 37,55	R 41,30	R 38,42	R 42,26
<i>Ratio.</i> —For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause I (i) of this Annexure.				
(iii) Cut-outs died out by Western type cut-out machine.....	33,33	36,66	34,10	37,51
(iv) Giving out patterns.....	36,47	40,12	37,32	41,05
(v) Size stamping and/or painting.....	31,76	34,94	32,50	35,75
Applying acme-backing.....				
(C) CLOSING DEPARTMENT				
Qualified employees on:				
(i) Puritan machining.....	39,71	43,68	40,63	44,69
(ii) Stitching aprons on uppers on out-sole stitching machines.....	39,71	43,68	40,63	44,69
(iii) Pilot machining.....	37,55	41,30	38,42	42,26
(iv) Other machining:				
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	30,85	33,94	31,57	34,73
White full chrome kip for the production only of whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all of South African tannage).....				
(b) Operations on leathers other than those specified in (a):				
Vamping.....	34,05	37,46	34,85	38,33
Machining additional rows of stitching on the vamp parallel to the vamp stitching.....				
Golosh machining (whole goloshes).....				
Fancy shoes on the held-together system, machined through (all classes)....				
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers.....				
Running round or any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....				
Vamping shoes with quarters over vamps.....				
Conveyor belt console operator feeding individual operators.....				
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam and including examining for quality	30,85	33,94	31,57	34,73
(d) All operations on children's work up to size 13.....				
All leather slippers (men's, women's and children's).....				
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....				
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand.....	34,05	37,46	34,85	38,33
(vi) Flat binding.....	30,85	33,94	31,57	34,73
Bagging.....				
Turning of binding.....				
Buckle and button fastening.....				
Buttonholing.....				
Lacing.....				
Hand punching.....				
Staying and taping.....				
Seam rubbing.....				
Seam hammering.....				
Sewing on bows and buckles by hand or machine.....				
Silk screen printing.....				
Table-hands.....				
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....				
(D) ROUGH STUFF DEPARTMENT				
<i>Class I Operations</i>				
Qualified employees:				
(i) As sole cutters from leather.....	52,37	57,61	53,59	58,95
On sorting, examining and fitting up ungraded and unstamped stock.....				
On sorting and examining graded and stamped stock.....				
(ii) As cutters of insoles, stiffeners, throughs, runners and puffs from leather other than splits and sole cutters of material other than leather.....	46,08	50,69	47,15	51,86
On reducing shaped rubber soles on the press.....				
[Ratio—See subclause (K).]				
<i>Class II Operations</i>				
Qualified employees on:				
(i) Channelling:				
Wetted insoles.....	37,55	41,30	38,42	42,26
Other work.....	38,61	42,47	39,51	43,46
(ii) Press cutting operations other than those in Class I.....				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
(iii) Assembling from stock whether or not sorted and/or graded.....	36,47	40,12	37,32	41,05
Attaching ribs to welted insoles.....				
Flap splitting.....				
Gemming and taping.....				
Heel breasting.....				
Heel building.....				
Heel compressing.....				
Slugging.....				
Sole and insole rounding.....				
Sole grooving, sole roughening and reducing on an automatic machine.....				
Tip filling.....				
Cutting and shaping from wood of a combined unit forming a foot-shaped base [Ratio—See subclause (K).]				
Class III Operations				
Qualified employees on:				
Channel opening.....	31,76	34,94	32,50	35,75
Edge covering.....				
Edge reducing.....				
Automatic edge preparation machine for soles prior to attachment.....				
Flexing.....				
Insole feathering.....				
Insole grooving.....				
Insole slotting.....				
Insole marking.....				
Lift and/or rand tacking.....				
Lip turning.....	31,76	34,94	32,50	35,75
Press room scouring operations.....				
Shank assembling.....				
Shank moulding.....				
Skiving.....				
Size stamping.....				
Sole, insole and stiffener moulding.....				
Sole and insole splitting.....				
Sole grading machine operating.....				
Sole roughening for stuck-on work.....				
Solutioning.....	31,76	34,94	32,50	35,75
Stiffener waxing and crimping.....				
Welt preparation.....				
[Ratio—See subclause (K).]				
(E) MAKING DEPARTMENT				
Class I Operations				
Qualified employees on:				
(i) Pulling over, Consol lasting and/or Littleway lasting:				
(a) Welted work other than staple welted work.....	52,37	57,61	53,59	58,95
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	46,08	50,69	47,15	51,86
(c) Combined pulling over and forepart lasting.....	52,37	57,61	53,59	58,95
(d) All other grades.....				
(ii) Bed lasting (toes only):				
(a) Welted work other than staple welted work.....	52,37	57,61	53,59	58,95
(b) Other work.....				
(iii) Lasting of seats and sides by any machine:				
(a) Welted work other than staple welted work.....	41,77	45,95	42,74	47,01
(b) Other work.....				
Note.—If a lasting machine operator is required to last boots or shoes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied.				
If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seat and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.				
(iv) Complete sole attaching by staple machine.....	37,55	41,30	38,42	42,26
Staple welt attaching.....				
(v) Welt sewing.....	52,37	57,61	53,59	58,95
(vi) Rough rounding:				
(a) Welted work other than staple welted work.....	52,37	57,61	53,59	58,95
(b) Other work.....				
(vii) Sole sewing.....	52,37	57,61	53,59	58,95
(viii) Sole stitching:				
(a) Welted work other than staple welted work.....	46,08	50,69	47,15	51,86
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine.....				
(c) Other work.....	52,37	57,61	53,59	58,95
(ix) (a) Stitchdown staple lasting.....	37,55	41,30	38,42	42,26
(b) Stitchdown thread lasting.....				
(c) Stitchdown toe forming.....				
(d) Wiping platform covers by machine.....				
(e) Lasting operations on a Kamborian machine.....				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
(x) Pounding:	R	R	R	R
<i>Note.</i> —No employee under the age of 18 years may be employed upon pounding.				
(a) Welted work other than staple welted work.....	43,93	48,32	44,95	49,44
(b) Miners' and miners' type and army type boots.....	48,14	52,95	49,26	54,19
"Army type boots" means the heavy type of boot involving the same strenuous pounding as contract army boots.				
(c) Other work.....	43,93	48,32	44,95	49,44
(xi) Examining.....	52,37	57,61	53,59	58,95
<i>[Ratios: Class I Operations: Making Department]</i>				
(i) For every three or part of three qualified employees in pulling over, machine and/ or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.				
(ii) For every three or part of three qualified employees on operations other than those referred to in (i), one learner may be employed.				
(iii) "Part of three" referred to in (i) and (ii) means a remainder of not less than two after the total number of qualified employees has been divided by three.]				
<i>Class II Operations</i>				
Qualified employees on—				
(i) sole positioning on upper with pre-finished extended welt edge.....	39,71	43,68	40,63	44,69
(ii) positioning of pretrimmed soles prior to and/or with stuck-on press.....	38,61	42,47	39,51	43,46
(iii) stuck-on process work:				
Sole positioning on upper and press, operating in one operation.....	36,47	40,12	37,32	41,05
Sole positioning on upper at forepart and seat before pressing.....				
Press operating with sole previously positioned (see Class III for tacking at seat only).....				
Stitching soles together by machine other than the rapid stitcher prior to being attached to footwear, but excluding miners' and miners' type footwear				
Stitchdown assembling or pulling over stitchdown work.....				
Hobnailing by hand or machine.....				
Putting on toe plates and heel tips by hand or machine.....				
Heel attaching.....				
Football bootstudding and barring.....				
Hand levelling other than stitchdown.....				
Inseam trimming.....				
Jointing (clearing linings and tacking upper down over joints).....				
Loose nailing or pegging foreparts and waists.....				
Louis flap trimming by hand.....				
Machine levelling.....				
Screwing.....	36,47	40,12	37,32	41,05
Sole attaching, machine-sewn, riveted and/or riveted and stitched work.....				
Sole adhesive heat activating by machine.....				
Stiffener cornering and tacking.....				
Stitch separating.....				
String nailing.....				
Tacking forward of heel seats.....				
Upper roughening.....				
Waist reducing after being sewn.....				
Woodheel fitting.....				
Welt butting and skiving.....				
Welt wheeling.....				
Rand welting by machine.....				
Slugging and gang slugging.....				
Attaching rand welting or foxing, whether vertical or horizontal or a combina- tion thereof, by hand or machine.....				
Back part and waist premoulding.....	36,47	40,12	37,32	41,05
(iv) Vulcanising process:				
Vulcanising and/or injection moulding soles to lasted uppers.....				
Rand welting by machine.....				
Moulding of sole units.....				
<i>Class III Operations</i>				
Qualified employees on:				
Beating.....	31,76	34,94	32,50	35,75
Application by machine of hardening resins to puffs.....				
Bottomfilling.....				
Channel closing and edge raising.....				
Feeding nails to heeling machine.....				
Hand levelling of stitchdowns.....				
Heel covering.....				
Inserting stiffeners and puffs.....				
Louis heel flap clamping, Louis heel slicking.....				
Louis heel flap trimming by machine.....				
Reverse seat moulding for stitchdowns.....				
Seat nailing and/or pegging.....				
Seat rounding.....				
Shank attaching.....				
Sole tacking at seat for stuck-on process.....				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
Solutioning, damp and pasting.....	R	R	R	R
Sorting hobs.....				
Sole laying welted work and/or rubber soles.....				
Sole tacking or sole fitting throughs and runners.....				
Tack pulling.....	31,76	34,94	32,50	35,75
Tacking bottom stock to lasts.....				
Tacking over backs before pulling over on closed back shoes tacks being placed not further than 25 mm from middle of back of heel seat (see illustration).....				



Tacking over sandal backs where no stiffener is inserted.....				
Tacking top pieces on stitchdowns and sandals.....				
All other wire grip tacking.....				
Upper stapling after lasting sides.....	31,76	34,94	32,50	35,75
Upper trimming.....				
Plastic pelletising and granulating.....				
Back part moulding.....				

[Ratio.—See subclause (K).]

Hand-lasting operations

Qualified employees on:				
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear....	46,08	50,69	47,15	51,86
<i>Note.</i> —There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.				
(ii) Other pulling over by hand and/or handlasting.....				
Hand-lasting seats of stitchdowns.....				
Hand-lasting in the manufacture of clogs.....	36,47	40,12	37,32	41,05
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quarter tips.....				
Tacking leather straps to wooden soles.....				

[Ratio.—There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]

(F) FINISHING DEPARTMENT

Class I Operations

Qualified employees on:				
(i) Edge trimming:				
(a) Riveted and or riveted and stitched work, but excluding miners' and miners' type and army boots.....				
Rubber and rubber composition soles.....	46,08	50,69	47,15	51,86
Children's footwear up to and including size 1½.....				
All slippers (men's, women's and children's).....				
Stitchdown footwear produced from box hide and willow hide.....	52,37	57,61	53,59	58,95
(b) All other work.....				
(ii) Edge setting:				
(a) Riveted and/or riveted and stitched work, but excluding miner's and miners' type and army boots.....				
Through runners.....				
Waist and/or top pieces.....	37,55	41,30	38,42	42,26
Children's footwear, all sizes up to and including size 1½.....				
All slippers (men's, women's and children's).....				
Stitchdown footwear produced from box hide and willow hide.....				
(b) Automatic edge-setting machine, all grades.....	46,08	50,69	47,15	51,86
(c) All other work.....				
(iii) Heel trimming.....	37,55	41,30	38,42	42,26
(iv) Examining.....	52,37	57,61	53,59	58,95

[Ratio.—See subclause (K).]

Class II Operations

Qualified employees on:				
Bitting by hand or machine.....				
Bottom scouring.....				
Heel scouring.....				
Heel spraying.....				
Ploughing out.....				
Complete finishing by hand.....	36,47	40,12	37,32	41,05
Top piece trimming.....				
Bunk wheeling.....				
Louis flap ironing.....				
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
Seat wheeling.....	R	R	R	R
Top ironing (i.e. marking edge of forepart or waist of sole by machine or by hand tool whether before or after bottoms are faked and polished).....	36,47	40,12	37,32	41,05
Welt wheeling.....				
[Ratio.—See subclause (K).]				
<i>Class III Operations</i>				
Qualified employees on:				
Brushing, padding and/or burnishing.....	31,76	34,94	32,50	35,75
Crow wheeling.....				
Finger scouring.....				
Heel breast cornering.....				
Inking, staining, waxing and damping.....				
Inserting, slipping and putting away lasts.....				
Ploughing (removing the scarf round underedge of sole).....				
Rubbing off edges and bottoms.....				
Spew and/or flash trimming.....				
Conveyor belt loading.....				
[Ratio.—See subclause (K).]				
(G) SHOE ROOM				
Qualified employees on:				
Faking.....	43,93	48,32	44,95	49,44
Examining.....				
Patent repairing.....				
Embossing and/or stamping.....				
Boxing.....	30,85	33,94	31,57	34,73
Dressing and/or sizing.....				
Dressing by spray gun.....				
Hand polishing and cleaning.....				
Ironing.....				
Labelling.....				
Lining trimming.....				
Size stamping on footwear.....				
Socking.....				
Stamping descriptions and sizes on labels.....				
Quarter forming by machine.....				
Smoothing insole before socking or boxing.....				
(H) MILL-ROOM OPERATIONS				
Qualified employees on:				
(i) Group 5:				
Calender operating.....	33,18	36,50	33,95	37,34
Batch mass-measuring and assembling of chemicals.....				
Operating extruding machine.....				
Operating an open mixing mill with a width of not less than 1,52 m.....				
Operating internal mixer.....				
(ii) Group 4:				
Slabbing sheet rubber to gauge (stretching compound).....	30,85	33,94	31,57	34,73
Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m.....				
Warming compound on open mill.....				
Hydraulic press operating.....				
(iii) Group 3:				
Issuing soles and heels.....	29,31	32,24	29,99	32,99
Press cutting blanks (clicking).....				
Attending autoclave.....				
Assisting mass-measurer.....				
Mould checking.....				
Operating an open mixing mill with a width of less than 1,01 m.....				
(iv) Group 2:				
Masticating, sheeting out, cracking or breaking compound.....	26,22	28,84	26,83	29,51
Buffing or scouring machine operations.....				
Feeding rubber into calender (feeding stretchers).....				
Grinding scrap by machine.....				
Mould cleaning.....				
(v) Group 1:				
Trimming.....	24,70	27,17	25,27	27,80
Blank cutting and mass-measuring to fixed standards.....				
Extruding into trays.....				
Bale cutting.....				
Sieving chemicals, buffings and grindings.....				
Stencilling or marking bales.....				
Applying powder.....				
Packing soles and heels.....				
Granulating.....				
Assisting calender operator.....				
Dipping machine.....				
(Ratio.—For every three qualified employees employed in this section not more than one learner may be employed.)				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
(I) HIGH-FREQUENCY WELDING	R	R	R	R
Qualified employees on:				
(i) High-frequency welding, embossing pre-cut uppers.....	34,05	37,46	34,85	38,33
(ii) High-frequency welding, embossing combined with cutting of uppers (cut-welding).....	54,52	59,97	55,79	61,37
(iii) High-frequency welding, embossing of socks and other components.....	30,85	33,94	31,57	34,73
(iv) High-frequency welding, combined with cutting of socks and other components (Ratio.—For every two qualified employees employed in this section, not more than one learner may be employed.)	37,55	41,30	38,42	42,26
(J) FLOW MOULDING				
Qualified employees on:				
(i) Flow moulding, pre-cut uppers.....	34,05	37,46	34,85	38,33
(ii) Flow moulding, pre-cut socks.....				
(iii) Flow moulding where eventual upper is presented in liquid form.....				
(iv) Colour application to moulds prior to flow moulding.....				
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials..... (Ratio.—For every two qualified employees employed in this section, not more than one learner may be employed.)				
(K) INJECTION MOULDING OF SOLID P.V.C., BLOWN P.V.C., THERMO-PLASTIC AND THERMO-RUBBER COMPOUNDS AND ANY COMPOUNDS USED FOR SOLING AND UNIT CONVERTING				
Qualified employees on:				
(i) Injection moulding of units to lasted uppers.....	36,47	40,12	37,32	41,05
(ii) Injection moulding of units to string lasted uppers.....				
(iii) Injection moulding of sole units..... (Ratio.—For every two qualified employees employed in this section, not more than one learner may be employed.)				
(L) STRING LASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING, OR WITH THE ASSISTANCE OF ANY OTHER DEVICE				
Qualified employees on:				
(i) String lasting of fabric uppers.....	36,47	40,12	37,32	41,05
(ii) String lasting of synthetic uppers..... (Ratio.—For every two qualified employees employed in this section, not more than one learner may be employed.)				
(M) LEARNERS				
(i) Learners on the operations referred to in clause 4 of Part II:				
First six months.....	16,05	17,65	16,42	18,06
Second six months.....	19,30	21,23	19,75	21,72
Third six months.....	25,00	27,50	25,58	28,14
Fourth six months.....	27,77	30,55	28,42	31,26
Fifth six months.....	30,85	33,94	31,57	34,73
Sixth six months.....	34,10	37,51	34,90	38,39
Seventh six months.....	36,67	40,34	37,53	41,28
Eighth six months.....	41,16	45,28	42,12	46,33
Thereafter, the prescribed rate.				
(ii) Learners in Class III in the rough stuff, making and finishing departments, according to experience:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	16,05	17,65	16,42	18,06
Third six months.....	18,36	20,20	18,79	20,67
Fourth six months.....	20,84	22,92	21,32	23,45
Fifth six months.....	23,46	25,81	24,01	26,41
Sixth six months.....	26,22	28,84	26,83	29,51
Thereafter, the prescribed rate.				
(iii) Learners employed on the operations referred to in paragraph H:				
First three months.....	13,90	15,29	14,22	15,64
Second three months.....	15,43	16,97	15,79	17,37
Third three months.....	16,97	18,67	17,37	19,11
Fourth three months.....	18,52	20,37	18,95	20,84
Fifth three months.....	20,06	22,07	20,53	22,58
Thereafter, the prescribed rate.				
(iv) Other learners, according to experience:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	16,05	17,65	16,42	18,06
Third six months.....	18,36	20,20	18,79	20,67
Fourth six months.....	20,84	22,92	21,32	23,45
Fifth six months.....	23,46	25,81	24,01	26,41
Sixth six months.....	26,22	28,84	26,83	29,51
Seventh six months.....	29,31	32,24	29,99	32,99
Eighth six months.....	33,18	36,50	33,95	37,34
Thereafter, the prescribed rate.				

Met dien verstande dat—

(a) 'n leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem is as dié wat voorgeskryf is vir iemand met sy ondervinding, inkrementele betaal moet word asof hy volgens ondervinding geregtig was om die loon betaal te word waarteen hy in diens geneem is;

(b) leerlinge in die stikafdeling en skoenkamer—

(i) na die sesde ses maande ondervinding geregtig is op 'n loon van R30,85 per week gedurende die tydperk eindigende 30 September 1979 en R31,57 per week daarna indien hulle in diens is vir werksaamhede waarvoor hierdie lone voorgeskryf word;

(ii) na die sewende ses maande ondervinding geregtig is op 'n loon van R34,06 per week gedurende die tydperk eindigende 30 September 1979 en R34,85 per week daarna indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;

(c) leerlinge in die uitsnyafdeling, wat nommers stempel of verwerk doen, ná die sesde ses maande ondervinding geregtig is op 'n loon van R30,34 per week gedurende die tydperk eindigende 30 September 1979 en R31,04 per week daarna.

Werwing van 'n leerling vir 'n klas I- of klas II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werknemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word.

Provided that—

(a) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate at which he is engaged;

(b) learners in the closing department and shoe room shall—

(i) after the sixth six months of experience become entitled to a wage of R30,85 per week during the period ending 30 September 1979 and R31,57 per week thereafter if employed on operations for which these rates are prescribed;

(ii) after the seventh six months of experience become entitled to a wage of R34,06 per week for the period ending 30 September 1979 and R34,85 per week thereafter if employed on operations for which these rates are prescribed.

(c) learners in the clicking department, on size stamping and painting shall, after the sixth six months of experience, become entitled to a wage of R30,34 per week during the period ending 30 September 1979 and R31,04 per week thereafter.

Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available, or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
(N) ALGEMENE ARBEIDER	R	R	R	R
Algemene arbeider.....	23,16	25,47	23,69	26,06".

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
(N) GENERAL LABOURER	R	R	R	R
General labourer.....	23,16	25,47	23,69	26,06".

(2) Vervang klousule 2 (1) en (2) van Aanhangsel A van Deel II deur die volgende: (2) Substitute the following for clause 2 (1) and (2) of Annexure A to Part II:

“(1) LONE

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
A.—TOERYGSTEWELS VAN RUBBER	R	R	R	R
Gekwalifiseerde werknemers in diens vir:				
(i) Die merk en/of sny van tekstielstowwe.....	46,53	51,18	47,61	52,37
(ii) Die sny van rubberboleer.....	24,70	27,17	25,27	27,80
(iii) Die sny van kleedstof met rubber geïmpregneer.....	28,33	31,16	28,99	31,89
(iv) Die stikafdeling:				
(a) Stik van boleer.....	24,70	27,17	25,27	27,80
(b) Stik van voering.....				
(c) Die maak van vetergate.....				
(d) Tonge poleer.....				
(e) Tonge insit.....				
(f) Tonge vassit.....				
(g) Tafelwerkers.....				

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
(v) Alle soolsnywerkzaamhede, hetsy met die hand of 'n pers.....	38,35	42,19	39,25	43,17
(vi) Alle ander perssnywerkzaamhede (slegs onderwerk).....	27,86	30,65	28,51	31,36
(vii) Handleeswerk (d.w.s. die oortrek van die bereide boleer oor die lees en die vassit daarvan aan die binnesool).....	30,37	33,41	31,08	34,19
(viii) Binnesole vassit.....				
(ix) Materiaal rondom die lees plaas.....	24,70	27,17	25,27	27,80
(x) Sole vassit.....	27,23	29,95	27,86	30,65
(xi) 'n Outoklaaf bedien.....				
(xii) Rubberlymwerk met die hand.....	24,70	27,17	25,27	27,80
(xiii) Rubberlymwerk met 'n masjien.....				
(xiv) (a) Die giet van sole, hakke en/of sool- en hakeenhede.....	28,33	31,16	28,99	31,89
(b) Die giet van stewels, uitgesonderd in 'n outoklaaf.....	34,87	38,36	35,68	39,25
(xv) Die inslaan van dikkopspykers.....				
(xvi) Die rofmaak van sole.....				
(xvii) Die rofmaak van boleer.....				
(xviii) Die gladsny van rande.....				
(xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is.....				
(xx) Die insit van veters.....				
(xxi) Die uittrek en sortering van leeste.....				
(xxii) Die regsny van voerings.....				
(xxiii) Boleer rol.....	24,70	27,17	25,27	27,80
(xxiv) Steunstukke sny en/of insit.....				
(xxv) Poets.....				
(xxvi) Skoonmaak.....				
(xxvii) Nommers op voerings stempel.....				
(xxviii) Trollie vir outoklaaf laai.....				
(xxix) Pare uitsoek.....				
(xxx) Deurlopende binnesole of bedekkings vir binnesole vassit.....				
(xxxi) Alle werkzaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie.....	23,16	25,47	23,69	26,06
(xxxii) Algemene arbeider.....				
B.—ANDER SKOEISEL IN HIERDIE SEKSIE				
Gekwalifiseerde werknemers in diens:				
(i) In die Boleersnyafdeling:				
<i>Groep 1:</i>				
Merk en/of sny (uit seildoek of kleedstof).....	46,53	51,18	47,61	52,37
<i>Groep 2:</i>				
Snyer bestaan.....				
Merk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer) van rubber-stewels.....				
Nommers merk.....	25,75	28,32	26,34	28,97
(ii) In die Stikafdeling:				
<i>Groep 3:</i>				
Steunstukke vassit.....				
Nommers op voerings stempel.....				
Drade afknip.....				
Alle ander stikkamerwerkzaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk.....	28,05	30,85	28,70	31,57
(iii) In die Onderwerkafdeling:				
<i>Groep 4:</i>				
Die sny van sole uit rubber met 'n pers of met die hand.....	38,35	42,19	39,25	43,17
<i>Groep 5:</i>				
Die sny of uitpers van ru-stukke vir die giet van sole en/of hakke.....	27,86	30,65	28,51	31,36
<i>Groep 6:</i>				
Alle ander perssnywerkzaamhede.....	27,05	29,75	27,67	30,44
(iv) In die Maakafdeling:				
<i>Groep 7:</i>				
Vulmateriaal vir binnesole aanbring.....				
Nommers op binnesole stempel.....	25,75	28,32	26,34	28,97
Handleeswerk, die vassit van rubbersole met die hand.....				
Sole aan boleer vulkaniseer.....				
Rubberlym met die hand of 'n masjien aanbring.....	27,05	29,75	27,67	30,44
Montering.....	29,90	32,89	30,60	33,66
Regstreekse giet (met inbegrip van spuitgieting) van sole aan seilboleer.....	37,55	41,30	38,42	42,26
Op lees met tou vaswerk.....	41,77	45,95	42,74	47,01
Leeswerk op 'n Kamborian-masjien.....	52,37	57,61	53,59	58,95
Leeswerk van beddings en kante met enige soort masjien.....				
Gekombineerde oortrek- en puntleeswerk.....				
(v) <i>Groep 8:</i>				
Dikkopspykers met die hand of masjien inslaan.....	34,87	38,36	35,68	39,25
(vi) <i>Groep 9:</i>				
Agterstrook vassit.....				
Sierstrookies vassit.....				
Binnesool vassit.....				
Voering aan boleer vassit.....	25,75	28,32	26,34	28,97
Semmentering.....				
Sole skoonmaak.....				
Sierstrookies sny.....				
Vervoerband voer.....				
Granulering.....				

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
Neusverstywers insit.....	25,75	28,32	26,34	28,97
Boleer rol.....				
Leeste uittrek.....				
Sole rol.....				
Leeste verskaf.....	27,05	29,75	27,67	30,44
Boleer regsny.....				
Die massameet van pastille vir regstreekse giet.....				
Latbeddingdraaiwerk.....				
Nagaan en herstel.....	25,75	28,32	26,34	28,97
Rande skuur.....				
Syskermdrukwerk.....				
(vii) Werksaamhede nie in (i) tot (vi) hierbo gespesifiseer nie.....				
(viii) Algemene arbeider.....	24,67	27,14	25,25	27,77
(2) LEERLINGE IN DIENS IN VERBAND MET WERKSAAMHEDE IN SUB-KLOUSULE (1) A EN (1) B BEDOEL (UITGESONDERD ALGEMENE ARBEIDERS)				
(i) Vroulike werknemers in die stikafdeling en vroulike werknemers wat skoene in dose pak en verpak; en alle leerlinge in die boleersny- en onderwerkafdelings:				
<i>Volgens ondervinding:</i>				
Eerste drie maande.....	13,90	15,29	14,22	15,64
Tweede drie maande.....	15,43	16,97	15,79	17,37
Derde drie maande.....	16,97	18,67	17,37	19,11
Vierde drie maande.....	18,52	20,37	18,95	20,84
Vyfde drie maande.....	20,06	22,07	20,53	22,58
Daarna, die voorgeskrewe loon.				
(ii) Ander leerlinge:				
<i>Volgens ondervinding:</i>				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	15,43	16,97	15,79	17,37
Derde ses maande.....	16,97	18,67	17,37	19,11
Vierde ses maande.....	18,52	20,37	18,95	20,84
Vyfde ses maande.....	20,06	22,07	20,53	22,58
Daarna die voorgeskrewe loon".				

“(1) WAGES

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
A.—LACE-UP RUBBER BOOTS				
Qualified employees on:				
(i) Marking and/or cutting of textile fabrics.....	46,53	51,18	47,61	52,37
(ii) Cutting of rubber uppers.....	24,70	27,17	25,27	27,80
(iii) Cutting of fabric impregnated with rubber.....	28,33	31,16	28,99	31,89
(iv) Closing department:				
(a) Upper closing.....				
(b) Lining closing.....				
(c) Eyeletting.....	24,70	27,17	25,27	27,80
(d) Buffing tongues.....				
(e) Inserting tongues.....				
(f) Securing tongues.....				
(g) Table-hands.....	38,35	42,19	39,25	43,17
(v) All sole cutting operations whether by hand or press.....				
(vi) All other press cutting operations (bottom stock only).....				
(vii) Hand lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....				
(viii) Insole attaching.....	30,37	33,41	31,08	34,19
(ix) Placing material around the last.....	24,70	27,17	25,27	27,80
(x) Sole attaching.....	27,23	29,95	27,86	30,65
(xi) Attending an autoclave.....	24,70	27,17	25,27	27,80
(xii) Solutioning by hand.....				
(xlii) Solutioning by machine.....				
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....				
(b) Moulding of boots other than in an autoclave.....	28,33	31,16	28,99	31,89
(xv) Hobnailing.....	34,87	38,36	35,68	39,25
(xvi) Sole roughing.....	24,70	27,17	25,27	27,80
(xvii) Upper roughing.....				
(xviii) Edge trimming.....				
(xix) Spew and/or flash trimming on moulded boots.....				
(xx) Inserting laces.....				
(xxi) Slipping and sorting lasts.....				

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
(xxii) Trimming linings.....	24,70	27,17	25,27	27,80
(xxiii) Rolling uppers.....				
(xxiv) Cutting and/or inserting stays.....				
(xxv) Dressing.....				
(xxvi) Cleaning.....				
(xxvii) Stamping sizes on linings.....	23,16	25,47	23,69	26,06
(xxviii) Loading trolley for autoclave.....				
(xxix) Pairing.....				
(xxx) Attaching throughs or insole covers.....				
(xxxi) Any operations not specified in (i) to (xxx) above.....				
(xxxii) General labourer.....				
B.—OTHER FOOTWEAR WITHIN THIS SECTION				
Qualified employees on:				
(i) Upper cutting department:				
Group 1:				
Marking and/or cutting (from canvas or fabric).....	46,53	51,18	47,61	52,37
Group 2:				
Assisting clicker.....	25,75	28,32	26,34	28,97
Marking and/or cutting (from rubber and/or canvas impregnated with rubber)				
gum boots.....				
Size marking.....	28,05	30,85	28,70	31,57
(ii) Closing Department:				
Group 3:				
Attaching stays.....	38,35	42,19	39,25	43,17
Size stamping on linings.....				
Thread trimming.....				
All other closing room operations, including eyeletting, perforating and skiving	27,86	30,65	28,51	31,36
(iii) Bottom Stock Department:				
Group 4:				
Sole cutting from rubber by press or by hand.....	27,05	29,75	27,67	30,44
Group 5:				
Cutting or extruding blanks for the moulding of soles and/or heels.....				
Group 6:	25,75	28,32	26,34	28,97
All other press cutting operations.....				
(iv) Making Department:				
Group 7:	27,05	29,75	27,67	30,44
Applying insole filler.....				
Size stamping insole.....				
Hand lasting, rubbersole attaching by hand.....	29,90	32,89	30,60	33,66
Vulcanising soles to uppers.....				
Solutioning by hand or machine.....				
Assembling.....	37,55	41,30	38,42	42,26
Direct moulding (including injection moulding) of soles to canvas uppers...				
String lasting.....				
Lasting operations on a Kamborian machine.....	41,77	45,95	42,74	47,01
Lasting seats and sides by any machine.....				
Combined pulling over and forepart lasting.....				
(v) Group 8:	52,37	57,61	53,59	58,95
Hobnailing by hand or machine.....	34,87	38,36	35,68	39,25
(vi) Group 9:				
Attaching back strip.....	25,75	28,32	26,34	28,97
Attaching foxing.....				
Attaching insole.....				
Attaching lining to upper.....	27,05	29,75	27,67	30,44
Cementing.....				
Cleaning soles.....				
Cutting foxing.....	25,75	28,32	26,34	28,97
Feeding conveyor.....				
Granulating.....				
Inserting toe puffs.....	27,05	29,75	27,67	30,44
Rolling uppers.....				
Slipping lasts.....				
Sole rolling.....	25,75	28,32	26,34	28,97
Supplying lasts.....				
Trimming uppers.....				
Mass-measuring pellets for direct moulding.....	24,67	27,14	25,25	27,77
Wheeling.....				
Checking and repairing.....				
Edge scouring.....	25,75	28,32	26,34	28,97
Silk screen printing.....				
(vii) Any operations not specified in (i) to (vi) above.....				
(viii) General labourer.....				
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUB-CLAUSE (1) A AND (1) B (EXCLUDING GENERAL LABOURERS)				
(i) Female employees in the closing department and on boxing and packing; and all learners in the upper cutting and bottom stock departments:				
According to experience:				
First three months.....	13,90	15,29	14,22	15,64
Second three months.....	15,43	16,97	15,79	17,37

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
Third three months.....	16,97	18,67	17,37	19,11
Fourth three months.....	18,52	20,37	18,95	20,84
Fifth three months.....	20,06	22,07	20,53	22,58
Thereafter, the prescribed rate.				
(ii) Other learners:				
According to experience:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	15,43	16,97	15,79	17,37
Third six months.....	16,97	18,67	17,37	19,11
Fourth six months.....	18,52	20,37	18,95	20,84
Fifth six months.....	20,06	22,07	20,53	22,58
Thereafter, the prescribed rate."				

(3) Vervang klousule 3 (1), (2) en (3) van Aanhangsel A van Deel II deur die volgende: (3) Substitute the following for clause 3 (1), (2) and (3) of Annexure A to Part II:

"KLOUSULE 3.—PANTOFFELS, WAARVAN DIE BOLEER VAN ANDER STOWWE AS LEER GEMAAK IS
(1) LONE

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
Gekwalifiseerde werknemers in diens vir:				
A. Boleersnyafdeling:				
Sny van boleer.....	37,81	41,59	38,69	42,56
Sny van binnesole en/of sny van voerings.....	29,35	32,28	30,03	33,03
Inmekaarsit en/of merk en/of stempel van boleer.....	27,00	29,70	27,63	30,39
B. Masjienstikafdeling:				
(i) Neuse, krae, nate, omboorsel, tonge, binnesole en stopsels vasstik, knoopsgate maak en knope aanwerk.....	27,77	30,55	28,42	31,26
(ii) Boleer, binnesole, stopsels en sagte sole met 'n masjien aanmekaarsit.....	30,55	33,60	31,26	34,39
(iii) Gomlastiekgebonde rande van boleer aan sagte sole met masjien vasstik.....	32,86	36,15	33,63	36,99
C. Sool-en-hakafdeling:				
(i) Die sny van sole (alle tipes).....	39,79	43,77	40,72	44,79
(ii) Die sny van binnesole, haklagies en bostukke.....	27,77	30,55	28,42	31,26
(iii) Stempelwerk.....	27,00	29,70	27,63	30,39
(iv) Hakke bedek.....				
D. Maakafdeling:				
(i) Omkeernaaiwerk aan pantoffels.....	39,79	43,77	40,72	44,79
(ii) Fatsoenering met stoom en uitklophamer:				
(a) Viltwerk.....	30,55	33,60	31,26	34,39
(b) Leerwerk, Kubaanse hakke van kleedstof.....	32,68	35,95	33,43	36,78
(iii) Vasplakproses:				
(a) Handleeswerk.....				
Die rofmaak van sole.....	31,66	34,83	32,40	35,64
Sool in posisie plaas op boleer en tegelykertyd 'n pers bedien.....				
Sool in posisie plaas op boleer by voorkanthakbedding voordat perswerk verrig word.....				
'n Pers bedien, waar die sole vooraf in posisie geplaas is.....				
(b) Rubberlymwerk.....	27,77	30,55	28,42	31,26
(c) Vasspyker van sole en binnesole.....	31,66	34,83	32,40	35,64
(iv) Vulkanisering van sole op geleeste boleer.....				
(v) Spykerwerk.....	27,77	30,55	28,42	31,26
(vi) Groefsnwywerk.....				
Gelykmaak met die hand.....	24,70	27,17	25,27	27,80
Vassit van hakke.....	27,00	29,70	27,63	30,39
Vasspyker van agterstukke.....	27,77	30,55	28,42	31,26
(vii) Omkeer van pantoffels.....	27,00	29,70	27,63	30,39
(viii) Leeste gaan haal en bère.....				
(ix) Hakkussinkies insit.....	27,00	29,70	27,63	30,39
(x) Vervoerbande bedien.....				
E. Afwerkafdeling:				
Gladsny van rande.....	38,80	42,68	39,70	43,67
Afwerk van rande.....	29,55	32,50	30,23	33,25
Afwerk van hakke.....	28,53	31,38	29,19	32,11
Skuurwerksaamhede.....	27,77	30,55	28,42	31,26
Inwerk, beitswerk en borselwerk.....	27,00	29,70	27,63	30,39
Boleer van lees afhaal.....				
F. Skoenkamerafdeling:				
Keuring.....	30,55	33,60	31,26	34,39
Alle ander skoenkamerwerksaamhede.....	27,00	29,70	27,63	30,39

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
(2) LEERLINGE	R	R	R	R
<i>Volgens ondervinding:</i>				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	16,05	17,65	16,42	18,06
Derde ses maande.....	18,36	20,20	18,79	20,67
Vierde ses maande.....	20,84	22,92	21,32	23,45
Vyfde ses maande.....	23,46	25,81	24,01	26,41
Sesde ses maande.....	26,22	28,84	26,83	29,51
Sewende ses maande.....	29,31	32,24	29,99	32,99
Agtste ses maande.....	33,18	36,50	33,95	37,34
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voor- geskryf is vir 'n gekwalifiseerde werknemer wat die werksaamheid verrig waarvoor sodanige leerling in diens is nie.				
(3) ALGEMENE ARBEIDERS				
Algemene arbeiders.....	23,16	25,47	23,69	26,06"

"CLAUSE 3.—SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER

(1) WAGES:

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
Qualified employees on:				
A. Upper Cutting Department:				
Upper cutting.....	37,81	41,59	38,69	42,56
Stock cutting and/or lining cutting.....	29,35	32,28	30,03	33,03
Upper assembling and/or marking and/or stamping.....	27,00	29,70	27,63	30,39
B. Machining Department:				
(i) Toe caps, collars, seams, binding, buttonholing, buttoning, tongues, socks, pads.....	27,77	30,55	28,42	31,26
(ii) Machining of uppers, socks, pads and soft soles together.....	30,55	33,60	31,26	34,39
(iii) Machining elastic bound edges of uppers to soft soles.....	32,86	36,15	33,63	36,99
C. Rough Stuff Department:				
(i) Sole cutting (all types).....	39,79	43,77	40,72	44,79
(ii) Insole cutting and lift and top-piece cutting.....	27,77	30,55	28,42	31,26
(iii) Stamping.....	27,00	29,70	27,63	30,39
(iv) Heel covering.....				
D. Making Department:				
(i) Slipper turn-sewing.....	39,79	43,77	40,72	44,79
(ii) Steaming and blocking into shape:				
(a) Felt work.....	30,55	33,60	31,26	34,39
(b) Leather work, fabric Cubans.....	32,68	35,95	33,43	36,78
(iii) Stuck-on process:				
(a) Hand lasting.....				
Sole roughening.....				
Sole positioning on upper and press operating in one operation.....	31,66	34,83	32,40	35,64
Sole positioning on upper at fore-part seat before pressing.....				
Press operating with sole previously positioned.....				
(b) Solutioning operations.....	27,77	30,55	28,42	31,26
(c) Sole and insole tacking.....	31,66	34,83	32,40	35,64
(iv) Vulcanising soles to lasted uppers.....				
(v) Slugging.....				
(vi) Channelling.....				
Hand levelling.....	27,77	30,55	28,42	31,26
Heel attaching.....				
Tacking backs.....				
(vii) Slipper turning.....	24,70	27,17	25,27	27,80
(viii) Fetching and putting away lasts.....	27,00	29,70	27,63	30,39
(ix) Inserting heel pads.....	27,77	30,55	28,42	31,26
(x) Conveyor operating.....	27,00	29,70	27,63	30,39
E. Finishing Department:				
Edge trimming.....	38,80	42,68	39,70	43,67
Edge setting.....	29,55	32,50	30,23	33,25
Heel trimming.....	28,53	31,38	29,19	32,11
Scouring operations.....	27,77	30,55	28,42	31,26
Inking, staining and brushing.....				
Slipping uppers.....	27,00	29,70	27,63	30,39
F. Shoe Room Department:				
Examining.....	30,55	33,60	31,26	34,39
All other shoe room operations.....	27,00	29,70	27,63	30,39

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
(2) LEARNERS				
According to experience:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	16,05	17,65	16,42	18,06
Third six months.....	18,36	20,20	18,79	20,67
Fourth six months.....	20,84	22,92	21,32	23,45
Fifth six months.....	23,46	25,81	24,01	26,41
Sixth six months.....	26,22	28,84	26,83	29,51
Seventh six months.....	29,31	32,24	29,99	32,99
Eighth six months.....	33,18	36,50	33,95	37,34
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged.				
(3) GENERAL LABOURERS				
General labourers.....	23,16	25,47	23,69	26,06".

(3) Vervang klousule 4 (1), (2) en (3) van Aanhangsel A van Deel II deur die volgende:

"KLOUSULE 4.—PLATNATE EN DOPPERS

Opmerking.—Platnate en doppers beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.

(3) Substitute the following for clause 4 (1), (2) and (3) of Annexure A to Part II:

"CLAUSE 4.—'PLATNATE' AND 'DOPPERS'

Note.—'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempie or pitch thread.

	Gedurende die tydperk eindigende 30 September 1979		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week
	R	R	R	R
(1) LONE				
Gekwalifiseerde werknemers in diens vir:				
(i) Uitsnywerk.....	36,75	40,42	37,60	41,36
(ii) Kragmasjienwerk.....	21,03	23,13	21,52	23,67
Masjienwerk, uitgesonderd kragmasjienwerk.....	18,45	20,29	18,87	20,76
Ander werksaamhede in die stikafdeling.....	21,03	23,13	21,52	23,67
(iii) Soolsnywerk met kragmasjien.....	43,48	47,83	44,49	48,94
Soolsnywerk, uitgesonderd met 'n kragmasjien.....	26,20	28,82	26,81	29,49
(iv) Oortrek met die hand en/of handleeswerk.....	18,45	20,29	18,87	20,76
Stikwerk met die hand.....	36,75	40,42	37,60	41,36
(v) Randafwerking met kragmasjien.....	26,20	28,82	26,81	29,49
Randafwerking, uitgesonderd met 'n kragmasjien.....	18,45	20,29	18,87	20,76
(vi) Pare uitsoek en/of nommers merk.....	26,20	28,82	26,81	29,49
(vii) Alle werksaamhede, uitgesonderd dié gespesifiseer in (i) tot (vi) hiervan.....				
(2) LEERLINGE				
Volgens ondervinding:				
Eerste ses maande.....	13,90	15,29	14,22	15,64
Tweede ses maande.....	15,43	16,97	15,79	17,37
Derde ses maande.....	16,97	18,67	17,37	19,11
Vierde ses maande.....	18,52	20,37	18,95	20,84
Vyfde ses maande.....	20,06	22,07	20,53	22,58
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as die wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamheid verrig waarvoor sodanige leerling in diens is nie.				
(3) ALGEMENE ARBEIDERS				
Algemene arbeiders.....	23,16	25,47	23,69	26,06".

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
	R	R	R	R
(1) WAGES				
Qualified employees on:				
(i) Clicking.....	36,75	40,42	37,60	41,36
(ii) Machining by power.....	21,03	23,13	21,52	23,67
Machining other than by power.....	18,45	20,29	18,87	20,76
Other closing room operations.....	21,03	23,13	21,52	23,67

	During the period ending 30 September 1979		Thereafter	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
(iii) Sole cutting by power.....	R 43,48	R 47,83	R 44,49	R 48,94
Sole cutting other than by power.....	26,20	28,82	26,81	29,49
(iv) Pulling over by hand and/or hand-lasting.....	18,45	20,29	18,87	20,76
Stitching by hand.....	36,75	40,42	37,60	41,36
(v) Edge trimming by power.....	26,20	28,82	26,81	29,49
Edge trimming other than by power.....	18,45	20,29	18,87	20,76
(vi) Pairing and/or size marking.....	26,20	28,82	26,81	29,49
(vii) Any operation other than those specified in (i) to (vi) hereof.....				
(2) LEARNERS				
According to experience:				
First six months.....	13,90	15,29	14,22	15,64
Second six months.....	15,43	16,97	15,79	17,37
Third six months.....	16,97	18,67	17,37	19,11
Fourth six months.....	18,52	20,37	18,95	20,84
Fifth six months.....	20,06	22,07	20,53	22,58
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged.				
(3) GENERAL LABOURERS				
General labourers.....	23,16	25,47	23,69	26,06".

Hierdie Ooreenkoms is namens die partye op hede die 23ste dag van Junie 1978 onderteken.

A. G. EVERINGHAM, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

This Agreement signed on behalf of the parties on this 23rd day of June 1978

A. G. EVERINGHAM, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 1658

18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA.—WYSIGING VAN SIEKTEBYSTANDFONDSOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Diamantslypnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Mei 1987 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NYWERHEIDSVERSOENING VIR DIE DIAMANTSLYPNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Diamantslypnywerheid van Suid-Afrika,

No. R. 1658

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA.—AMENDMENT OF SICK BENEFIT FUND AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Diamond Cutting Industry shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 May 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

S. P. BOTHA, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

being parties to the Industrial Council for the Diamond Cutting Industry of South Africa,

om die Siektebystandfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 1516 van 5 Augustus 1977, soos volg te wysig:

KLOUSULE 4.—BYDRAES TOT DIE FONDS

Vervang subklousules (3), (4) en (6) deur die volgende:

“(3) Die werkgewer moet die bydraes ooreenkomstig subklousules (1) en (2) hiervan maandeliks van 'n lid se verdienste aftrek, sy bydrae van 50 persent van sodanige bedrag daarby voeg en die totale bedrag, voor of op die 10de dag van die maand wat volg op dié waarop die bydraes betrekking het, saam met 'n staat in die vorm wat van tyd tot tyd deur die Raad voorgeskryf word, aan die geregistreerde kantoor van die Fonds stuur.

(4) As die aanspreeklikheid van die werkgewer ooreenkomstig subklousule (3) hiervan eindig, moet die lid die werkgewer se bydrae in subklousule (3) hiervan voorgeskryf en sy bydrae ingevolge subklousule (6) hiervan betaal.

(6) *Tabel van bydraes volgens die skale van maandelikse verdienste:*

Tabelle	Skale			
	0-R200 A	R200-R400 B	R400-R600 C	Bo R600 D
	R	R	R	R
L.....	7,00	10,00	11,00	13,00
L1.....	10,00	12,00	15,00	18,00
L2.....	11,00	15,00	17,00	20,00

L —Lid met geen afhanklikes nie.

L1—Lid met een afhanklike.

L2—Lid met meer as een afhanklike.”

Vir en namens die partye op hede die 12de dag van Junie 1978 te Johannesburg onderteken.

W. A. DAVIDSON, Namens die Master Diamond Cutters' Association of South Africa daartoe gemagtig.

R. RICH, Namens die S.A. Diamond Workers' Union daartoe gemagtig.

T. J. MARCHAND, Sekretaris van die Raad.

No. R. 1677 18 Augustus 1978

WET OP NYWERHEIDSVERSOENING, 1956

MOTORNYWERHEID.—WYSIGING VAN HOOFOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Motornywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai en daardie gedeelte van die landdrostdistrik Somerset-Wes wat deur Cape Explosives Works Limited geokkupeer word; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, in die gebied gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis*

to amend the Sick Benefit Fund Agreement published under Government Notice R. 1516 dated 5 August 1977 as follows:

CLAUSE 4.—CONTRIBUTIONS TO THE FUND

Substitute the following for subclauses (3), (4) and (6):

“(3) The contributions in terms of subclauses (1) and (2) hereof shall be deducted monthly by the employer from a member's earnings to which the employer shall add his contribution of 50 per cent of such amount, the total of which shall be forwarded by the employer to the registered office of the Fund not later than the 10th day of the month following that to which the contributions relate, together with a statement in the form prescribed by the Council from time to time.

(4) If the liability of the employer in terms of subclause (3) hereof shall cease, the member shall pay the employer's contribution prescribed in subclause (3) hereof and his contribution in terms of subclause (6) hereof.

(6) *Table of contributions according to the scales of monthly earnings:*

Tables	Scales			
	0-R200 A	R200-400 B	R400-600 C	Over R600 D
	R	R	R	R
M.....	7,00	10,00	11,00	13,00
M1.....	10,00	12,00	15,00	18,00
M2.....	11,00	15,00	17,00	20,00

M —Member who has no dependants.

M1—Member with one dependant.

M2—Member with more than one dependant.”

Signed at Johannesburg for and on behalf of the parties this 12th day of June 1978.

W. A. DAVIDSON, Authorised on behalf of the Master Diamond Cutters' Association of South Africa.

R. RICH, Authorised on behalf of the S.A. Diamond Workers' Union.

T. J. MARCHAND, Secretary of the Council.

No. R. 1677

18 August 1978

INDUSTRIAL CONCILIATION ACT, 1956

MOTOR INDUSTRY.—AMENDMENT OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Motor Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa, excluding the port and settlement of Walvis Bay and that portion of the Magisterial District of Somerset West occupied by Cape Explosives Works Limited; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the area specified in paragraph (b) of this notice and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, the provisions of the amending Agreement shall *mutatis mutandis* be binding

bindend is vir alle Swartes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

DIE NASIONALE NYWERHEIDSRaad VIR DIE MOTOR-NYWERHEID

HOOFOOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association
en die

South African Vehicle Builders' and Repairers' Association
(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Motor Industry Employees' Union of South Africa

Motor Industry Staff Association

en die

Motor Industry Combined Workers' Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Motor-nywerheid,

om die Hooforeenkoms, gepubliseer by Goewermentskennisgewing R. 1039 van 17 Junie 1977 en gewysig by Goewermentskennisgewing R. 354 van 3 Maart 1978, te wysig.

1. DEEL—PRELIMINÊRE A—KLOUSULE 32.— GEBEURLIKHEIDSRERWE

Vervang subklousule (1) (a) deur die volgende:

"(a) waar die bevoordeelde 'n vakman, masjini, masjinsteller, B/A-vakman, kwekeling ingevolge die Wet op Opleiding van Ambagsmanne of vakleerling is of 'n persoon wat ooreenkomstig 'n geldige Vrstellingsertifikaat, deur die Raad uitgereik, aspekte van vakmanswerk mag verrig, aan Gebeurlikheidsreserwe 'A'; en".

2. HOOFSTUK I—DEEL I—KLOUSULE 6.—SONDAGWERK

Vervang subklousule (3) deur die volgende:

"(3) Wanneer 'n vakman op 'n Sondag werk, moet sy werkgewer hom betaal teen minstens dubbel sy gewone uurloon vir elke uur of gedeelte van 'n uur aldus gewerk."

3. HOOFSTUK I—DEEL I—KLOUSULE 17.—BESIGHEID-SURE

Vervang subklousule (8) deur die volgende:

"(8) Geen werkgewer mag petrol vanuit enige bedryfsinrigting of gedeelte van 'n bedryfsinrigting verkoop of lewer nie, uitgesonderd gedurende die ure of op die voorwaardes voorgeskryf by regulasie ingevolge artikel 2 van die Wet op Petroleumprodukte (Wet 120 van 1977)."

4. HOOFSTUK I—DEEL I—KLOUSULE 7.—SONDAGWERK

(1) In subklousule (1), skrap die woorde "uitgesonderd 'n vakman".

(2) Skrap subklousule (2).

5. HOOFSTUK II—KLOUSULE 6.—SONDAGWERK

(1) In subklousule (1), skrap die woorde "uitgesonderd 'n vakman".

(2) Skrap subklousule (2).

6. HOOFSTUK III—KLOUSULE 6.—SONDAGWERK

(1) In subklousule (1), skrap die woorde "uitgesonderd 'n vakman".

(2) Skrap subklousule (2).

7. HOOFSTUK IV—KLOUSULE 6.—SONDAGWERK

Vervang subklousule (3) deur die volgende:

"(3) Wanneer 'n vakman op 'n Sondag werk, moet sy werkgewer hom betaal teen minstens dubbel sy gewone uurloon vir elke uur of gedeelte van 'n uur aldus gewerk."

8. HOOFSTUK V—KLOUSULE 6.—SONDAGWERK

(1) In subklousule (1), skrap die woorde "uitgesonderd 'n vakman".

upon all Blacks employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Blacks in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MAIN AGREEMENT

made and entered into in accordance with the provisions of the Industrial Conciliation Act, 1956, as amended, by and between the

South African Motor Industry Employers' Association
and the

South African Vehicle Builders' and Repairers' Association
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Motor Industry Employees' Union of South Africa

Motor Industry Staff Association

and the

Motor Industry Combined Workers' Union

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

being parties to the National Industrial Council for the Motor Industry,

to amend the Main Agreement, published under Government Notice R. 1039 of 17 June 1977 and amended by Government Notice R. 354 of 3 March 1978, as follows:

1. PART—PRELIMINARY A—CLAUSE 32.—CONTINGENCY RESERVE

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

"(a) where the beneficiary is a journeyman, machinist, machine setter, B/A journeyman, trainee in terms of the Training of Artisans Act, apprentice or a person permitted to perform aspects of journeyman's work by a valid Licence of Exemption issued by the Council, to Contingency Reserve 'A'; and".

2. CHAPTER I—PART I—CLAUSE 6.—SUNDAY WORK

Substitute the following for subclause (3):

"(3) Whenever any journeyman works on a Sunday his employer shall pay him at a rate not less than double his normal hourly rate for every hour or part of an hour so worked."

3. CHAPTER I—PART I—CLAUSE 17.—TRADING HOURS

Substitute the following for subclause (8):

"(8) No employer shall sell or supply petrol from any establishment or portion of any establishment other than during the hours or on the conditions prescribed by regulation in terms of section 2 of the Petroleum Products Act (Act 120 of 1977)."

4. CHAPTER I—PART I—CLAUSE 7.—SUNDAY WORK

(1) In subclause (1), delete the words "other than a journeyman".

(2) Delete subclause (2).

5. CHAPTER II—CLAUSE 6.—SUNDAY WORK

(1) In subclause (1), delete the words "other than a journeyman".

(2) Delete subclause (2).

6. CHAPTER III—CLAUSE 6.—SUNDAY WORK

(1) In subclause (1), delete the words "other than a journeyman".

(2) Delete subclause (2).

7. CHAPTER IV—CLAUSE 6.—SUNDAY WORK

Substitute the following for subclause (3):

"(3) Whenever any journeyman works on a Sunday his employer shall pay him at a rate not less than double his normal hourly rate for every hour or part of an hour so worked."

8. CHAPTER V—CLAUSE 6.—SUNDAY WORK

(1) In subclause (1), delete the words "other than a journeyman".

(2) Skrap subklousule (2).

Namens die partye op hede die 28ste dag van April 1978 te Johannesburg onderteken.

F. J. HACKNEY, President van die Raad.

Namens die partye op hede die 28ste dag van April 1978 te Kaapstad onderteken.

F. C. PINNOCK, Vise-president van die Raad.

Namens die partye op hede die 28ste dag van April 1978 te Johannesburg onderteken.

B. W. MARTELL, Waarnemende Sekretaris van die Raad.

No. R. 1678

18 Augustus 1978

VERDEDIGINGSWET, 1957

KENNISGEWING VAN ONTBINDING EN HERAANSTELLING VAN MANNEKRAGRAAD

Hierby word vir algemene inligting bekendgemaak dat Sy Edele die Minister van Arbeid kragtens artikel 74bis van die Verdedigingswet, 1957 die bestaande Mannekragraad wat kragtens gemelde artikel aangestel was, ontbind het en 'n nuwe Mannekragraad aangestel het met die volgende persone as lede van genoemde Raad om die belange van die Staat, die Suid-Afrikaanse Weermag, werkgewers en werknemers te verteenwoordig.

Voorsitter

Mnr. E. A. Cilliers, Sekretaris van Arbeid.

Lede

Verteenwoordigers van die belange van die Staat

Mnr. H. C. du Toit: Departement van Arbeid.

Mnr. A. J. Myburgh: Departement van Nywerheidswese.

Dr. T. A. du Plessis: Departement van Statistiek.

Mnr. F. J. Theron: Departement van Pos- en Telekomunikasiewese.

Mnr. J. P. Verster: S. A. Spoorweë.

Dr. A. P. Burger: Wetenskaplike Raadgewer van die Eerste Minister.

Dr. J. D. Venter: Raad vir Geesteswetenskaplike Navorsing.

Verteenwoordigers van die belange van die Suid-Afrikaanse Weermag

Skout-admiraal R. A. Edwards: S.A. Weermag.

Mnr. J. S. van Rooy: Krygkor.

Verteenwoordigers van die belange van werkgewers en werknemers

Dr. E. P. Drummond.

Mnr. T. Poolman.

Mnr. A. J. Basson.

Mnr. W. Bornman.

Mnr. J. A. Grobbelaar.

DEPARTEMENT VAN BINNELANDSE INKOMSTE

No. R. 1644

18 Augustus 1978

INKOMSTEBELASTINGWET, 1962

OOREENKOMS TUSSEN DIE REGERING VAN DIE REPUBLIEK VAN SUID-AFRIKA EN DIE REGERING VAN BOPHUTHATSWANA TER VERMYDING VAN DUBBELE BELASTING EN DIE VOORKOMING VAN FISKALE ONTDUIKING MET BETREKKING TOT BELASTINGS OP INKOMSTE

Hierby word bekendgemaak dat die prosedures wat noodsaaklik is om bogenoemde ooreenkoms gepubliseer by Proklamasie R. 359 in *Staatskoerant* 5835 van 23 Desember 1977 regsgeldigheid te gee in die Republiek van Suid-Afrika en in Bophuthatswana, op 14 Julie 1978 voltooi is.

(2) Delete subclause (2).

Signed at Johannesburg on behalf of the parties this 28th day of April 1978

F. J. HACKNEY, President of the Council.

Signed at Cape Town on behalf of the parties this 28th day of April 1978.

F. C. PINNOCK, Vice-President of the Council.

Signed at Johannesburg on behalf of the parties this 28th day of April 1978.

B. W. MARTELL, Acting Secretary of the Council.

No. R. 1678

18 August 1978

DEFENCE ACT, 1957

NOTIFICATION OF DISSOLUTION AND REAPPOINTMENT OF MANPOWER BOARD

It is hereby notified for general information that the Honourable the Minister of Labour has, in terms of section 74bis of the Defence Act, 1957, dissolved the existing Manpower Board, appointed in terms of the said section, and appointed a new Manpower Board with the following persons as members of the said Board to represent the interests of the State, the South African Defence Force, employers and employees.

Chairman

Mr E. A. Cilliers, Secretary for Labour.

Members

Representatives of the interests of the State

Mr H. C. du Toit: Department of Labour.

Mr A. J. Myburgh: Department of Industries.

Dr T. A. du Plessis: Department of Statistics.

Mr F. J. Theron: Department of Posts and Telecommunications.

Mr J. P. Verster: S.A. Railways.

Dr A. P. Burger: Scientific Adviser to the Prime Minister.

Dr J. D. Venter: Human Sciences Research Council.

Representatives of the interests of the South African Defence Force

Rear-Admiral R. A. Edwards: S.A. Defence Force.

Mr J. S. van Rooy: Armscor.

Representatives of the interests of employers and employees

Dr E. P. Drummond.

Mr T. Poolman.

Mr A. J. Basson.

Mr W. Bornman.

Mr J. A. Grobbelaar.

DEPARTMENT OF INLAND REVENUE

No. R. 1644

18 August 1978

INCOME TAX ACT, 1962

AGREEMENT BETWEEN THE GOVERNMENT OF THE REPUBLIC OF SOUTH AFRICA AND THE GOVERNMENT OF BOPHUTHATSWANA FOR THE AVOIDANCE OF DOUBLE TAXATION AND THE PREVENTION OF FISCAL EVASION WITH RESPECT TO TAXES ON INCOME

It is hereby notified that the procedures necessary to give the above-mentioned agreement, published under Proclamation R. 359 in *Government Gazette* 5835 dated 23 December 1977, the force of law in the Republic of South Africa and in Bophuthatswana were completed on 14 July 1978.

DEPARTEMENT VAN JUSTISIE

No. R. 1665

18 Augustus 1978

**WYSIGING VAN DIE REËLS WAARBY DIE VER-
RIGTINGS VAN DIE NATALSE PROVINSIALE
AFDELING EN DIE PLAASLIKE AFDELING DUR-
BAN EN KUS VAN DIE HOOGGEREGSHOF VAN
SUID-AFRIKA GEREËL WORD**

Kennis word hierby gegee dat die reëls waarby die ver-
rigtings van die Natalse Provinsiale Afdeling en die Plaas-
like Afdeling Durban en Kus van die Hooggeregshof van
Suid-Afrika gereël word, gepubliseer by Goewerments-
kennisgewing R. 3291 van 12 September 1969, soos gewysig
by Goewermentskennisgewing R. 1399 van 25 Julie 1975,
kragtens artikel 43 (2) (b) van die Wet op die Hooggereg-
shof, 1959 (Wet 59 van 1959), deur die Regter-president van
die Natalse Provinsiale Afdeling van die Hooggeregshof
van Suid-Afrika herroep en deur die volgende vervang
is:

REËL 1*Woordomskrywing*

In hierdie reëls het 'n woord of uitdrukking waaraan
'n betekenis geheg is in die eenvormige reëls, daardie
betekenis en, tensy uit die samehang anders blyk, beteken—

“hof” die Natalse Provinsiale Afdeling van die Hoog-
geregshof van Suid-Afrika en die Plaaslike Afdeling Dur-
ban en Kus van die Hooggeregshof van Suid-Afrika, of
die een of die ander van die genoemde afdelings, soos die
samehang mag vereis;

“Regter-president” die Regter-president van die Natalse
Provinsiale Afdeling van die Hooggeregshof van Suid-
Afrika, of, in sy afwesigheid, die eersvolgende senior
beskikbare regter van daardie afdeling;

“Griffier” ook die Griffier en Assistent-griffier van die
Natalse Provinsiale Afdeling en die Plaaslike Afdeling
Durban en Kus, die Griffier van enige Rondgaande Hof
en enige persoon wat behoorlik aangestel is om namens
enige sodanige Griffier of Assistent-griffier op te tree,
behalwe waar die Griffier van die Natalse Provinsiale
Afdeling of die Griffier van die Plaaslike Afdeling en Kus
uitdruklik bedoel word;

“eenvormige reëls” die reëls waarby die verrigtings van
die verskillende provinsiale en plaaslike afdelings van die
Hooggeregshof van Suid-Afrika gereël word en wat by
Goewermentskennisgewing R. 48 van 12 Januarie 1965
afgekondig is.

REËL 2*Sittings van die hof en vakansies*

(1) Vir die afhandeling van siviele en strafaangeleenthede
van die hof is daar vier sittingstermyne in elke jaar, naam-
lik soos volg:

(a) Vanaf 25 Januarie tot en met die Woensdag wat
Goeie Vrydag voorafgaan;

(b) vanaf die tweede Woensdag na Paasmaandag tot en
met 15 Junie;

(c) vanaf 1 Augustus tot en met 30 September; en

(d) vanaf 15 Oktober tot en met 8 Desember.

Die res van die jaar is vakansie, behalwe dat die Regter-
president, soos hy goedvind, 'n hof of howe kan saamstel
om gedurende die vakansie sitting te hou: Met dien ver-
stande dat geen hof in enige van die afdelings gedurende
die tydperk 24 Desember tot en met 2 Januarie en op
Goeie Vrydag sitting hou nie.

(2) Behoudens die bepalings van hierdie reëls kan
bestrede sake gedurende vakansies slegs met verlof van die
Regter-president verhoor word.

DEPARTMENT OF JUSTICE

No. R. 1665

18 August 1978

**AMENDMENT OF THE RULES REGULATING THE
CONDUCT OF THE PROCEEDINGS OF THE NATAL
PROVINCIAL DIVISION AND THE DURBAN AND
COAST LOCAL DIVISION OF THE SUPREME
COURT OF SOUTH AFRICA**

Notice is hereby given that the rules regulating the con-
duct of the proceedings of the Natal Provincial Division
and the Durban and Coast Local Division of the Supreme
Court of South Africa, published under Government
Notice R. 3291 dated 12 September 1969, as amended
by Government Notice R. 1399, dated 25 July 1975, have,
in terms of section 43 (2) (b) of the Supreme Court Act,
1959 (Act 59 of 1959), been repealed by the Judge Presi-
dent of the Natal Provincial Division of the Supreme
Court of South Africa and replaced by the following:

RULE 1*Definitions*

In these rules any word or expression to which a mean-
ing has been assigned in the uniform rules shall bear that
meaning and, unless the context otherwise indicates—

“court” shall mean the Natal Provincial Division of the
Supreme Court of South Africa and the Durban and Coast
Local Division of the Supreme Court of South Africa, or
one or other of the said divisions, as the context may
require;

“Judge President” shall mean the Judge President of
the Natal Provincial Division of the Supreme Court of
South Africa or, in his absence, the next senior available
judge of that division;

“Registrar” shall mean and include the Registrar and
Assistant Registrar of the Natal Provincial Division and
of the Durban and Coast Local Division, the Registrar
of any circuit court, and any person duly appointed to
act for any such registrar or assistant registrar, except
where the Registrar of the Natal Provincial Division or
the Registrar of the Durban and Coast Local Division is
specially indicated;

“uniform rules” shall mean the rules regulating the con-
duct of the proceedings of the several provincial and
local divisions of the Supreme Court of South Africa, pro-
mulgated by Government Notice R. 48 dated 12 January
1965.

RULE 2*Sittings of the court and vacations*

(1) For the dispatch of civil and criminal business of
the court there shall be four terms in the year as follows:

(a) From 25 January to the Wednesday preceding Good
Friday, inclusive;

(b) from the second Wednesday after Easter Monday to
15 June, inclusive;

(c) from 1 August to 30 September, inclusive; and

(d) from 15 October to 8 December, inclusive.

The rest of the year shall be vacation, save that the
Judge President may constitute such court or courts as
to him seem desirable to sit during vacation: Provided
that during the period 24 December to 2 January, both
dates inclusive, and on Good Friday, no court shall sit
in either division.

(2) Subject to the provisions of these rules, opposed
matters may be heard during vacation only with the leave
of the Judge President.

(3) Op Dinsdae en Donderdae gedurende 'n sittings-termyn word in die Provinsiale Afdeling voorrang aan strafappèlle bo ander aangeleenthede gegee en op Maandae en Vrydae aan siviele appèlle.

(4) (a) Die sakelys word deur die Griffier na oorlegpleging met die Regter-president opgestel.

(b) Aansoeke by wyse van mosie of petisie of dagvaarding om voorlopige vonnis, of verhoorsake waarin die verweerder in gebreke is, kan in die Provinsiale Afdeling dwarsdeur die jaar vir verhoor op Maandae, Dinsdae, Woensdae en Donderdae en op Vrydae gedurende die vakansie om 09h30 ter rolle geplaas word en word ingeskryf ter rolle voor middag twee dae voor die dag van die verhoor: Met dien verstande dat die Griffier nie meer as 20 sake op enige enkele dag ter rolle plaas nie behalwe met verlof van die Regter-president of, in sy afwesigheid, die senior regter op diens.

(c) Bestrede aansoeke, verdedigde voorlopige vonnissake, eksepsies en gestelde sake kan ter rolle geplaas word vir verhoor in die Provinsiale Afdeling op Vrydae om 09h30 gedurende sittingstermyne en word ingeskryf ter rolle voor middag op die Woensdag voor die dag van die verhoor.

(d) Sake wat bestrede word nadat dit aanvanklik ter rolle geplaas is as onbestrede in die Provinsiale Afdeling sal uitgestel word tot 'n gerieflike Vrydag of tot enige ander hofdag in opdrag van die Regter-president of die senior regter op diens.

(5) Die Provinsiale Afdeling hou gedurende vakansies op Dinsdae sitting om strafappèlle te verhoor.

(6) Aansoeke om die toelating van regspraktisyns sal mee gehandel word in die Provinsiale Afdeling op Maandae gedurende sittingstermyne en op Dinsdae gedurende vakansies deur 'n hof bestaande uit twee regters.

(7) (a) Aansoeke by wyse van mosie of petisie of dagvaarding om voorlopige vonnis, of verhoorsake waarin die verweerder in gebreke is, kan in die Plaaslike Afdeling dwarsdeur die jaar vir verhoor op Maandae, Dinsdae, Woensdae, Donderdae en Vrydae om 09h30 ter rolle geplaas word en word ingeskryf ter rolle voor middag twee dae voor die dag van die verhoor: Met dien verstande dat die Griffier nie meer as 40 sake op enige enkele dag ter rolle plaas nie behalwe met verlof van die Regter-President of die senior regter op diens.

(b) Bestrede aansoeke, verdedigde voorlopige vonnissake, eksepsies en gestelde sake kan ter rolle geplaas word vir verhoor in die Plaaslike Afdeling gedurende sittingstermyne in die Kamerhof op Maandae, Dinsdae, Woensdae, Donderdae en Vrydae onmiddellik na afhandeling van die onbestrede sake wat op die rol verskyn en word ingeskryf ter rolle voor middag twee dae voor die dag van die verhoor.

(8) Enige aansoek wat van 'n dringende aard is en wat as sodanig deur die advokaat gesertifiseer is en wat nie gerieflikerwys gedoen kan word wanneer 'n regter sitting hou vir die afhandeling van siviele aangeleenthede nie, kan nadat in verbinding getree is met die Griffier van die Provinsiale of die Plaaslike Afdeling, na gelang van die geval, privaat aan 'n regter gerig word.

(9) (a) Wanneer 'n dag wat by enige van die voorafgaande subreëls voorgeskryf is vir die aanvang van 'n sittingstermyne, op 'n dag val wat nie 'n hofdag is nie, word so 'n reël uitgelê as sou dit verwys na die hofdag wat onmiddellik volg op die dag wat aldus voorgeskryf is.

(b) Wanneer 'n dag wat by enige van die voorafgaande subreëls voorgeskryf is vir die beëindiging van 'n sittingstermyne, op 'n ander dag as 'n hofdag val, eindig sodanige sittingstermyne op die hofdag wat die aldus voorgeskrewe dag voorafgaan.

(3) On Tuesdays and Thursdays in term precedence over other matters in the Provincial Division will be given to criminal appeals and on Mondays and Fridays to civil appeals.

(4) (a) The cause list shall be arranged by the Registrar after consultation with the Judge President.

(b) Applications by way of motion or petition or on summons for provisional sentence or trial cases in which the defendant is in default may be set down throughout the year for hearing in the Provincial Division on Mondays, Tuesdays, Wednesdays and Thursdays and on Fridays during vacation at 09h30 and shall be enrolled before noon two days before the day of the hearing: Provided that the Registrar shall not set down more than 20 matters on any single day except with the leave of the Judge President or in his absence the senior judge on duty.

(c) Opposed applications, defended provisional sentence cases, exceptions and stated cases may be set down for hearing in the Provincial Division on Fridays at 09h30 during term and shall be enrolled before noon on the Wednesday preceding the day of the hearing.

(d) Matters which become opposed after being set down initially as unopposed in the Provincial Division will be adjourned to a convenient Friday or to any other court day on the directions of the Judge President or the senior judge on duty.

(5) The Provincial Division will sit on Tuesdays in vacation to hear criminal appeals.

(6) Applications for the admission of legal practitioners will be dealt with in the Provincial Division on Mondays during term and on Tuesdays during vacation by a court consisting of two judges.

(7) (a) Applications by way of motion or petition or on summons for provisional sentence or trial cases in which the defendant is in default may be set down throughout the year for hearing in the Local Division on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays at 09h30 and shall be enrolled before noon two days before the day of the hearing: Provided that the Registrar shall not set down more than 40 matters on any single day except with the leave of the Judge President or the senior judge on duty.

(b) Opposed applications, defended provisional sentence cases, exceptions and stated cases may be set down for hearing in the Local Division during term in Chamber Court on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays immediately after the disposal of the unopposed matters appearing on the roll and shall be enrolled before noon two days before the day of the hearing.

(8) Any application which is of an urgent nature and certified by counsel as such and which cannot be conveniently made at a time when a judge is sitting for the disposal of civil business may be made to a judge privately, after communication with the Registrar of the Provincial or the Local Division, as the case may be.

(9) (a) Whenever a day prescribed by any of the preceding subrules for the commencement of a term falls upon a day which is not a court day, such rule shall be interpreted as referring to that court day which is next after the day so prescribed.

(b) Whenever a day prescribed by any of the preceding subrules for the termination of a term falls upon a day which is not a court day, such term shall end on the court day preceding such day.

(10) Nieteenstaande andersluidende bepalings in hierdie reël vervat—

(a) kan die Regter-president, indien hy dit nodig ag, enige dag gedurende 'n vakansie aanwys as 'n dag waarop 'n hof sitting kan hou; en

(b) kan enige regter 'n sitting na 'n dag voorgeskryf by enige van hierdie reëls voortsit vir die voltooiing van aangeleenthede wat alreeds op die rol geplaas is of waarvan die terrolleplasing spesiaal gemagtig is, of kan hy, indien omstandighede dit noodsaak, 'n spesiale bevel uitvaardig waarby enige dag of tyd voorgeskryf vir die sitting van die hof of 'n regter, na gelang van die geval, gewysig word.

REËL 3

Terrolleplasing van verdedigde sake in die provinsiale en die plaaslike afdeling

(1) Wanneer die pleitstukke gesluit word in 'n saak wat nie by verstek voortgaan nie, kan die eiser, of indien hy versuim om dit binne 21 dae vanaf die sluiting van die pleitstukke te doen, enige party, versoek dat die saak ter rolle geplaas word vir verhoor op die wyse soos uiteengesit in subreël (2).

(2) 'n Party wat versoek dat 'n saak vir verhoor ter rolle geplaas word, moet—

(a) sodanige besonderhede as wat vereis mag word, inskryf in 'n register gehou deur die Griffier in die vorm uiteengesit in die Bylae hierby; en

(b) skriftelik aan die ander party of partye kennis gee dat hy dit gedoen het.

(3) Die Griffier moet 'n lys opstel en publiseer van die sake wat verhoor moet word, welke lys die Weeklikse Lys genoem word. Behoudens die bepalings wat hierop volg, moet sake op die Weeklikse Lys ingeskryf word in die chronologiese volgorde waarin hulle in die voormelde register voorkom, en word hulle in sodanige volgorde verhoor.

(4) Die Weeklikse Lys moet—

(a) opgestel en gepubliseer word ten opsigte van elke week gedurende 'n sittingstermyn;

(b) die lys van sake bevat wat verhoor moet word gedurende die week waarop die Lys betrekking het;

(c) aandui watter saak of sake die Griffier ter rolle geplaas het vir verhoor op watter spesifieke dag of dae in sodanige week;

(d) op 'n Vrydag gepubliseer word wat nie minder as ses weke voor die datum van verhoor van die eerste saak wat op sodanige Lys voorkom, moet wees nie: Met dien verstande dat wanneer sodanige Vrydag nie 'n hofdag is nie, publikasie moet plaasvind op die hofdag wat dit voorafgaan; en

(e) deur die Griffier gepubliseer word deur—

(i) dit op die kennisgewingbord by sy kantoor te plaas; en

(ii) op dieselfde dag 'n afskrif daarvan per aangeleende pos te pos aan elkeen van die prokureurs op rekord in die sake wat op die Lys voorkom, of, waar daar nie 'n prokureur op rekord is nie, aan die party self by sy jongste adres wat deur homself of sy prokureur aan die Griffier verstrek is.

(5) Ondanks andersluidende bepalings in hierdie reël vervat—

(a) kan die Regter-president of die senior regter op diens gelas dat die sake ter rolle geplaas in enige Weeklikse Lys, verhoor word in 'n volgorde wat verskil van die orde waarin dit op die Lys voorkom, of dat dit *de sine die* of tot die een of ander spesifieke datum of datums uitgestel word;

(10) Notwithstanding anything to the contrary in this rule contained—

(a) the Judge President may, if he deems it necessary, appoint any day during a vacation as a day on which a court may sit; and

(b) any judge may sit beyond a day prescribed by any of these rules for the completion of business already set down or specially authorised to be set down or may make a special order, if the circumstances so require, varying any day or time prescribed for the sitting of the court or a judge, as the case may be.

RULE 3

Setting down of defended cases in the provincial and local divisions

(1) Whenever in a case not proceeding by default the pleadings have been closed, the plaintiff or, if he fails to do so within 21 days of the close of pleadings, any party may request that the case be set down on the roll for trial in the manner set forth in subrule (2).

(2) A party requesting that a case be set down for trial shall—

(a) enter in a register kept by the Registrar in the form set out in the Schedule hereto such particulars as may be required; and

(b) give notice in writing to the other party or parties that he has done so.

(3) The Registrar shall compile and publish a list of the cases to be tried which shall be called the Weekly List. Save as is hereinafter provided, such cases shall be entered on the Weekly List in the chronological order in which they appear in the aforesaid register, and they shall be tried in such order.

(4) The Weekly List shall—

(a) be compiled and published in respect of each week during term;

(b) contain the list of cases to be tried during the week to which the List relates;

(c) indicate what case or cases the Registrar has set down for trial on what specific day or days in such week;

(d) be published on a Friday which shall be not less than six weeks before the date of trial of the first case appearing in such List: Provided that whenever such Friday is not a court day, publication shall take place on the court day preceding it; and

(e) be published by the Registrar by—

(i) placing it on the notice board at his office; and

(ii) posting by registered post on the same day a copy thereof to each of the attorneys on record in the cases appearing on the List or, where there is no attorney on record, to the party himself at the most recent address provided by himself or his attorney to the Registrar.

(5) Notwithstanding anything to the contrary in this rule provided—

(a) the Judge President or the senior judge on duty may order that the cases set down in any Weekly List shall be heard in an order different from that appearing on the List, or be postponed either *sine die* or to some specified date or dates;

(7) Except with the leave of the Judge President no contested trial shall be set down in the Provincial or Local Divisions on the last three days of any term.

[illegible][illegible]

DEPARTEMENT VAN LANDBOU-EKONOMIE EN -BEMARKING

No. R. 1672

18 Augustus 1978

TARIEWE.—PRETORIA NASIONALE VARS- PRODUKTE MARK

Hierby word bekendgemaak dat die Minister van Landbou, kragtens die bevoegdheid hom verleen by artikel 19 van die Wet op die Kommissie vir Varsprodukte, 1970 (Wet 82 van 1970), die tariewe betaalbaar aan die Stadsraad van Pretoria as eienaar van die Pretoria Nasionale Varsprodukte, ten opsigte van die gebruik van of die verrigting van dienste by die genoemde mark, vasgestel het soos in die Bylae hiervan uiteengesit.

BYLAE

1. In hierdie kennisgewing, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Wet op die Kommissie vir Varsprodukte, 1970 (Wet 82 van 1970), 'n betekenis geheg is, 'n ooreenstemmende betekenis.

2. Die volgende tariewe is betaalbaar aan die Stadsraad van Pretoria as eienaar van die Pretoria Nasionale Varsprodukte geleë te Von Wielighstraat, Pretoria-Wes binne die Munisipale Gebied van Pretoria ten opsigte van die gebruik van, of die verrigting van dienste by die genoemde mark:

Item 1.—Tarief vir die gebruik van hanteringstoerusting.

(a) Huur van Stootkarretjies (huisvroutipe) per dag of gedeelte daarvan.....	20
(b) Huur van trekwaentjies (handelaarstipe) per dag of gedeelte daarvan.....	30

Item 2.—Tariewe per week of gedeelte daarvan vir opberging van varsprodukte in koelkamers en rypmaak van varsprodukte in rypmaakkamers:

Standaard enkellaaghouer, elk.....	2
Standaard dubbellaaghouer, elk.....	3
Standaard halwe plukkishouer, elk.....	3
Standaard tamatiehouer, elk.....	3
Standaard uitvoer druiewehouer, elk.....	3
Standaard papajahouer, elk.....	3
Waattlemoene, elk.....	3
Standaard appelhouer of houer van dieselfde grootte, elk.....	4
Standaard peerhouer of houer van dieselfde grootte, elk.....	4
Standaard of uitvoer sitrusher of houer van dieselfde grootte, elk.....	4
Plukkishouer, elk.....	5
Standaard of uitvoer pynappelhouer, elk.....	5
Standaard uitvoer eierhouer of houer van dieselfde grootte, elk.....	5
Paraffienkashouer of houer van dieselfde grootte, elk.....	6
Standaard kratte, elk.....	15
Sakke (meer as 30 kg), elk.....	15
Sakkies (oor 15 tot 30 kg), elk.....	8
Sakkies (oor 5 tot 15 kg), elk.....	4
Sakkies (1 tot 5 kg), elk.....	2

Met dien verstande dat wanneer 'n koelkamer as eenheid verhuur word die tarief bereken moet word in ooreenstemming met die volgende formule:

$$(m^3 - 25\% \times 72c \times A)$$

waar: m^3 = die totale kubieke inhoudsmaat van die koelkamer;

A = die aantal weke, of gedeelte daarvan, waarvoor die koelkamer verhuur word.

Item 3.—Uitreiking van gedupliseerde en/of gekanselleerde uit-die-hand-verkoopstrookies: 10c per strokie.

Item 4.—Verskaffing van afskrifte van die dokument "Magtiging om te koop": R1 per afskrif.

3. Hierdie kennisgewing tree in werking op 1 September 1978 en herroep Algemene Kennisgewing 277 van 26 April 1974 en Goewermentskennisgewing 675 van 7 April 1978 met ingang van dieselfde datum.

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING

No. R. 1672

18 August 1978

TARIFFS.—PRETORIA NATIONAL FRESH PRODUCE MARKET

It is hereby made known that the Minister of Agriculture has, under the powers vested in him by section 19 of the Commission for Fresh Produce Markets Act, 1970 (Act 82 of 1970), fixed the tariffs payable to the City Council of Pretoria as owner of the Pretoria National Fresh Produce Market, in respect of the use of or the performance of services at the said market, as set out in the Schedule hereto.

SCHEDULE

1. In this notice, unless inconsistent with the context, any word or expression to which a meaning has been assigned in the Commission for Fresh Produce Markets Act, 1970 (Act 82 of 1970), shall have a corresponding meaning.

2. The following tariffs shall be payable to the City Council of Pretoria as owner of the Pretoria National Fresh Produce Market situated at Von Wieligh Street, Pretoria West within the Municipal Area of Pretoria in respect of the use of, or the performance of services at the said market:

Item 1.—Tariff for the use of handling equipment.

(a) Hiring of barrows (housewife's type) per day or part thereof.....	20
(b) Hiring of barrows (trader's type) per day or part thereof.....	30

Item 2.—Tariffs per week or part thereof for storage of fresh produce in refrigerated chambers and ripening of fresh produce in ripening chambers:

Standard single layer container, each.....	2
Standard double layer container, each.....	3
Standard half lug container, each.....	3
Standard tomato container, each.....	3
Standard export grape container, each.....	3
Standard pawpaw container, each.....	3
Watermelons, each.....	3
Standard apple container or container of similar size, each.....	4
Standard pear container or container of similar size, each.....	4
Standard or export citrus container or container of similar size, each.....	4
Lug container, each.....	5
Standard or export pineapple container, each.....	5
Standard export egg container or container of similar size, each.....	5
Paraffin case container or container of similar size, each.....	6
Standard crates, each.....	15
Bags (over 30 kg), each.....	15
Pockets (over 15 to 30 kg), each.....	8
Pockets (over 5 to 15 kg), each.....	4
Pockets (over 1 to 5 kg), each.....	2

Provided that when a refrigerated chamber is hired out as a unit, the tariff shall be calculated in accordance with the following formula:

$$(m^3 - 25\% \times 72c \times A)$$

where: m^3 = the total cubic measure of the refrigerated chamber;

A = the number of weeks, or part thereof, in respect of which the refrigerated chamber is hired out.

Item 3.—Issuing of duplicated and/or cancelled out-of-hand sales dockets: 10c per docket.

Item 4.—Furnishing of copies of the document "Buying Authority": R1 per copy.

3. This notice shall come into operation on 1 September 1978 and repeals General Notice 277 of 26 April 1974 and Government Notice 675 of 7 April 1978 with effect from the same date.

DEPARTEMENT VAN LANDBOU-TEGNIËSE DIENSTE

No. R. 1679

18 Augustus 1978

WET OP MISSTOWWE, VEEVOEDSEL, LANDBOU-
MIDDELS EN VEEMIDDELS, 1947 (WET 36 VAN
1947)

WYSIGINGS VAN REGULASIES.—VEEVOEDSEL, LANDBOUMIDDELS EN VEEMIDDELS

Die Minister van Landbou het, kragtens die bevoegdheid hom verleen by artikel 23 van die Wet op Misstowwe, Veevoedsel, Landboumiddels en Veemiddels, 1947 (Wet 36 van 1947), die regulasies hieronder uiteengesit, uitgevaardig.

Wysiging van die regulasies met betrekking tot die registrasie, invoer, vervaardiging, vervoer en verkoop van veevoedsel en die registrasie van steriliseringsinstallasies

1. Die regulasies gepubliseer by Goewermentskennisgewing R. 987 van 15 Junie 1973 soos gewysig deur Goewermentskennisgewings R. 1373 van 10 Augustus 1973, R. 1996 van 1 November 1974 en 254 van 13 Februarie 1976 word hierby verder gewysig deur regulasie 2 (3) deur die volgende regulasie te vervang:

“(3) Behoudens die vroeëre beëindiging daarvan ingevolge die Wet, bly die registrasies van veevoedsel of byvoedsel(s) wat na die inwerkingtreding van hierdie regulasies geregistreer is, tot 30 Junie 1981 van krag.”.

Wysiging van regulasies met betrekking tot die registrasie, invoer, vervaardiging, vervoer en verkoop van landboumiddels

2. Die regulasies gepubliseer by Goewermentskennisgewing R. 538 van 29 Maart 1974 word hierby gewysig—

(a) deur paragraaf (a) van regulasie 2 (2) deur die volgende paragraaf te vervang:

“(2) (a) moet aansoeke ingedien word nie later as die datum waarop die bestaande registrasie verval nie; en”; en

(b) deur regulasie 2 (4) deur die volgende regulasie te vervang:

“(4) Wanneer 'n landboumiddel geregistreer is, reik die registrateur 'n registrasiesertifikaat aan die applikant uit, of laat hy een uitreik, wat behoudens die vroeëre beëindiging daarvan ingevolge die Wet tot 30 Junie 1982 van krag sal bly.”.

Wysiging van die regulasies met betrekking tot die registrasie en verkoop van veemiddels

3. Die regulasies gepubliseer by Goewermentskennisgewing R. 857 van 28 Mei 1971 soos gewysig deur Goewermentskennisgewing R. 1012 van 18 Junie 1971 word hierby verder gewysig deur regulasie 2 (5) deur die volgende regulasie te vervang:

“(5) Behoudens die vroeëre beëindiging daarvan ingevolge die Wet bly registrasies van veemiddels wat na die inwerkingtreding van hierdie regulasies geregistreer is, tot 30 Junie 1979 van krag.”.

Datum van inwerkingtreding

4. Hierdie regulasies tree op die datum van publikasie hiervan in werking.

DEPARTMENT OF AGRICULTURAL TECHNICAL SERVICES

No. R. 1679

18 August 1978

FERTILIZERS, FARM FEEDS, AGRICULTURAL
REMEDIES AND STOCK REMEDIES ACT, 1947
(ACT 36 OF 1947)

AMENDMENT OF REGULATIONS.—FARM FEEDS, AGRICULTURAL REMEDIES AND STOCK REMEDIES

The Minister of Agriculture has, by virtue of the powers vested in him by section 23 of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act 36 of 1947), made the regulations set out hereunder.

Amendment of the regulations relating to the registration, importation, manufacture, movement and sale of farm feeds and the registration of sterilizing plants

1. The regulations published under Government Notice R. 987 of 15 June 1973, as amended by Government Notices R. 1373 of 10 August 1973, R. 1996 of 1 November 1974 and 254 of 13 February 1976 are hereby further amended by the substitution for regulation 2 (3) of the following regulation:

“(3) Subject to the earlier termination thereof in terms of the Act, the registrations of farm feeds or supplements registered after the commencement of these regulations shall remain in force until 30 June 1981.”.

Amendment of the regulations pertaining to the registration, importation, manufacture, movement and sale of agricultural remedies

2. The regulations published under Government Notice R. 538 of 29 March 1974 are hereby amended—

(a) by the substitution for paragraph (a) of regulation 2 (2) of the following paragraph:

“(2) (a) shall be submitted not later than the date on which the existing registration expires; and”; and

(b) by the substitution for regulation 2 (4) of the following regulation:

“(4) Whenever an agricultural remedy is registered the registrar shall issue or cause to be issued, to the applicant a registration certificate which, subject to the earlier termination thereof in terms of the Act, shall remain in force until 30 June 1982.”.

Amendment of the regulations relating to the registration of stock remedies

3. The regulations published under Government Notice R. 857 of 28 May 1971 as amended by Government Notice R. 1012 of 18 June 1971 are hereby further amended by the substitution for regulation 2 (5) of the following regulation:

“(5) Subject to the earlier termination thereof in terms of the Act, registrations of stock remedies registered after the commencement of these regulations shall remain in force until 30 June 1979.”.

Date of commencement

4. These regulations shall come into operation on the date of publication thereof.

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 1671

18 Augustus 1978

WET OP KULTURELE INRIGTINGS, 1969**REGULASIES**

Die Minister van Nasionale Opvoeding het kragtens die bevoegdheid hom verleen by artikel 15 van die Wet op Kulturele Inrigtings, 1969 (Wet 29 van 1969), onderstaande regulasies uitgevaardig:

Deel I.—Algemeen.

Deel II.—Raad.

Deel III.—Eiendom.

Deel IV.—Aanstellings, oorplasinge en diensbeëindigings.

Deel V.—Wangedrag en onbekwaamheid.

Deel VI.—Geldsake en verslae.

DEEL I.—ALGEMEEN*Woordomskrywing*

1. In hierdie regulasies beteken “die Wet” die Wet op Kulturele Inrigtings, 1969 (Wet 29 van 1969), en, tensy uit die samehang anders blyk, het ’n uitdrukking waaraan ’n betekenis in die Wet geheg is, dieselfde betekenis en beteken—

“beampte” iemand wat vas aangestel is, hetsy op proef al dan nie, teen ’n pos van hoër of laer gradering as sy eie, of op kontrak by ’n inrigting;

“Departement” die departement onder beheer van die Minister;

“direkteur” iemand wat die beheerpos aan ’n inrigting beklee;

“kalendermaand” ’n tydperk wat strek van die eerste tot en met die laaste dag van enigeen van die 12 kalendermaande van die jaar;

“maand” ’n tydperk wat strek vanaf ’n datum in een kalendermaand tot en met die datum wat aan die ooreenstemmende datum in die volgende kalendermaand onmiddellik voorafgaan;

“rusdag”—

(a) ’n Saterdag of ’n Sondag of ’n openbare feesdag in die geval van iemand wat gewoonlik nie op sodanige dag werk nie; of

(b) ’n ander dag waarop hy gewoonlik in plaas daarvan van diens vrygestel is in die geval van iemand wat gewoonlik op ’n Saterdag of ’n Sondag of ’n openbare feesdag werk;

“werknemer” iemand wat anders as vas of op kontrak in diens van ’n inrigting aangestel is.

Buitengewone gevalle

2. Indien die omstandighede van ’n geval na die oordeel van die Minister ’n afwyking van ’n bepaling van hierdie regulasies regverdig, kan hy na goeë dunske met die geval handel: Met dien verstande dat geen handeling kragtens hierdie regulasie ten opsigte van iemand tot sy nadeel mag strek nie.

DEEL II.—RAAD*Aanstelling van raadslede*

3. (1) Behoudens die bepalings van artikel 6 (1) van die Wet, stel die Minister soveel lede as wat hy dienstig ag, in ’n raad aan en kan hy—

(a) ’n vereniging van persone wat jaarliks minstens R400 of, volgens die oordeel van die Minister, die ekwivalent daarvan tot ’n inrigting bydra; of

DEPARTMENT OF NATIONAL EDUCATION

No. R. 1671

18 August 1978

CULTURAL INSTITUTIONS ACT, 1969**REGULATIONS**

The Minister of National Education has, under and by virtue of the powers vested in him by section 15 of the Cultural Institutions Act, 1969 (Act 29 of 1969), made the following regulations:

Part I.—General.

Part II.—Council.

Part III.—Property.

Part IV.—Appointments, Transfers and Termination of Service.

Part V.—Misconduct and Inefficiency.

Part VI.—Finances and Reports.

PART I.—GENERAL*Definitions*

1. In these regulations “the Act” means the Cultural Institutions Act, 1969 (Act 29 of 1969), and, unless inconsistent with the context, any term to which a meaning has been assigned in the Act shall have the same meaning, and—

“calendar month” means a period extending from the first to the last day, both days inclusive, of any one of the 12 calendar months of the year;

“day of rest” means—

(a) a Saturday or a Sunday or a public holiday in the case of any person who normally does not work on such day; or

(b) any other day on which he is normally relieved from duty in lieu thereof in the case of any person who normally works on a Saturday or a Sunday or a public holiday;

“Department” means the Department under the control of the Minister;

“director” means any person who is the incumbent of the control post in an institution;

“employee” means any person appointed otherwise than on a fixed basis or on contract in the service of an institution;

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

“officer” means any person appointed on a fixed basis, whether on probation or not, against a post of a higher or lower grading than his own, or on contract at an institution;

“Secretary” means the Secretary of the Department.

Exceptional cases

2. If in the opinion of the Minister the circumstances of a case justify a departure from any provision of these regulations, he may deal with the case as he may deem fit: Provided that no action taken in terms of this regulation in respect of any person shall be detrimental to him.

PART II.—COUNCIL*Appointment of council members*

3. (1) Subject to the provisions of section 6 (1) of the Act, the Minister shall appoint as many members to a council as he may deem fit and may permit—

(a) any association of persons contributing annually to any institution not less than R400, or in the opinion of the Minister, its equivalent; or

(b) 'n provinsiale administrasie of 'n plaaslike owerheid of 'n persoon;

toelaat om een of meer bykomende lede (na gelang hy bepaal) in 'n raad aan te stel.

(2) 'n Vereniging, provinsiale administrasie, plaaslike owerheid of persoon in subregulasie (1) bedoel, kan 'n plaasvervangende lid vir elke bykomende lid aanstel.

Raadsvergaderings

4. (1) 'n Raad vergader so dikwels as wat hy nodig ag maar minstens een keer elke kwartaal, of by sodanige ander geleentheid as wat die voorsitter nodig ag.

(2) Die voorsitter of, by sy afwesigheid die direkteur moet op versoek van 'n meerderheid van die lede 'n vergadering van die raad belê, sodat dit binne 14 dae na die versoek plaasvind.

(3) Die sekretaris van die raad gee aan elke lid van die raad skriftelik kennis van die tyd, datum en plek van 'n vergadering en in dié kennisgewing word die sake wat op die vergadering bespreek sal word, kortliks uiteengesit.

(4) Op 'n vergadering behandel die raad sake waarvan daar aldus kennis gegee is, en enige saak wat 'n lid met die goedkeuring van die ander aanwesige lede opper.

(5) Die direkteur of 'n beampte deur hom aangewys, woon die vergaderings van 'n raad in 'n adviserende hoedanigheid by.

(6) 'n Raad kan aan 'n lid verlof toestaan om van vergaderings afwesig te wees vir 'n tydperk van hoogstens ses maande en, met die goedkeuring van die Minister, vir 'n langer tydperk.

(7) (a) Een derde van die lede van 'n raad, maar nie minder as drie lede nie, maak 'n kworum uit op vergaderings.

(b) Indien daar nie op 'n vergadering 'n kworum is nie, kan die voorsitter by kennisgewing aan alle lede 'n verdere vergadering van die raad belê.

(c) Op so 'n verdere vergadering maak die lede wat dan teenwoordig is, 'n kworum uit.

Vergoeding aan raadslede

5. 'n Lid van 'n raad dien in 'n ere hoedanigheid en ontvang geen vergoeding uit fondse van die inrigting ten opsigte van sy lidmaatskap nie: Met dien verstande dat 'n raad, ten opsigte van 'n reis noodsaaklikerwys afgelê vir die bywoning van 'n vergadering van die raad of in verband met die uitvoering van sy pligte as raadslid, die betaling aan 'n lid (wat nie in voltydse diens van die Staat is nie) van 'n verblyftoelae en die vervoerkoste of 'n loop- en 'n passasierstoelae kan magtig teen die tariewe en in die omstandighede van toepassing op 'n adjunk-sekretaris in die administratiewe afdeling van die Staatsdiens wanneer hy in diens reis: Met dien verstande voorts dat 'n reis buite die grense van die Republiek of die gebied Suidwes-Afrika nie sonder die goedkeuring van die Sekretaris onderneem mag word nie.

Sekretaris van raad

6. (1) 'n Raad wys 'n beampte of werknemer aan om as sy sekretaris op te tree.

(2) Die sekretaris van 'n raad—

(a) hou op elke vergadering van die raad notule van die verrigtinge en stuur binne 30 dae na die datum van sodanige vergadering 'n afskrif van die notule aan die Sekretaris;

(b) geen aan die Sekretaris kennis van die naam, adres en ampstermyn van 'n lid (uitgesonderd 'n lid deur die Minister aangestel) wat kragtens regulasie 3 aangestel is, en wel binne 30 dae na sodanige aanstelling;

(b) a provincial administration or a local authority or any person;

to appoint one or more additional members (as he may determine) to a council.

(2) Any association, provincial administration, local authority or person referred to in subregulation (1) may appoint an alternate member for every additional member.

Council meetings

4. (1) A council shall meet as often as it may deem necessary but not less than once every quarter, or on such other occasion as the chairman may deem necessary.

(2) The chairman or, in his absence, the director shall at the request of a majority of the members, call a meeting of the council to take place within 14 days of such request.

(3) Notice of the time, date and place of a meeting shall be given in writing by the secretary of the council to every member of the council, such notice setting out briefly the matters to be discussed at the meeting.

(4) At a meeting the council shall deal with matters of which notice has thus been given and any matter that a member may raise with the approval of the other members present.

(5) The director or an officer designated by him shall attend meetings of a council in an advisory capacity.

(6) A council may grant to any member leave of absence from meetings for a period not exceeding six months and, with the approval of the Minister, for a longer period.

(7) (a) One-third of the members of a council, but not fewer than three, shall form a quorum at a meeting.

(b) If there is no quorum at a meeting the chairman may, by giving notice to all members, convene a further meeting of the council.

(c) At such further meeting the members then present shall form a quorum.

Remuneration of council members

5. A member of a council shall serve in an honorary capacity and receive no remuneration out of the funds of the institution in respect of his membership: Provided that a council may, in respect of a journey necessarily performed in order to attend a meeting of the council or in connection with the carrying out of his duties as a member of the council, authorise the payment to a member (who is not in the full-time employ of the Government) of subsistence allowances and transport expenses or running and passenger allowances at the rates and in the circumstances applicable to a deputy secretary in the administrative division of the Public Service when travelling on duty: Provided further that a journey outside the borders of the Republic or the Territory of South West Africa shall not be undertaken without the approval of the Secretary.

Secretary of council

6. (1) A council shall designate an officer or employee to act as its secretary.

(2) The secretary of a council shall—

(a) keep the minutes of proceedings at each meeting of the council and forward a copy of the minutes to the Secretary within 30 days of such meeting;

(b) notify the Secretary of the name, address and period of office of a member (other than a member appointed by the Minister) appointed in terms of regulation 3 within 30 days of such appointment;

(c) gee, indien 'n lid sy setel in die raad ontruim, binne 30 dae daarvan kennis aan die Sekretaris of (indien sodanige lid nie deur die Minister aangestel is nie) aan die vereniging, provinsiale administrasie, plaaslike owerheid of persoon wat die lid aangestel het: Met dien verstande dat, waar 'n vakature ontstaan omdat die ampsduur van 'n lid verstryk, sodanige kennis minstens drie maande vooruit gegee word; en

(d) verrig sodanige ander pligte as wat die raad aan hom toewys.

Werkzaamhede en pligte

7. Behoudens die bepalings van die Wet en hierdie regulasies—

(a) formuleer 'n raad die beleid van 'n inrigting;

(b) bepaal 'n raad, in die geval van 'n inrigting met navorsingsfunksies, die navorsingsprojekte wat sy beamptes of werknemers onderneem;

(c) adviseer 'n raad die Minister oor aangeleenthede waarmee die inrigting te doen het; en

(d) verstrek 'n raad die inligting wat die Sekretaris verlang.

DEEL III.—EIENDOM

Beveiliging van eiendom en voorsorg teen verliese, beskadiging of diefstal

8. 'n Direkteur tref behoorlike reëlings vir die veilige bewaring van alle eiendom wat aan die inrigting behoort of aan die sorg daarvan toevertrou is en tref alle uitvoerbare voorsorgmaatreëls teen verlies, beskadiging of diefstal.

Versekering

9. 'n Raad moet—

(a) al die onroerende eiendom wat aan die inrigting behoort, teen verlies deur brand of ander oorsake en

(b) al die roerende eiendom wat aan die inrigting behoort of toevertrou is (uitgesonderd dié wat die Sekretaris van die vereistes van hierdie paragraaf vrystel), teen verlies deur brand, diefstal, of ander oorsake; verseker en versekerd hou by iemand wat ingevolge die Versekeringswet, 1943, as 'n versekeraar geregistreer is.

Verhaal of afskryf van verliese

10. (1) 'n Verlies van eiendom, geld of bates van 'n inrigting wat deur nalatigheid, versuim, gebrek aan waaksaamheid of diefstal veroorsaak is, word deur 'n raad verhaal op die persoon wat daarvoor verantwoordelik is.

(2) Indien die raad nie daarin slaag om sodanige verlies te verhaal nie, kan hy dit afskryf.

(3) Die direkteur rapporteer alle sodanige verliese aan die Sekretaris, aan die raad en aan die Ouditeur-generaal en, indien dit blyk dat die verlies gely is weens bedrog, diefstal of brandstigting deur 'n beampte of iemand anders, ook aan die Suid-Afrikaanse Polisie.

DEEL IV.—AANSTELLINGS, OORPLASINGS EN DIENSBEEÏNDIGINGS

Vereistes vir aanstelling of bevordering

11. (1) Niemand word as 'n beampte aangestel nie, tensy hy—

(a) 'n Suid-Afrikaanse burger is;

(b) van goeie karakter is;

(c) vry is van enige verstandelike of liggaamlike gebrek, siekte of swaakheid wat waarskynlik die behoorlike uitvoering van sy pligte sal belemmer of sy aftreding voordat hy die pensioenleeftyd bereik, nodig sal maak; en

(c) if a member vacates his seat on the council, notify the Secretary or (if such member was not appointed by the Minister) the person, association, provincial administration or local authority that appointed such member within 30 days: Provided that, where a vacancy is occasioned by expiry of the period of office of any member, such notification shall be made at least three months in advance; and

(d) perform such other duties as the council may assign to him.

Functions and duties

7. Subject to the provisions of the Act and these regulations, a council shall—

(a) formulate the policies of an institution;

(b) determine, in the case of an institution with research functions, the research projects to be undertaken by its officers or employees;

(c) advise the Minister with regard to matters with which the institution is concerned; and

(d) furnish the Secretary with such information as he may require.

PART III.—PROPERTY

Safeguarding property and precautions against loss, damage or theft

8. A director shall make proper arrangements for the safe custody of all property belonging to or entrusted to the institution and shall take all practicable precautions against loss, damage or theft.

Insurance

9. A council shall insure and keep insured, with any person registered as an insurer in terms of the Insurance Act, 1943—

(a) all immovable property belonging to the institution against loss by fire or other causes; and

(b) all movable property belonging to or entrusted to the institution (except such property as the Secretary may exempt from the requirements of this paragraph) against loss by fire, theft or other causes.

Recovery or writing off of losses

10. (1) Any loss of property, moneys or assets of an institution occasioned by negligence, default, lack of vigilance or theft shall be recovered by a council from the person responsible therefor.

(2) Failing recovery by the council, such loss may be written off by the council.

(3) The director shall report all such losses to the Secretary, to the council and to the Auditor-General and, whenever it appears that such loss has been sustained through fraud, theft or arson by any officer or other person, also to the South African Police.

PART IV.—APPOINTMENTS, TRANSFERS AND TERMINATION OF SERVICE

Requirements for appointment or promotion

11. (1) No person shall be appointed as an officer unless he—

(a) is a South African citizen;

(b) is of good character;

(c) is free from any mental or physical defect, disease or infirmity which would be likely to interfere with the proper carrying out of his duties or to render necessary his retirement before reaching the pensionable age; and

(d) in 'n eksamen in albei amptelike tale geslaag het van 'n standaard in subregulasie (2) bepaal:

Met dien verstande dat iemand wat nie ooreenkomstig paragraaf (a) bevoeg is vir vaste aanstelling as 'n beampte nie, as 'n beampte op kontrak vir 'n bepaalde tydperk aangestel kan word: Met dien verstande voorts dat iemand wat nie ooreenkomstig paragraaf (d) bevoeg is vir aanstelling as 'n beampte nie, as 'n beampte aangestel kan word, maar dat so iemand se besoldiging nie verhoog word bo die besoldiging wat hy ontvang na verstryking van 'n tydperk van drie jaar bereken vanaf die datum van sy eerste aanstelling nie, tensy en tot tyd en wyl hy in so 'n eksamen geslaag het.

(2) Die standaard in subregulasie (1) (d) vermeld, het betrekking op—

(a) poste waarvoor 'n Matrikulasiesertifikaat of 'n meer gevorderde kwalifikasie vereis word: Een amptelike taal van die standaard van die Nasionale Senior Sertifikaat Eerste Taal (Hoër Graad) (of 'n erkende gelykwaardige sertifikaat) of van 'n hoër standaard, en die ander amptelike taal van die standaard van die Nasionale Senior Sertifikaat Tweede Taal (Hoër Graad) (of 'n erkende gelykwaardige sertifikaat) of van 'n hoër standaard; en

(b) poste waarvoor 'n laer kwalifikasie as matrikulasie, maar nie laer as Junior Sertifikaat of standerd 8 nie, vereis word: Een amptelike taal van die standaard van die Nasionale Junior Sertifikaat Eerste Taal (Hoër Graad) (of 'n erkende gelykwaardige sertifikaat) of van 'n hoër standaard, en die ander amptelike taal van die standaard van die Nasionale Junior Sertifikaat Tweede Taal (Hoër Graad) (of 'n erkende gelykwaardige sertifikaat) of van 'n hoër standaard.

Geneeskundige sertifikaat en geboortesertifikaat

12. 'n Kandidaat vir aanstelling as 'n beampte—

(a) lê aan die raad die volgende voor:

(i) 'n Verklaring in verband met sy gesondheidstoestand, ingevul en onderteken op 'n vorm deur die raad bepaal; en

(ii) sy geboortesertifikaat of 'n ander aanvaarbare bewys van geboorte; en

(b) onderwerp hom aan 'n geneeskundige ondersoek indien die raad dit van hom vereis.

Proefdiens

13. (1) 'n Aanstelling van 'n beampte geskied op proef van een jaar, waarna sodanige aanstelling bekrachtig, verleng of beëindig word.

(2) Die dienste van 'n beampte wat op proef aangestel is, kan beëindig word, hetsy gedurende of by of ná die verstryking van die proeftyd—

(a) deur hom een kalendermaand kennis te gee; of

(b) deur hom onverwyld kennis te gee indien sy diens of gedrag onbevredigend is.

(3) 'n Beampte wat op proef na 'n ander pos oorgeplaas is en wie se oorplasing op proef beëindig word, keer terug tot sy vorige pos of tot 'n pos van gelyke gradering en tot die besoldiging wat hy in sy vorige pos sou bereik het indien hy nie oorgeplaas was nie.

Oorplasing

14. 'n Beampte of werknemer kan van die een pos, afdeling of kantoor na 'n ander pos, afdeling of kantoor, al na die raad se diens dit vereis, oorgeplaas word: Met dien verstande dat 'n oorplasing wat 'n vermindering in 'n beampte se pensioengewende verdienste meebring, nie sonder sy toestemming mag geskied nie, tensy sodanige

(d) has passed an examination in both official languages, of a standard required in terms of subregulation (2):

Provided that a person who does not qualify in terms of paragraph (a) for a fixed appointment as an officer may be appointed as an officer on contract for a specific period: Provided further that a person who does not qualify in terms of paragraph (d) for appointment as an officer may be appointed as an officer, but such person's remuneration shall not be increased beyond the remuneration received by him after the expiry of a period of three years calculated from the date of his first appointment unless and until he passes such an examination.

(2) The standard referred to in subregulation (1) (d) shall be in respect of—

(a) posts for which a Matriculation Certificate or a more advanced qualification is required: One official language of the standard of the National Senior Certificate First Language (Higher Grade) (or recognised equivalent certificate) or of a higher standard, and the other official language of the standard of the National Senior Certificate Second Language (Higher Grade) (or recognised equivalent certificate) or of a higher standard; and

(b) posts for which a lower qualification than matriculation, but not lower than Junior Certificate or Standard 8, is required: One official language of the standard of the National Junior Certificate First Language (Higher Grade) (or recognised equivalent certificate) or of a higher standard, and the other official language of the standard of the National Junior Certificate Second Language (Higher Grade) (or recognised equivalent certificate) or of a higher standard.

Medical and birth certificates

12. A candidate for appointment as an officer—

(a) shall submit to the council—

(i) a declaration, completed and signed on a form prescribed by the council, regarding his state of health; and

(ii) his birth certificate or any other acceptable proof of birth; and

(b) shall submit to a medical examination if required by the council to do so.

Probationary service

13. (1) An appointment of an officer shall be on probation for one year, after which such appointment shall be confirmed, extended or terminated.

(2) An officer appointed on probation may have his services terminated either during or at or after the expiry of the period of probation—

(a) by giving him one calendar month's notice; or

(b) by giving him notice forthwith, if his service or conduct is unsatisfactory.

(3) An officer who is transferred on probation to some other post and whose transfer on probation is terminated shall revert to the post formerly held by him or to a post of equivalent grading and to the remuneration he would have attained in his former post had he not been transferred.

Transfers

14. An officer or employee may, in accordance with the needs of the council, be transferred from one post, division or office, to any other post, division or office: Provided that no transfer involving a reduction in such officer's pensionable emoluments shall be made without his consent, unless such transfer is made in terms of regulation

oorplasing kragtens regulasie 20 (22) geskied: Met dien verstande voorts dat 'n beampte wat na 'n pos met 'n hoër gradering oorgeplaas word, nie bloot uit hoofde van dié oorplasing op die salarisskaal verbonde aan die hoër pos aanspraak kan maak nie.

Bedanking

15. (1) 'n Beampte, uitgesonderd 'n beampte op kontrak, kan sy diens beëindig deur minstens een kalendermaand skriftelike kennis aan die raad te gee, maar die raad kan in uitsonderlike omstandighede korter kennisgewing aanvaar.

(2) 'n Werknemer kan sy diens beëindig deur aan die direkteur minstens 24 uur skriftelike of mondelinge kennis te gee wat op enige tydstop, hetsy gedurende of aan die einde van 'n kalendermaand, maar nie op 'n rusdag nie, van krag word: Met dien verstande dat indien sodanige werknemer bedank deur minstens 'n maand kennis te gee, sy salaris vir die volle maand betaal word, afgesien daarvan of die maand op 'n rusdag eindig of nie, mits hy normaalweg vir rusdae betaal word en hy tot en met die laaste werksdag van die betrokke maand in diens bly.

Aftrede

16. 'n Beampte tree af uit die diens van 'n inrigting—

(a) wanneer hy die leeftyd van 65 jaar bereik, tensy die raad, soos by regulasie 17 bepaal, sy diens verleng; of

(b) by of te eniger tyd ná die bereiking van die pensioenleeftyd van 60 jaar indien—

(i) hy drie maande vooruit skriftelik kennis gee van sy begeerte om aldus af te tree; of

(ii) die raad besluit dat hy met kennisgewing van drie maande aldus aftree:

Met dien verstande dat die pensioenleeftyd geag word die ouderdom van 55 jaar te wees in die geval van 'n vroulike beampte wat voor die eerste dag van Januarie 1956 aangestel is en wat lid is van die Voorsorgfonds: Met dien verstande voorts dat 'n beampte wat lid van die Voorsorgfonds is en wat met ingang van 'n datum ná 31 Desember 1955 aangestel is, nie voor die bereiking van die ouderdom van 65 jaar uit die diens van 'n inrigting mag tree nie.

Verlenging van diens

17. Behoudens die goedkeuring van die Minister kan 'n raad 'n beampte se diens, met laasgenoemde se toestemming, na die bereiking van die leeftyd by regulasie 16 (a) bepaal, vir tydperke van hoogstens een jaar op 'n keer verleng.

Diensbeëindiging

18. (1) 'n Beampte se dienste kan deur 'n raad van 'n inrigting beëindig word—

(a) weens voortdurende swak gesondheid;

(b) weens die afskaffing van sy pos of die vermindering, reorganisasie of herskikking van die inrigting se vaste diensstaat;

(c) indien, om ander redes as sy eie ongeskiktheid of onvermoë, sy ontslag doeltreffendheid of besuiniging in die inrigting waar hy in diens is, sal bevorder;

(d) weens ongeskiktheid vir sy pligte of die onvermoë om sy pligte op bekwame wyse uit te voer;

(e) weens wangedrag;

(f) indien, in die geval van 'n beampte wat op proef aangestel is, sy aanstelling nie bekrachtig word nie; of

(g) in die geval van 'n vroulike beampte, weens haar huwelik, hetsy sodanige diensbeëindiging bewerkstellig word by, of met een maand kennisgewing te eniger tyd ná, haar huwelik.

20 (22): Provided further that an officer who is transferred to a post with a higher grading shall not be entitled, merely on the strength of such transfer, to lay claim to the salary scale attached to such higher post.

Resignations

15. (1) An officer, other than an officer on contract, may terminate his service by giving at least one calendar month's notice in writing to the council, but the council may in exceptional circumstances accept shorter notice.

(2) An employee may terminate his employment by giving at least 24 hours' notice, in writing or verbally, to the director, to become effective at any time, whether during or at the end of a calendar month, but not on a day of rest: Provided that if such employee resigns by giving at least one month's notice, his salary shall be paid for the full month, irrespective of whether the month ends on a day of rest or not, provided he is normally paid for days of rest and he remains in the service up to and including the last working day of the month in question.

Retirements

16. An officer shall retire from the service of an institution—

(a) on attaining the age of 65 years unless the council extends his service as provided by regulation 17; or

(b) on or at any time after attaining the pensionable age of 60 years if—

(i) he has given three months' written notice in advance of his wish so to retire; or

(ii) the council decides so to retire him on three months' notice:

Provided that the pensionable age shall be deemed to be the age of 55 years in the case of a female officer who was appointed before the first day of January 1956, and is a member of the Provident Fund: Provided further that an officer who is a member of the Provident Fund and was appointed with effect from any date subsequent to 31 December 1955 shall not retire from the service of any institution before attaining the age of 65 years.

Extension of service

17. A council may, subject to the approval of the Minister, extend the service of an officer, with his consent, beyond the attainment of the age determined by regulation 16 (a), for periods not exceeding one year at a time.

Termination of service

18. (1) An officer's services may be terminated by a council of an institution—

(a) on account of continued ill-health;

(b) owing to the abolition of his post or any reduction, reorganisation or re-adjustment of the fixed establishment of the institution;

(c) if, for reasons other than his own unfitness or incapacity, his discharge will promote efficiency or economy in the institution in which he is employed;

(d) on account of unfitness for his duties or incapacity to carry out his duties efficiently;

(e) on account of misconduct;

(f) if, in the case of an officer appointed on probation, his appointment is not confirmed; or

(g) in the case of a female officer, on account of her marriage, whether such termination of service is effected on, or on one month's notice at any time after, her marriage.

(2) Daar word geag dat die dienste van 'n beampte wat sonder verlof van die direkteur of sy toesighoudende beampte vir 'n tydperk van meer as 30 dae van sy ampspligte wegbly, weens wangedrag beëindig is met ingang van die datum wat onmiddellik volg op die laaste dag waarop hy op sy diensplek teenwoordig was: Met dien verstande dat indien sodanige beampte ander werk aanvaar daar geag word dat sy dienste beëindig is selfs al het genoemde tydperk nog nie verstryk nie: Met dien verstande voorts dat indien sodanige beampte hom te eniger tyd na verstryking van genoemde tydperk vir diens aanmeld, die raad hom in sy vorige of 'n ander pos kan herstel op voorwaardes wat die Minister bepaal, en in so 'n geval word die tydperk van sy afwesigheid van sy ampspligte geag afwesigheid te wees met vakansieverlof sonder betaling, of met verlof op die voorwaardes wat die Minister bepaal.

(3) Ondanks die afwesigheid van enige gronde vir aftrede of diensbeëindiging in hierdie regulasies vermeld, kan 'n raad 'n beampte (uitgesonderd 'n beampte op kontrak) se dienste met minstens drie maande skriftelike kennisgewing beëindig: Met dien verstande dat sodanige beampte binne 14 dae na ontvangs van genoemde kennisgewing, of binne die verdere tydperk wat die Minister toelaat, by die Minister skriftelik appèl teen sy diensbeëindiging kan aanteken: Met dien verstande voorts dat die Minister kan gelas dat sodanige appellant in sy vorige pos of 'n ander pos herstel word op die voorwaardes wat die Minister bepaal.

(4) 'n Raad kan 'n werknemer se dienste met minstens 24 uur kennisgewing beëindig.

DEEL V.—WANGEDRAG EN ONBEKWAAMHEID

Wangedrag van beamptes

19. 'n Beampte in diens by 'n inrigting is skuldig aan wangedrag en daar kan ooreenkomstig die bepalings van regulasie 20 met hom gehandel word, as hy—

(a) 'n bepaling van die Wet wat hy moet nakom, oortree of versuim of daaraan te voldoen;

(b) 'n daad wat nadelig is vir die administrasie, dissipline of doeltreffendheid van 'n inrigting, doen of laat doen, of toelaat of oogluikend toelaat dat dit gedoen word;

(c) 'n wettige bevel wat aan hom gegee is, nie gehoorsaam nie of verontagsaam, of opsetlik versuim om dit uit te voer, of deur woord of gedrag hom aan insubordinasie skuldig maak;

(d) nalatig of traag by die vervulling van sy pligte is;

(e) sonder die toestemming van die raad 'n private agentskap of private werk onderneem in verband met 'n aangeleentheid wat in verband staan met die verrigting van sy amptelike werksaamhede of die uitvoering van sy ampspligte;

(f) in die openbaar ongunstige kritiek uitoefen op die administrasie van 'n inrigting;

(g) deur middel van iemand wat nie in die diens van die inrigting is nie, probeer om ingryping in verband met sy posisie en diensvoorwaardes te verkry, tensy sodanige poging ten doel het om herstel van 'n griet deur bemiddeling van die Parlement te verkry;

(h) hom op 'n skandelijke, onbehoorlike of onbetaamlike wyse gedra of, terwyl hy diens doen, hom aan growwe onbeleefdheid teenoor 'n ander persoon skuldig maak;

(i) buitensporig gebruik maak van sterk drank of bedwelmende middels, of, terwyl hy diens doen of behoort te doen, onder die invloed van sterk drank of bedwelmende middels is in 'n mate wat tot nadeel strek van die inrigting of van die doeltreffende verrigting van sy pligte, tensy daar bewys word dat dit nie aan onbetaamlike gedrag of optrede van sy kant te wyte is nie;

(2) An officer who absents himself from his official duties without permission from the director or his supervising officer for a period exceeding 30 days shall be deemed to have had his services terminated on account of misconduct with effect from the date immediately succeeding his last day of attendance at his place of duty: Provided that, if such officer assumes other employment, his services shall be deemed to have been terminated even if the said period has not expired: Provided further that if such officer reports for duty at any time after the expiry of the said period, he may be reinstated by the council in his former or any other post on conditions determined by the Minister, and in that event the period of his absence from his official duties shall be deemed to be absence on vacation leave without pay, or leave on such other conditions as the Minister may determine.

(3) Notwithstanding the absence of any cause for retirement or termination of service set out in these regulations, a council may terminate the employment of an officer (other than an officer on contract) on at least three months' notice in writing of the termination of his services: Provided that such officer may within 14 days of receipt of the notice mentioned, or within such further period as the Minister may allow, lodge a written appeal against the termination of his services with the Minister: Provided that the Minister may order that such appellant be reinstated in his former post or in any other post, subject to such conditions as the Minister may determine.

(4) A council may terminate the services of an employee on notice of at least 24 hours.

PART V.—MISCONDUCT AND INEFFICIENCY

Misconduct by officers

19. An officer employed at an institution shall be guilty of misconduct and may be dealt with in accordance with the provisions of regulation 20, if he—

(a) contravenes or fails to comply with any provision of the Act with which it is his duty to comply;

(b) does, or causes, or permits to be done, or connives at, any act which is prejudicial to the administration, discipline or efficiency of an institution;

(c) disobeys, disregards or wilfully defaults in carrying out a lawful order given to him, or by word or conduct displays insubordination;

(d) is negligent or indolent in the discharge of his duties;

(e) undertakes, without the permission of the council, any private agency or private work in connection with any matter connected with the performance of his official functions or the discharge of his official duties;

(f) publicly comments adversely upon the administration of an institution;

(g) attempts to secure intervention, through any person not in the employment of the institution, in relation to his position and conditions of service, unless such attempts are made in order to obtain redress of any grievance through Parliament;

(h) conducts himself in a disgraceful, improper or unbecoming manner, or, whilst on duty, is grossly discourteous to any person;

(i) uses intoxicants or stupefying drugs excessively, or whilst he is or should be on duty, is under the influence of intoxicants or stupefying drugs to an extent which is prejudicial to the institution or to the efficient performance of his duties, unless it is proved that it is not due to any improper conduct or action on his part;

(j) insolvent word, of 'n akkoord met sy skuldeisers aangaan, of as 'n bevel tot siviele gyseuning deur 'n gereghof teen hom uitgereik word, tensy daar bewys word dat sy insolvensie of sodanige akkoord of die uitreiking van sodanige bevel teen hom deur onvermydelike teenspoed veroorsaak is;

(k) in geidelike moeilikheid raak, tensy daar bewys word dat sy geldelike moeilikheid nie die gevolg is van onversigtigheid of ander laakbare oorsaak nie, en nie nadelig is vir die getroue uitvoering van sy pligte nie;

(l) sonder dat hy eers die toestemming van die direkteur verkry het, inligting wat hy ingewin of bekom het as gevolg van sy diens, openbaar maak anders as by die vervulling van sy ampspligte, of sodanige inligting gebruik vir 'n ander doel as die vervulling van sy ampspligte, hetsy hy sodanige inligting openbaar maak of nie;

(m) enige kommissie, geld of ander beloning wat nie die besoldiging is wat ten opsigte van sy pligte aan hom betaalbaar is nie, aanneem of eis ten opsigte van die uitvoering sy pligte of die versuim om sy pligte uit te voer, of as hy versuim om die raad van die aanbod van sodanige kommissie, geld of beloning te verwittig;

(n) hom eiendom van die inrigting wederregtelik toe-eien of op onbehoorlike wyse daarvan gebruik maak, waar sodanige toeëiening of gebruikmaking nie 'n misdryf uitmaak nie;

(o) 'n misdryf pleeg;

(p) sonder verlof van sy kantoor of diens wegbly, tensy hy 'n geldige rede vir sy afwesigheid kan bewys; of

(q) met die oog op die verkryging van enige voorreg of voordeel met betrekking tot sy amptelike posisie of sy pligte, of met die oog op die veroorsaking van enige nadeel of skade aan die inrigting of aan iemand in diens van die inrigting, 'n valse of onjuiste verklaring aflê terwyl hy weet dat dit vals of onjuis is.

Procedure

20. (1) Indien 'n beampte beskuldig word van wangedrag soos in regulasie 19 omskryf, kan die voorsitter van die raad of iemand wat deur hom daartoe gemagtig is, sodanige beampte skriftelik onder sy handtekening van daardie wangedrag aankla.

(2) Die persoon wat die aanklag onderteken het, moet dit aan die aangeklaagde bestel deur dit aan hom te laat oorhandig of per geregistreerde brief aan hom te stuur of dit te laat afgee by sy woonplek of die plek waar, sover bekend, hy laas gewoon het.

(3) Die aanklag moet 'n aansegging bevat of met 'n aansegging gepaard gaan waarby die aangeklaagde aangesê word om binne 'n tydperk wat in die aansegging vermeld moet word en wat redelik moet wees, 'n skriftelike erkenning of ontkenning van die aanklag en, indien hy dit verlang, 'n skriftelike verduideliking van die wangedrag waarvan hy aangekla word, aan iemand insgelyks vermeld, te stuur of te oorhandig.

(4) Die voorsitter of, indien daartoe deur hom in die algemeen of in 'n besondere geval gemagtig, die direkteur of 'n ander beampte kan iemand wat beskuldig word van wangedrag soos in regulasie 19 omskryf, in sy diens skors, hetsy hy van wangedrag aangekla is of nie.

(5) Die voorsitter of die ander persoon wat iemand ingevolge subregulasie (4) geskors het, kan die skorsing te eniger tyd intrek, maar die intrekking van die skorsing raak geen verrigtings in verband met die aanklag van wangedrag nie.

(6) As geen aanklag kragtens hierdie regulasie ingebring word nie teen iemand wat aldus in sy diens geskors is, moet hy toegelaat word om so spoedig doenlik sy diens te hervat.

(j) becomes insolvent or compromises with his creditors or if a decree of civil imprisonment is made against him by any court of law, unless it is shown that his insolvency or such composition or the making of such decree against him has been occasioned by unavoidable misfortune;

(k) becomes pecuniarily embarrassed, unless it is shown that his pecuniary embarrassment has not been occasioned by imprudence or other reprehensible cause, and is not prejudicial to the faithful performance of his duties;

(l) without first having obtained the permission of the director, discloses otherwise than in the discharge of his official duties, information gathered or obtained by him through his employment or uses such information for any purpose other than the discharge of his official duties whether or not he discloses such information;

(m) accepts or demands in respect of the discharge of or the failure to discharge his duties any commission, fee, or other reward, not being the emoluments payable to him in respect of his duties, or fails to report to the council the offer of any such commission, fee or reward;

(n) misappropriates or improperly uses any property of the institution where such misappropriation or use does not constitute an offence;

(o) commits an offence;

(p) absents himself from his office or duty without leave, unless he can prove a valid cause for his absence; or

(q) with a view to obtaining any privilege or advantage in relation to his official position or his duties, or to causing prejudice or injury to the institution, or to any person in the service of the institution, makes a false or incorrect statement, knowing it to be false or incorrect.

Procedure

20. (1) If an officer is accused of misconduct as defined in regulation 19, the chairman of the council or any person authorised thereto by him, may charge such officer, in writing, under his hand, with that misconduct.

(2) The person who signed the charge shall serve it upon the person charged by causing it to be delivered or sent by registered letter to him, or to be left at his place of residence or last known place of residence.

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

(4) The chairman or, if authorised thereto by him either generally or in a particular case, the director or any other officer may suspend from duty any person accused of misconduct, as defined in regulation 19, whether or not such person has been charged with misconduct.

(5) The chairman or the other person who suspended any person in terms of subregulation (4) may at any time cancel the suspension, but the cancellation of the suspension shall not affect any proceedings in connection with the charge of misconduct.

(6) If no charge under this regulation is preferred against a person who has been so suspended from duty, he shall be allowed to resume duty as soon as practicable.

(7) (a) Indien die aangeklaagde die aanklag erken, word hy geag ingevolge hierdie regulasie skuldig bevind te wees aan die wangedrag waarvan hy aangekla is.

(b) Indien die aangeklaagde die aanklag ontken of versuim om te voldoen aan die aanseggings vermeld in subregulasie (3), stel die raad iemand aan om ondersoek na die aanklag in te stel.

(8) (a) Die persoon wat die ondersoek moet instel, moet in oorleg met die persoon wat die aanklag onderteken het, die tyd en plek van die ondersoek vasstel, en die persoon wat die aanklag onderteken het, moet die aangeklaagde redelike skriftelike kennis gee van die tyd en plek aldus vasgestel: Met dien verstande dat die voorsitter die bevoegdheid het om die ondersoek uit te stel by aanvoering van goeie redes.

(b) Die reg met betrekking tot getuies en getuienis wat geld in verband met strafsake in 'n landdroshof, geld *mutatis mutandis* vir die doeleindes van en by so 'n ondersoek: Met dien verstande dat dagvaardings om die aanwesigheid van getuies daarby te verkry, uitgereik moet word deur die persoon wat die ondersoek moet instel.

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

(10) (a) By die ondersoek kan die aangeklaagde teenwoordig wees, het hy die reg om persoonlik of deur bemiddeling van 'n verteenwoordiger aangehoor te word, iemand wat as getuie ter stawing van die aanklag opgeroep is, onder kruisverhoor te neem, stukke wat as getuienis voorgelê is, in te sien, en ander persone as getuienis op te roep, en kan hyself getuienis aflê.

(b) Die versuim van die aangeklaagde om persoonlik by die ondersoek teenwoordig te wees of om aldaar verteenwoordig te word maak nie die verrigtings ongeldig nie.

(c) Die persoon wat die ondersoek instel, moet notule hou van die verrigtings by die ondersoek, en van die getuienis wat daarby afgelê word.

(11) Indien die wangedrag waarvan iemand aangekla word, die pleeg van 'n misdryf is en daar bewys word dat hy deur 'n geregshof daaraan skuldig bevind is, is 'n gesertifiseerde afskrif van die notule van sy verhoor en skuldigbevinding deur daardie hof prima facie-bewys dat hy daardie misdryf gepleeg het.

(12) Die persoon wat die ondersoek instel, moet na afloop daarvan beslis of die aangeklaagde skuldig of onskuldig is aan die wangedrag waarvan hy aangekla is, en hom en die voorsitter van sy beslissing verwittig.

(13) Indien die persoon wat die ondersoek instel, bevind dat die aangeklaagde onskuldig is aan die wangedrag waarvan hy aangekla is en die aangeklaagde ingevolge subregulasie (4) in sy diens geskors is, moet hy toegelaat word om so spoedig doenlik sy diens te hervat en moet sy besoldiging ten opsigte van die tydperk van sy skorsing aan hom betaal word, vir sover dit nie reeds gedoen is nie.

(14) Indien die persoon wat die ondersoek instel, bevind dat die aangeklaagde skuldig is aan die wangedrag waarvan hy aangekla is, kan die aangeklaagde binne 14 dae ná die datum waarop hy van die bevinding verwittig is, by die Minister daarteen appelleer deur aan die persoon wat die ondersoek ingestel het, 'n skriftelike kennisgewing van appèl te oorhandig of te pos waarin die gronde waarop die appèl gebaseer is, volledig uiteengesit word.

(7) (a) If the person charged admits the charge, he shall be deemed to have been found guilty in terms of this regulation of the misconduct with which he has been charged.

(b) If the person charged denies the charge or fails to comply with the direction mentioned in subregulation (3), the council shall appoint a person to inquire into the charge.

(8) (a) The person who is to hold the inquiry shall, in consultation with the person who signed the charge, fix the time and place of the inquiry, and the person who signed the charge shall give the person charged reasonable written notice of the time and place so fixed: Provided that the chairman shall have the power to postpone the inquiry on good cause shown.

(b) The law relating to witnesses and evidence which applies in connection with criminal cases in a magistrate's court shall *mutatis mutandis* apply for the purposes of and at any such inquiry: Provided that the subpoenas to procure the attendance of witnesses thereat shall be issued by the person who is to hold the inquiry.

(9) The person who signed the charge may authorise any person to be present at the inquiry and to adduce evidence and arguments in support of the charge, and to cross-examine any person called as a witness for the defence.

(10) (a) At the inquiry the person charged may be present, and shall have the right to be heard, either in person or through a representative, to cross-examine any person called as a witness in support of the charge, to inspect any documents produced in evidence and to call other persons as witnesses, and may give evidence himself.

(b) The failure of the person charged either to be present in person or to be represented at the inquiry shall not invalidate the proceedings.

(c) The person holding the inquiry shall keep a record of the proceedings and of the evidence given at the inquiry.

(11) If the misconduct with which any person is charged is the commission of an offence and it is proved that he has been convicted thereof by a court of law, a certified copy of the record of his trial and conviction by that court shall be prima facie evidence of the commission by him of that offence.

(12) The person holding the inquiry shall, after the conclusion thereof, decide whether the person charged is guilty or not guilty of the misconduct with which he has been charged and inform him and the chairman of his decision.

(13) If the person holding the inquiry finds that the person charged is not guilty of the misconduct with which he has been charged and the person charged was suspended from duty in terms of subregulation (4), he shall be allowed to resume duty as soon as practicable and be paid his emoluments in respect of the period of his suspension in so far as it has not been done already.

(14) If the person holding the inquiry finds that the person charged is guilty of the misconduct with which he has been charged, the person charged may within 14 days of the date on which he was informed of the finding, appeal against it to the Minister by delivering or posting to the person who held the inquiry a written notice of appeal setting forth fully the grounds on which the appeal is based.

(15) Indien die persoon wat die ondersoek instel, bevind dat die aangeklaagde skuldig is aan die wangedrag waarvan hy aangekla is, moet hy—

(a) ná verstryking van die tydperk vermeld in subregulasie (14)—

(i) die notule van die verrigtings by die ondersoek;

(ii) die dokumentêre bewysstukke wat daarby toegelaat is;

(iii) 'n uiteensetting van sy bevindings en sy redes daarvoor;

(iv) enige opmerkings wat hy oor die saak wil maak; en

(v) indien daar ingevolge subregulasie (14) teen sy bevinding geappelleer is, die kennisgewing van appèl aan die raad stuur; en

(b) indien daar aldus teen sy bevinding geappelleer is, aan die appellant 'n afskrif van sy redes vir die bevinding verstrek.

(16) Indien die appellant binne sewe dae na die datum waarop 'n afskrif van die redes vir die bevinding aan hom verstrek is, by die raad aansoek doen om 'n afskrif van die notule van die verrigtings by die ondersoek en van die dokumentêre bewysstukke wat daarby toegelaat is, moet die voorsitter sodanige afskrifte aan hom verstrek.

(17) Die appellant kan, indien hy 'n aansoek ingevolge subregulasie (16) gedoen het, binne 14 dae ná die datum waarop die betrokke afskrifte aan hom verstrek is of, indien hy nie aldus aansoek gedoen het nie, binne 21 dae ná die datum waarop die afskrif van die redes vir die bevinding aan hom verstrek is, skriftelike verzoek ter stawing van sy appèl aan die raad voorlê, en die voorsitter moet na ontvangs daarvan of, indien hy geen sodanige verzoek binne die voorgeskrewe tydperk ontvang het nie, ná verstryking van dié tydperk die notule van die verrigtings by die ondersoek, die ander stukke in sy besit wat op die ondersoek of appèl betrekking het, en sy aanbeveling omtrent die appèl, aan die Minister voorlê.

(18) Ná oorweging van die betrokke notule en ander betrokke stukke kan die Minister die appèl geheel en al of ten dele toestaan en die bevinding ter syde stel of wysig, die appèl van die hand wys en die bevinding bekrachtig, of, voordat hy tot 'n finale beslissing oor die appèl kom, enige aangeleentheid in verband met die ondersoek terugverwys na die persoon wat die ondersoek ingestel het en hom gelas om verslag daaroor te doen of verder ondersoek in te stel en 'n bevinding daaroor te doen.

(19) Indien die Minister gelas dat verder ondersoek ingestel moet word, is die bepalinge van subregulasie (8), (9) en (10) ten opsigte daarvan van toepassing.

(20) Indien die Minister tot 'n finale beslissing oor die appèl gekom het, moet hy die beslissing skriftelik meedeel aan die appellant en die raad.

(21) Indien die Minister die appèl toestaan, en die appellant ingevolge subregulasie (4) in sy diens geskors is, moet hy toegelaat word om so spoedig doenlik sy diens te hervat.

(22) Indien die aangeklaagde die aanklag van wangedrag erken het soos in subregulasie (3) beoog, of indien hy aan wangedrag skuldig bevind is ingevolge subregulasie (12) en nie binne die voorgeskrewe tydperk teen die bevinding geappelleer het nie, of daarteen geappelleer het en dié appèl geheel en al of ten dele van die hand gewys is ingevolge hierdie regulasie, moet die raad, behoudens die bepalinge van subregulasie (23), by die Minister aanbeveel dat—

(a) die aangeklaagde gewaarsku of berispe word;

(b) die aangeklaagde 'n boete van hoogstens R200 opgelê word;

(c) die aangeklaagde na 'n ander pos oorgeplaas word;

(15) If the person holding the inquiry finds that the person charged is guilty of the misconduct with which he has been charged, he shall—

(a) after expiry of the period referred to in subregulation (14), forward to the council—

(i) the record of the proceedings at the inquiry;

(ii) the documentary evidence admitted thereat;

(iii) a statement of his findings and his reasons therefor;

(iv) any observations which he may wish to make on the case; and

(v) if there is an appeal against his finding in terms of subregulation (14), the notice of appeal; and

(b) if there is such an appeal against his finding, furnish the appellant with a copy of his reasons for the finding.

(16) If the appellant applies to the council for copies of the record of the proceedings at the inquiry and of the documentary evidence admitted thereat, within seven days of the date upon which he was furnished with a copy of the reasons for the finding, the chairman shall furnish him with such copies.

(17) The appellant may, if he has made an application in terms of subregulation (16), within 14 days of the date upon which he was furnished with the copies in question, or if he did not make such an application, within 21 days of the date upon which he was furnished with the copy of the reasons for the finding, submit to the council written representations in support of his appeal, and the chairman shall after receipt thereof or, if he did not receive such representations within the prescribed period, after the expiry of such period, submit to the Minister the record of the proceedings at the inquiry, the other documents in his possession which relate to the inquiry or appeal, and his recommendation concerning the appeal.

(18) After consideration of the record and other documents in question the Minister may allow the appeal in whole or in part and set aside or vary the finding, dismiss the appeal and confirm the finding, or, before arriving at a final decision on the appeal, remit any matter in connection with the inquiry to the person who held the inquiry and direct him to report thereon or to hold a further inquiry and to arrive at a finding thereon.

(19) If the Minister has directed that a further inquiry be held, the provisions of subregulations (8), (9) and (10) shall apply in respect thereof.

(20) If the Minister has arrived at a final decision on the appeal, he shall convey that decision, in writing, to the appellant and the council.

(21) If the Minister allows the appeal and the appellant has been suspended from duty in terms of subregulation (4), he shall be allowed to resume duty as soon as practicable.

(22) If the person charged has admitted the charge of misconduct as is contemplated in subregulation (3), or if he has been found guilty of misconduct in terms of subregulation (12) and has not appealed against the finding within the period prescribed, or has appealed against it and the appeal has been dismissed wholly or in part in terms of this regulation, the council shall, subject to the provisions of subregulation (23), recommend to the Minister that—

(a) the person charged be cautioned or reprimanded;

(b) a fine, not exceeding R200, be imposed upon the person charged;

(c) the person charged be transferred to another post;

(d) die aangeklaagde se besoldiging of rang of sowel sy besoldiging as sy rang verlaag word; of

(e) die aangeklaagde se dienste beëindig word of hy gelas word om te bedank.

(23) (a) Behalwe wanneer die raad 'n aanbeveling kragtens paragraaf (a) of (e) van subregulasie (22) doen, kan hy 'n aanbeveling kragtens een of meer van die ander paragrawe van daardie subregulasie doen.

(b) Die raad kan die doen van 'n aanbeveling kragtens subregulasie (22) vir 'n tydperk van hoogstens 12 maande uitstel.

(24) (a) Die Minister kan die aanbeveling wat die raad ingevolge subregulasie (22) gedoen het, goedkeur, of enigiets anders goedkeur wat hy sou kon goedgekeur het indien die raad dit ingevolge daardie subregulasie aanbeveel het.

(b) Indien iemand ingevolge hierdie subregulasie 'n boete opgelê word, kan dié boete verhaal word deur dit van sy besoldiging af te trek in die paaielemente wat die Minister bepaal.

(c) Indien die Minister die diensbeëindiging van iemand ingevolge hierdie subregulasie goedkeur, tree die diensbeëindiging in werking op 'n datum wat die Minister bepaal.

(d) Indien die Minister ingevolge hierdie subregulasie goedkeur dat iemand gelas word om uit die diens van die inrigting te bedank en so iemand versuim om aldus te bedank met ingang van 'n datum wat die Minister bepaal, word sy dienste geag ingevolge hierdie subregulasie beëindig te wees met ingang van daardie datum.

(25) Indien iemand ingevolge subregulasie (4) in sy diens geskors is en die Minister goedkeur dat met hom gehandel word soos in subregulasie (22) (a), (b), (c) of (d) beoog, of die raad met hom handel ooreenkomstig subregulasie (23) (b), moet so iemand so spoedig doenlik toegelaat word om diens in 'n gepaste pos te hervat.

(26) Indien iemand wat ingevolge hierdie regulasie geskors of van wangedrag aangekla is, uit die diens van die inrigting bedank of ander werk aanvaar voordat die toepaslike aanklag van wangedrag kragtens hierdie regulasie afgehandel is, word sy dienste geag weens wangedrag beëindig te wees met ingang van 'n datum wat die Minister bepaal, tensy, voordat sy kennisgewing van bedanking ontvang is of hy die ander werk aanvaar het, hy in kennis gestel is dat hy nie van wangedrag aangekla sal word nie of, na gelang van die geval, dat die aanklag van wangedrag teen hom teruggetrek is.

(27) Die feit dat iemand deur 'n geregshof skuldig of onskuldig aan die pleeg van 'n misdryf bevind is, verhinder nie dat enige stappe teen so iemand ingevolge hierdie regulasie gedoen word nie.

(28) Waar hierdie regulasie ook al bepaal dat die raad 'n aanbeveling of stuk aan die Minister voorlê, moet die raad die aanbeveling of stuk aan die Sekretaris stuur, wat dit aan die Minister moet voorlê, tesame met enige kommentaar wat hy daarvoor wil lewer.

Onbekwaamheid

21. (1) Indien beweer word dat 'n beampte in diens by 'n inrigting ongeskik is vir die pligte wat aan sy betrekking verbonde is of nie in staat is om daardie pligte op bekwame wyse uit te voer nie weens oorsake wat buite sy beheer is en nie aan die uitvoering van sy pligte in die diens van die inrigting toe te skryf is nie, kan die raad iemand aanstel om ondersoek na die bewering in te stel.

(2) Die bepalinge van regulasie 20 (8), (9), (10), (12), (14) tot en met (20), (22), (24) (a) en (c) en (28) is *mutatis mutandis* van toepassing ten opsigte van 'n ondersoek vermeld in subregulasie (1) en die beampte ten opsigte

(d) the emoluments or rank or both the emoluments and the rank of the person charged be reduced; or

(e) the person charged have his services terminated or be called upon to resign.

(23) (a) Except where the council makes a recommendation under paragraph (a) or (e) of subregulation (22), it may make a recommendation under one or more of the other paragraphs of that subregulation.

(b) The council may postpone, for a period not exceeding 12 months, the making of a recommendation under subregulation (22).

(24) (a) The Minister may approve the recommendation made by the council in terms of subregulation (22) or approve anything else which he could have approved if the council had recommended it in terms of that subregulation.

(b) If a fine is imposed upon any person in terms of this subregulation, such fine may be recovered by deducting it from his emoluments in such instalments as the Minister may determine.

(c) If the Minister approves the termination of service of any person in terms of this subregulation, such termination of service shall take effect on a date fixed by the Minister.

(d) If the Minister in terms of this subregulation approves that any person be called upon to resign from the service of the institution and such person fails so to resign with effect from a date fixed by the Minister, his services shall be deemed to have been terminated in terms of this subregulation with effect from that date.

(25) If any person has been suspended from duty in terms of subregulation (4) and the Minister approves that he be dealt with in a manner contemplated in subregulation (22) (a), (b), (c) or (d), or the council deals with him in accordance with subregulation (23) (b), such person shall be allowed to resume duty in an appropriate post as soon as practicable.

(26) If any person who has been suspended or charged with misconduct in terms of this regulation resigns from the service of the institution or assumes other employment before the appropriate charge of misconduct has been disposed of under this regulation, his services shall be deemed to have been terminated on account of misconduct with effect from a date fixed by the Minister, unless prior to the receipt of his notification of resignation or his assumption of other employment, he has been notified that he will not be charged with misconduct or, as the case may be, that the charge of misconduct against him has been withdrawn.

(27) The fact that a person has been convicted or acquitted by a court of law on the charge of committing an offence shall not preclude the taking of any steps in terms of this regulation against such person.

(28) Whenever this regulation provides that the council submit a recommendation or document to the Minister, the council shall send such recommendation or document to the Secretary, who shall submit it to the Minister together with any comments he may wish to make thereon.

Inefficiency

21. (1) If it is alleged that any officer employed at an institution is unfit for or is incapable of performing efficiently the duties attached to his post owing to causes beyond his control and not attributable to the performance of his duties in the employment of the institution, the council may appoint a person to inquire into the allegation.

(2) The provisions of regulation 20 (8), (9), (10), (12), (14) to (20) inclusive, (22), (24) (a) and (c) and (28) shall *mutatis mutandis* apply in respect of any inquiry referred to in subregulation (1) and to the officer against whom the allegation was made: Provided that in the application of

van wie die bewering gedoen is: Met dien verstande dat by die toepassing van genoemde subregulasie (22) die raad slegs kan aanbeveel dat die beampte se dienste beëindig word of dat sy rang verlaag word, en indien sy besoldiging meer is as die maksimum vir die verlaagde rang, word dié besoldiging tot dié maksimum verminder.

Wyse van kennisgewing

22. Waar daar ook al by regulasie 20 of regulasie 21 bepaal word dat—

(a) enige kennisgewing, verklaring of ander stuk aan iemand gegee of verstrekkend of bestel moet word, of dat enige aangeleentheid skriftelik aan iemand meegedeel moet of kan word, kan dié kennisgewing, verklaring, stuk of skrywe per geregistreerde pos aan hom gestuur word of aan hom persoonlik afgelewer word of gelaat word by die plek waar, sover bekend, hy laas gewoon het; of

(b) 'n persoon van 'n beslissing of bevinding verwittig moet word, kan hy mondeling daarvan verwittig word, of deur middel van 'n skrywe wat per geregistreerde pos aan hom gestuur of wat aan hom persoonlik afgelewer word of wat gelaat word by die plek waar, sover bekend, hy laas gewoon het.

Onreëlmatighede

23. (1) Die Minister kan iemand aanstel om ondersoek in te stel na 'n beweerde onreëlmatigheid in verband met die sake van 'n inrigting.

(2) Die persoon wat aldus aangestel is, verstrekkend aan die Minister na afloop van die ondersoek 'n verslag met die getuienis wat afgelê is, sy bevinding en, indien nodig, sy aanbevelings.

(3) Die bepalinge van regulasie 20 (8) is *mutatis mutandis* van toepassing op 'n ondersoek wat ingevolge hierdie regulasie ingestel word.

DEEL VI.—GELDSAKE EN VERSLAE

Boekjaar

24. Tensy die Minister anders bepaal, is die boekjaar van 'n inrigting die jaar eindigende 31 Maart.

Bankrekening

25. (1) 'n Raad hou 'n bankrekening op naam van die inrigting by 'n bankinstelling wat ingevolge die Bankwet, 1965, geregistreer is.

(2) Alle gelde wat die inrigting uit enige bron ontvang, word in sodanige bankrekening gestort.

(3) Tjeks word geteken deur die direkteur of deur 'n beampte wat deur die raad spesiaal daartoe gemagtig is, en word mede-onderteken deur die voorsitter van die raad of deur 'n lid van die raad wat deur die raad spesiaal daartoe gemagtig is.

Die leen van geld

26. Sonder die voorafgaande goedkeuring van die Minister mag 'n raad nie sy bankrekening oortrek nie.

Belegging van fondse

27. 'n Raad kan geld wat nie vir onmiddellike gebruik nodig is nie, belê—

(a) in effekte of skuldbriewe;

(b) op deposito in 'n trustrekening by 'n bankinstelling bedoel in regulasie 25; of

(c) op lening by 'n bouvereniging wat ingevolge die Bouverenigingswet, 1965, geregistreer is, of by 'n ander by wet ingestelde liggaam.

the said subregulation (22) the council shall only have the power to recommend that the services of the officer in question be terminated or that his rank be reduced and, if his emoluments are more than the maximum for the reduced rank, such emoluments be reduced to that maximum.

Manner of notice

22. Whenever it is provided by regulation 20 or 21 that—

(a) any notice, statement or other document is to be given or furnished to or served upon any person, or that any matter is to be or may be conveyed to any person in writing such notice, statement, document or writing may be sent by registered post or be delivered to him personally or left at his last known place of residence; or

(b) any person is to be informed of any decision or finding, he may be informed thereof verbally or by a writing sent by registered post or delivered to him personally or left at his last known place of residence.

Irregularities

23. (1) The Minister may appoint any person to conduct an inquiry into any alleged irregularity in connection with the affairs of an institution.

(2) The person so appointed shall, after completion of the inquiry, submit to the Minister a report containing the evidence taken, his findings and, if necessary, his recommendations.

(3) The provisions of regulation 20 (8) shall *mutatis mutandis* apply to any inquiry held under this regulation.

PART VI.—FINANCES AND REPORTS

Financial year

24. The financial year of an institution shall, unless the Minister decides otherwise, be the year ending on 31 March.

Banking account

25. (1) A council shall keep a banking account in the name of the institution with a banking institution registered in terms of the Banking Act, 1965.

(2) All moneys received by the institution from whatever source shall be paid into such banking account.

(3) Cheques shall be signed by the director or by an officer specially authorised thereto by the council and countersigned by the chairman of the council or by any member of the council specially authorised thereto by the council.

Borrowing of money

26. Except with the prior approval of the Minister, a council shall not overdraw its banking account.

Investment of funds

27. A council may invest moneys not required for immediate use—

(a) in stocks or debentures;

(b) on deposit in a trust account at a banking institution referred to in regulation 25; or

(c) on loan with a building society registered in terms of the Building Societies Act, 1965, or with any other body established by law.

Rekeningboeke

28. Die direkteur dra sorg dat ondergenoemde rekeningboeke behoorlik bygehou en veilig bewaar word:

- (a) 'n Kasboek, waarin alle ontvangste en betalings opgeskryf word;
- (b) 'n kleinkasboek, waarin alle kleinkasbetalings opgeskryf word;
- (c) 'n grootboek, waarin gedetailleerde rekenings ten opsigte van elke fonds en diens gehou word;
- (d) 'n uittrekselboek, waarin alle uitgawes onder die verskillende subhoofde ingedeel word;
- (e) ontvangsteregister vir die opskryf van alle gelde deur die pos ontvang;
- (f) 'n duplikaatkwitansieboek (waarop die naam van die inrigting gedruk is en waarvan die kwitansievorms in volgorde genommer is) vir die uitreiking van kwitansies ten opsigte van alle gelde ontvang; en
- (g) 'n duplikaatbankdepositoboek.

Verantwoording van inkomste en uitgawe

29. Die direkteur verantwoord die inkomste en uitgawe van die inrigting onder die volgende subhoofde en items en die ander bykomende items wat die Sekretaris aanwys:

*Inkomste:**Subhoof 1—Hulptoelae/Bydraes.**Item:*

- (a) Staatshulptoelae.
- (b) Vakansiebesparingsbonus.
- (c) Provinsiale Administrasie.
- (d) Munisipaliteit.
- (e) Ander (spesifiseer).

*Subhoof 2—Toegangs- en ander gelde.**Item:*

- (a) Toegangsgelde.
- (b) Ledegelde.
- (c) Ander (spesifiseer).

*Subhoof 3—Skenkings.**Item:*

- (a) Spesifiseer.
- (b) Spesifiseer.
- (c) Spesifiseer.

*Subhoof 4—Rente en dividende.**Item:*

- (a) Op trustfondsbeleggings.
- (b) Op ander beleggings (reserwe- en spesiale fondse ingesluit).

*Subhoof 5—Huurgelde.**Subhoof 6—Verkope.**Item:*

- (a) Publikasies.
- (b) Ander (spesifiseer).
- (c) Ander (spesifiseer).

*Subhoof 7—Diverse ontvangste.**Uitgawe:**Subhoof A—Salarisse, lone en toelae.**Item 1—Goedgekeurde poste (Blanke personeel):*

- (a) Salarisse.
- (b) Vakansiebesparingsbonus.
- (c) Ander toelae.

Books of account

28. The director shall ensure that the following books of account are properly maintained and kept in safe custody:

- (a) A cash book, in which all receipts and payments shall be entered;
- (b) a petty cash book, in which all petty cash payments shall be entered;
- (c) a ledger, in which detailed accounts shall be kept in respect of every fund and service;
- (d) an abstract book, in which all expenditure shall be allocated under the various subheads;
- (e) a remittance register for entering all postal remittances;
- (f) a duplicate receipt book (on which the name of the institution shall be printed, with the receipt forms in numerical sequence) for the issue of receipts in respect of all moneys received; and
- (g) a duplicate bank deposit book.

Accounting for revenue and expenditure

29. The director shall account for the revenue and expenditure of the institution under the following subheads and items and such other additional items as the Secretary may indicate:

*Revenue:**Subhead 1—Grants-in-aid/Contributions.**Item:*

- (a) State grants-in-aid.
- (b) Vacation savings bonus.
- (c) Provincial Administration.
- (d) Municipality.
- (e) Other (specify).

*Subhead 2—Admission and other fees.**Item:*

- (a) Admission fees.
- (b) Membership fees.
- (c) Other (specify).

*Subhead 3—Donations.**Item:*

- (a) Specify.
- (b) Specify.
- (c) Specify.

*Subhead 4—Interest and dividends.**Item:*

- (a) On trust fund investments.
- (b) On other investments (reserve and special funds included).

*Subhead 5—Rentals.**Subhead 6—Sales.**Item:*

- (a) Publications.
- (b) Other (specify).
- (c) Other (specify).

*Subhead 7—Miscellaneous receipts.**Expenditure:**Subhead A—Salaries, wages and allowances.**Item 1—Authorised posts (White staff):*

- (a) Salaries.
- (b) Vacation savings bonus.
- (c) Other allowances.

Item 2—Goedgekeurde poste (Nie-Blanke personeel, uitgesonderd dié in item 3 genoem):

- (a) Salarisse en lone.
- (b) Toelaes.

Item 3—Geleentheidsarbeiders:

- (a) Salarisse en lone.
- (b) Toelaes.

Item 4—Pensioen-, mediese en voorsorgfondsbydraes (raad se bydraes).

Item 5—Pensioene en gratifikasies.

Item 6—Honoraria.

Subhoof B—Verblyf- en vervoerkoste (uitgesonderd museumversameltoegte).

Item 1—Verblyfkoste.

Item 2—Vervoerkoste (met inbegrip van onderhoud en herstel van voertuie, maar nie aankope nie).

Subhoof C—Pos-, telegraaf- en telefoondienste.

Subhoof D—Drukwerk, skryfbehoeftes, advertensies en publikasies.

Item 1—Drukwerk.

Item 2—Skryfbehoeftes.

Item 3—Advertensies.

Item 4—Publikasies.

Subhoof E—Diverse uitgawes.

Item 1—Boekhougelde.

Item 2—Ouditgelde.

Item 3—Bankkoste (uitgesonderd rente op oortrokke rekenings).

Item 4—Rente op goedgekeurde oortrokke rekenings en lenings.

Item 5—Bantoeheffings en -registrasiegelde.

Item 6—Skoonmaakmateriaal.

Item 7—Direkte dienste (D.O.W.).

Item 8—Onderhoud en herstelwerk.

Item 9—Brandstof, elektrisiteit en water.

Item 10—Assuransie (met inbegrip van werkloosheid- en ongevalleversekering).

Item 11—Ledegelde.

Item 12—Uniforms.

Item 13—Onthaal.

Item 14—Ander (spesifiseer).

Subhoof F—Spesiale inrigtingsuitgawes.

Item 1—Biblioteek (aankoop van boeke, tydskrifte, spesiale biblioteekuitrusting, bindkoste, ens.).

Item 2—Versameltoegte.

Item 3—Uitrusting, gereedskap en chemikalieë.

Item 4—Meublement (met inbegrip van vertoonkaste).

Item 5—Uitstallings.

Item 6—Motorvoertuie (aankoop).

Item 7—Vertoonstukke (aankoop).

Item 8—Ander (spesifiseer).

Item 9—Ander (spesifiseer), ens.

Begroting van inkomste en uitgawe

30. Die direkteur lê aan die Sekretaris gedurende die maand Augustus van elke jaar 'n staat voor wat aandui die geraamde—

(a) uitgawe aan salarisse, lone en toelaes betaalbaar aan personeel (uitgesonderd geleentheidsarbeiders) vir die lopende boekjaar;

(b) vakansiebesparingsbonus betaalbaar vir die volgende boekjaar; en

(c) inkomste vir die lopende boekjaar—

(i) toegangsgelde;

(ii) ledegeld; en

(iii) skenkings (spesifiseer).

Item 2—Authorised posts (Non-White staff excluding those mentioned in item 3):

- (a) Salaries and wages.
- (b) Allowances.

Item 3—Casual labourers:

- (a) Salaries and wages.
- (b) Allowances.

Item 4—Pension, medical and provident fund contributions (council's contributions).

Item 5—Pensions and gratuities.

Item 6—Honoraria.

Subhead B—Subsistence and transport expenses (excluding museum collecting expeditions).

Item 1—Subsistence expenses.

Item 2—Transport expenses (including maintenance and repair of vehicles, but not purchases).

Subhead C—Postal, telegraph and telephone services.

Subhead D—Printing, stationery, advertisements and publications.

Item 1—Printing.

Item 2—Stationery.

Item 3—Advertisements.

Item 4—Publications.

Subhead E—Miscellaneous expenditure.

Item 1—Bookkeeping fees.

Item 2—Audit fees.

Item 3—Banking charges (except interest on overdrafts).

Item 4—Interest on approved overdrafts and loans.

Item 5—Bantu levies and registration fees.

Item 6—Cleaning material.

Item 7—Direct services (P.W.D.).

Item 8—Maintenance and repairs.

Item 9—Fuel, electricity and water.

Item 10—Insurance (including unemployment and workmen's compensation insurance).

Item 11—Membership fees.

Item 12—Uniforms.

Item 13—Entertainment.

Item 14—Other (specify).

Subhead F—Special institutional expenditure.

Item 1—Library (purchase of books, periodicals, special library equipment, binding costs, etc.).

Item 2—Collecting expeditions.

Item 3—Equipment, tools and chemicals.

Item 4—Furniture (including show-cases).

Item 5—Exhibitions.

Item 6—Motor vehicles (purchase).

Item 7—Exhibits (purchase).

Item 8—Other (specify).

Item 9—Other (specify), etc.

Estimates of revenue and expenditure

30. The director shall submit to the Secretary during the month of August in every year a statement indicating the estimated—

(a) expenditure on salaries, wages and allowances payable to staff (excluding casual labourers) in respect of the current financial year;

(b) vacation savings bonus payable for the next financial year; and

(c) revenue in respect of the current financial year—

(i) admission fees;

(ii) membership fees; and

(iii) donations (specify).

Verslag

31. (1) 'n Raad doen aan die einde van elke boekjaar verslag aan die Minister oor die werksaamhede van die betrokke inrigting.

(2) Die direkteur lê aan die raad die geouditeerde rekening van die inkomste en die uitgawe van die inrigting vir elke boekjaar en 'n balansstaat van sy bates en laste soos op die laaste dag van sodanige boekjaar voor, binne 'n maand nadat sodanige rekening van die ouditeur ontvang is, en dien terselfdertyd by die Sekretaris afskrifte van sodanige rekening en balansstaat in.

32. Die regulasies afgekondig by Goewermentskennisgewing R. 1168 van 11 Julie 1969, soos gewysig by Goewermentskennisgewings R. 3469 van 9 Oktober 1969 en R. 853 van 5 Junie 1970, word hierby herroep.

Reports

31. (1) A council shall report to the Minister, at the end of every financial year, on the activities of the institution concerned.

(2) The director shall submit to the council the audited accounts of the income and expenditure of the institution for each financial year and a balance sheet of its assets and liabilities as on the last day of such financial year, within one month after such accounts have been received from the auditor, and at the same time lodge with the Secretary copies of such accounts and balance sheet.

32. The regulations promulgated under Government Notice R. 1168, dated 11 July 1969, as amended by Government Notices R. 3469, dated 9 October 1969, and R. 853, dated 5 June 1970, are hereby repealed.

Werk mooi daarmee.

Ons leef daarvan

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Don't abuse it.

water is for everybody

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deur

F. VON BREITENBACH

'n Gids tot die inheemse bosse van George, Knysna en Tsitsikama; hul verskillende tipes; hul bestuur en geskiedenis; hul bome en struik, varings en kruidagtige plante, grasse en klimplante; hul slange, voëls en soogdiere.

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by

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