

G 68 G

S. 559



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

REGULASIEKOERANT No. 3294

PRYS (AVB ingesluit) 30c PRICE (GST included)

REGULATION GAZETTE No. 3294

As 'n Nuusblad by die Poskantoor Geregistreer

BUITELANDS 40c ABROAD

Registered at the Post Office as a Newspaper

POSVRY · POST FREE

Vol. 195]

KAAPSTAD, 18 SEPTEMBER 1981

[No. 7785

CAPE TOWN, 18 SEPTEMBER 1981

GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN MANNEKRAG

R.1964]

[18 September 1981

WET OP NYWERHEIDSVERSOENING, 1956

OPLEIDINGSKEMA VIR DIE BOUNYWERHEID

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekrag, verklaar hierby—

- (a) kragtens artikel 48A (2) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Skema wat in die Bylae hiervan verskyn, uitgesonderd dié vervat in klousules 2 en 11, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1984 eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Bounywerheid in die gebiede gespesifiseer in klousule 1 (1) van genoemde Skema; en
- (b) kragtens artikel 48 (3) (a), soos toegepas by artikel 48A (3) van genoemde Wet, dat die bepalings van genoemde Skema, uitgesonderd dié vervat in klousules 2 en 11, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1984 eindig, in die gebiede gespesifiseer in klousule 1 (1) van genoemde Skema *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerheid by dié werkgewers vir wie enigene van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekrag

GOVERNMENT NOTICE

DEPARTMENT OF MANPOWER

R.1964]

[18 September 1981

INDUSTRIAL CONCILIATION ACT, 1956

TRAINING SCHEME FOR THE BUILDING INDUSTRY

I, STEPHANUS PETRUS BOTHA, Minister of Manpower, hereby—

- (a) in terms of section 48A (2) of the Industrial Conciliation Act, 1956, declare that the provisions of the Scheme which appears in the Schedule hereto, excluding those contained in clauses 2 and 11, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 August 1984, upon all employers, and employees who are engaged or employed in the Building Industry in the areas specified in clause 1 (1) of the said Scheme; and
- (b) in terms of section 48 (3) (a), as applied by section 48A (3) of the said Act, declare that in the areas specified in clause 1 (1) of the said Scheme and with effect from the second Monday after the date of publication of this notice and for the period ending 31 August 1984, the provisions of the said Scheme, excluding those contained in clauses 2 and 11, shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA
Minister of Manpower

BYLAE

BUILDING INDUSTRIES FEDERATION (SOUTH AFRICA)
(BIFSA)

SKEMA

ingevolge die Wet op Nywerheidsversoening, 1956, soos ooreengekom deur die Building Industries Federation (South Africa) om bydraes van werkgewers in die Bounywerheid in te vorder ten einde die doelstellings van die Werwings- en Opleidingsfonds van die Bounywerheid [ingestel deur die Building Industries Federation (South Africa) te verwesenlik].

1. TOEPASSINGSBESTEK VAN DIE SKEMA

(1) Die bepalings van die Skema moet nagekom word deur alle werkgewers in die Bounywerheid wat in die volgende landdrostrikte sake doen:

Calvinia, Malmesbury (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 171 van 8 Februarie 1957 binne die landdrostrik Bellville geval het), Vredenburg, Gordonia, Postmasburg, Prieska, Beaufort-Wes, George, Mosselbaai, Humansdorp, Graaff-Reinet, Cradock, Bedford, Somerset-Oos, Fort Beaufort, King William's Town, Welkom, Virginia, Harrismith, Bethlehem, Odendaalsrus, Port Shepstone, Lower Umfolozi, Lower Tugela, Pietersburg, Letaba, Warmbad, Rustenburg, Barberton, Groblersdal, Bronkhorstspuit, Ermelo, Volksrust, Standerton, Lichtenburg, Piet Retief en Nelspruit.

(2) Die bepalings van die Skema is nie op klerklike en administratiewe personeel van toepassing nie.

2. GELDIGHEIDSDUUR VAN DIE SKEMA

Hierdie Skema tree in werking op dié datum wat die Minister van Mannekrag kragtens artikel 48A (2) van die Wet vasstel en bly van krag vir drie jaar of vir dié tydperk wat hy bepaal.

3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Skema gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van die Wet melding gemaak word, word ook alle wysigings van die Wet bedoel; voorts, tensy onbestaanbaar met die sinsverband, beteken—

„Wet” die Wet op Nywerheidsversoening, 1956;

„BIFSA” die Building Industries Federation (South Africa);

„Bounywerheid”, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om geboue of bouwerke op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, afgesien daarvan of die werk verrig, die materiaal berei of die nodige artikels gemaak word op die terrein van die gebou of bouwerk of elders, en omvat dit alle werk wat verrig word deur persone in genoemde Nywerheid wat betrokke is by ondergenoemde ambagte of onderverdelings daarvan:

- (a) *Asfaltwerk*, wat die volgende insluit: Die bedekking van vloere, plat- en/of staandakke, die waterdigting of vogdigting van kelders of fondamente, hetsy met bereide rolle dakbedekking of asfaltplate met geglasuurde of nie-geglasuurde oppervlakke of nie, en afgesien daarvan of teer, macadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastik of emulsie-asfalt of bitumen wat of warm of koud op sodanige dak, vloer, kelder of fondament aangebring word, gebruik word of nie;
- (b) *messelwerk*, wat die volgende insluit: Betonwerk en die aanbring van betonblokke, -blaaie of -plate, die aanbring van teëls aan mure en vloere, voegwerk aan steenwerk, voegstryking, plaveiwerk, mosaïekwerk, voorwerk met leiklip, met marmer en met komposisiemateriaal, rioolaanlegwerk, leiklipwerk, pandekking en sementkalkfaatwerk aan erdepypriole;
- (c) *lakpoleerwerk*, wat die volgende insluit: Poleerwerk met 'n kwas of kussinkie en bespuiting met 'n komposisiestof;
- (d) *beglasing*, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of ander dergelike materiaal in sponnings in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee in verband staan;
- (e) *skrynerwerk*, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynerwerkartikels wat met sodanige toebehore in verband staan, afgesien daarvan of die persoon wat sodanige artikels vervaardig

SCHEDULE

BUILDING INDUSTRIES FEDERATION (SOUTH AFRICA)
(BIFSA)

SCHEME

in accordance with the provisions of the Industrial Conciliation Act, 1956, arrived at by the Building Industries Federation (South Africa) for the raising of contributions from employers in the Building Industry in order to achieve the objects of the Building Industries Recruitment and Training Fund [inaugurated by the Building Industries Federation (South Africa).]

1. SCOPE OF APPLICATION OF THE SCHEME

(1) The terms of the Scheme shall be observed by all employers in the Building Industry who operate within the following magisterial districts:

Calvinia, Malmesbury (excluding that portion which, prior to the publication of Government Notice 171 of 8 February 1957, fell within the Magisterial District of Bellville), Vredenburg, Gordonia, Postmasburg, Prieska, Beaufort West, George, Mossel Bay, Humansdorp, Graaff-Reinet, Cradock, Bedford, Somerset East, Fort Beaufort, King William's Town, Welkom, Virginia, Harrismith, Bethlehem, Odendaalsrus, Port Shepstone, Lower Umfolozi, Lower Tugela, Pietersburg, Letaba, Warmbad, Rustenburg, Barberton, Groblersdal, Bronkhorstspuit, Ermelo, Volksrust, Standerton, Lichtenburg, Piet Retief and Nelspruit.

(2) The terms of the Scheme shall not apply to clerical and administrative staffs.

2. PERIOD OF OPERATION OF THE SCHEME

The Scheme shall come into operation on such date as may be specified by the Minister of Manpower in terms of section 48A (2) of the Act and shall remain in force for three years or for such period as may be determined by him.

3. DEFINITIONS

Any expressions used in this Scheme which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, any reference to the Act shall include any amendments to the Act, and unless inconsistent with the context—

“Act” shall mean the Industrial Conciliation Act, 1956;

“BIFSA” shall mean the Building Industries Federation (South Africa);

“Building Industry” means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures and/or the making of articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material prepared or the necessary articles are made on the sites of the buildings or structures or elsewhere, and shall include all work executed or carried out by persons therein, who are engaged in the following trades or subdivisions thereof:

- (a) *Asphalting*, which includes covering floors, flat and/or sloping roofs, water-proofing or damp-proofing of basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations;
- (b) *bricklaying*, which includes concreting and the fixing of concrete blocks, slabs or plates, tiling of walls and floors, jointing of brickwork, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating, roof tiling and cement caulking of earthenware drains;
- (c) *french polishing*, which includes polishing with a brush or pad and spraying with any composition;
- (d) *glazing*, which includes the cutting and/or fixing of all kinds of glass or other like products into rebates, formed in wood or metal doors, windows, frames or like fixtures, and all operations incidental thereto;
- (e) *joinery*, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

of berei het die aanbringwerk in die gebou of bouwerk doen of nie, en wat ook rakkaste, kombuiskeuse van ander kombuistoehouers insluit wat as 'n permanente deel van die gebou aangebring word;

- (f) *ruit-in-loodwerk*, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite en reklameborde, met inbegrip van ruite en reklameborde in lood en/of metaal, en die beglasing daaraan verbonde maar uitgesonderd elektriese montering wat daarmee gepaard gaan.
- (g) *klipmesselwerk*, wat die volgende insluit: Klipkap- en klipbouwerk (ook die kap van klippe vir en die bou van sier-, monument- en gedenkklipwerk), betonwerk en die aanbring en/of bou van vooraf gegiete en/of kunsklip of kunsmarmer, plaveiwerk, mosaïekwerk, voegstryking, muur en vloerteëlwerk, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny-, afwerk- en ander klipwerkmasjinerie (uitgesonderd klippoleermasjinerie) en die skerpmaak van klipwerkgereedskap, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie;
- (h) *metaalwerk*, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, siermetaalwerk, metaaldeure, metaalrame, metaaldeure en metaaltrappe, boumetaalwerk, die vervaardiging en/of aanbring van getrokke metaal en plaat- en uitgedrukte metaal, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie;
- (i) *verfwerk*, wat die volgende insluit: Versierwerk, muurplakwerk, beglasing, distemperwerk, afwit- en kleurkalkwerk, beitswerk, verniswerk, greinerie en marmering en bespuiting, spuitverfwerk, letterskilderwerk en muurversiering, die gebruik van teer en die produkte daarvan, asook skuurwerk en alle werk ter voorbereiding vir die werksaamhede soos voornoem, die afskuur van mure en houtwerk, die opvul van barste in mure in die aanbring van stopverf in houtwerk;
- (j) *pleisterwerk*, wat die volgende insluit: Boetseerwerk, modelleerwerk, die maak van vorms, die aanbring van voorwerk in vorms vir stortstelsels, die maak en aanbring van pleisterbordplafonne en vesel- of ander komposisiepleister, granolitiese, terrasso- en komposisievloerwerk, komposisiemuurbedekking en die poleerwerk daaraan, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny- en afwerkmasjien, vooraf gegiete of kunsklipwerk, muur- en vloerteëlwerk, plavei- en mosaïekwerk, metaalplaatwerk, akoestiekspuitwerk en alle prosesse wat in verband staan met die voltooiing van plafonne en mure, afgesien daarvan of die persoon wat die artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie;
- (k) *loodgieterswerk*, wat die volgende insluit: Sweissoldeerwerk en sweiswerk, loodlaswerk, gasaanlegwerk, sanitêre en huisingenieurswerk, rioolaanlegwerk, kalfaatwerk, ventileerwerk, verwarmingswerk, die aanleg van warm en koue water, brandbeskermingsinstallasie en die vervaardiging en aanbring van alle plaatmetaalwerk, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie;
- (l) *winkel-, kantoor- en bankuitrustingswerk*, wat die volgende insluit: Die vervaardiging en/of aanbring van winkel-foute, vensterafskortings, uitstalkaste, toonbanke, skerms en binnenshuise los en vaste toebehore;
- (m) *staalwapening en staalkonstruksie*, wat die volgende insluit: Die aanbring van alle soorte staal- of ander metaalpilare, lêers, staalbalke, plaatmetaal of metaal in enige vorm wat deel uitmaak van 'n gebou of bouwerk;
- (n) *houtwerk*, wat die volgende insluit: Timmerwerk, fineerpaneelwerk en die polering en skuur daarvan, houtwerkmasjienwerk, draaiwerk, houtsnijwerk, die aanbring van gegolfde sinkplate, klank- en akoestiek materiaal, kurk- en asbesisolasie, hout-draaiwerk, komposisieplafonne en -muurbedekking, die boor van gate en die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies- en ander vloerwerk, met inbegrip van hout, linoleum, rubberkomposisie, asfaltiese vloerbedekking of kurk, met inbegrip van die afskuur daarvan, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny-, afwerk- en poleermasjien, bekisting en/of die bereiding van vorms vir beton, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie: Met dien verstande egter dat as linoleum gelê word deur die verskaffer daarvan, wie se vernaamste besigheid in die kommersiële distribusiebedryf is, dit uitgesluit word van hierdie omskrywing wanneer sodanige lêwerk iets bykomstigs is by

and shall include cupboards, kitchen dressers and other kitchen fixtures which accrue to the building as a permanent portion thereof;

- (f) *leadlight-making*, which includes the manufacture and/or fixing of lights and display signs, lead and/or metal lights and display signs and the glazing related thereto but excluding electrical fittings incidental thereto;
- (g) *masonry*, which includes stone cutting and building (also the cutting and building of ornamental, monumental and memorial stone-work), concreting and the fixing and/or building of precast and/or artificial stone and/or marble, paving, mosaic work, pointing, wall and floor tiling, operating of a Mall and Biax or similar type of portable spinner, flexible cutting, finishing and other stone-working machinery (other than stone polishing machinery), and sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;
- (h) *metal work*, which includes the fixing of steel ceilings, metal windows, builder's smithwork, metal frames, metal doors and metal stairs and architectural metal work, the manufacture and/or fixing of drawn metal and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;
- (i) *painting*, which includes decorating, paper-hanging, glazing, distemping, lime or colour washing, staining, varnishing, graining, marbling and spraying, spraypainting, signwriting and wall decoration, the use of tar and its products, and shall include sandpapering and all work preparatory to the operations aforementioned; sandpapering of walls and woodwork, filling cracks in walls and puttying of woodwork;
- (j) *plastering*, which includes modelling, model making, mould making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floorlaying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner and flexible cutting and finishing machine, precast or artificial stone-work, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the articles used;
- (k) *plumbing*, which includes brazing and welding, lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, fire installation and the manufacture and fitting of all sheetmetal work, whether or not the fixing on the building or structure is done by the person making or preparing the article used;
- (l) *shop, office and bank fitting*, which includes the manufacture and/or fixing of shop fronts, window and enclosures, show cases, counters, screens and interior fittings and fixtures;
- (m) *steel reinforcing and steel construction*, which includes the fixing of all classes of steel or other metal columns, girders, steel joints, sheeting or metal in any other form, which form part of a building or structure;
- (n) *woodworking*, which includes carpentry, veneer panelling, and polishing and sandpapering of same, woodworking machining, turning, carving, fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, wood-lathing, composition ceiling and wall covering, drilling and plugging of walls, covering of woodwork with metal, block and other flooring, including wood, linoleum, rubber composition and asphalt-based floor coverings or cork, including the sandpapering of same, operating a Mall and Biax or similar type of portable spinner, flexible cutting, finishing and polishing machine, shuttering and/or preparation of forms or moulds for concrete, whether or not the fixing in the building or structure is done by the person making or preparing the article used: Provided, however, that the laying of linoleum by a supplier whose main business is in the commercial distributive trade shall be excluded from this definition when such laying is incidental to the sale of such

die verkoop van sodanige linoleum en geen deel van die regstreekse koste van die klant uitmaak nie;
 „Federasie” die Building Industries Federation (South Africa);
 „Fonds” die Werwings- en Opleidingsfonds van die Bounywerhede;
 en
 „salarisse en lone” die bruto besoldiging vir werk in die Bounywerheid verrig, wat gewone besoldiging, besoldiging vir oortydwerk, bonusse en vakansiebesoldiging asook kontanttoelaes moet insluit maar nie besoldiging in *natura* soos die voorsiening van huise of motorvoertuie nie.

4. WERWINGS- EN OPLEIDINGSFONDS VAN DIE BOUNYWERHEDE

Die Fonds deur BIFSA ingestel en bekend as die Werwings- en Opleidingsfonds van die Bounywerhede bestaan uit—

- (1) bydraes wat ingevolge klousule 7 van die Skema in die Fonds gestort word;
- (2) rente afkomstig uit die belegging van geld van die Skema;
- (3) enige ander bedrae waarop die Fonds geregtig mag word.

5. DOELSTELLINGS VAN DIE FONDS

Die doelstellings van die Fonds is—

- (1) om uitvoering te gee aan die besluite geneem op die jaarkongresse van die Federasie in 1969 en 1973 waarby 'n heffing gelê is op werkgewers, gebaseer op die ambagsmanne en/of nie-ambagsmanne van hul arbeidskorps, of om alternatiewe metodes van fondsinvoering te beraam ten einde die nodige fondse te voorsien om die arbeidsaanbod te verhoog en om voorkeur te verleen aan opleiding en aan die finansiering van werkgewers se verpligtinge wat uit sodanige opleiding spruit;
- (2) om die werwing en opleiding van die arbeidskorps op alle vlakke in die Bou- en verwante Nywerhede te bevorder en te finansier binne die raamwerk van die oogmerke van die Kongresbesluit in paragraaf (a) hiervan bedoel;
- (3) om uitvoering te gee aan die beginsels uiteengesit in die Wysigingswet op Nywerheidsversoening, 1970;
- (4) om studietoere in geregverdigde omstandighede te borg;
- (5) om opleidingsentrums te stig en vir dié doel geld, met vaste eiendom as sekuriteit, te leen, te belê of uit te leen, of om op ander maniere na goeie dunde van die Uitvoerende Komitee van die Federasie geld by te dra of te skenk;
- (6) om deur aankoop, huur of andersins roerende of onroerende eiendom te verkry en om ook roerende of onroerende eiendom of ander bates wat aan die Fonds behoort te verkoop, te verhuur, onder verband te bring of andersins daarmee te handel of dit van die hand te sit of om sodanige eiendom vir sodanige ander doeleindes te gebruik as wat ingevolge hierdie konstitusie goedgekeur word;
- (7) om in die algemeen alles te doen wat nodig geag word om die oogmerke hierin uiteengesit te bereik: Met dien verstande dat die oogmerke hierin uiteengesit streng vertolk moet word ten einde al dié primêre bedrywighede uit te sluit waarby 'n werkgewersorganisasie gewoonlik betrokke is soos deur die Wet op Nywerheidsversoening, 1956, beoog, en te voorkom dat die opbrengs van die Fonds vir sodanige doeleindes gebruik word.

6. ADMINISTRASIE VAN DIE FONDS

Die Fonds moet gadministreer word deur die Uitvoerende Komitee van BIFSA soos in die Fonds se konstitusie bepaal.

7. BYDRAES TOT DIE FONDS

- (1) Elke werkgewer moet minstens een maal per jaar aan die Werwings- en Opleidingsfonds van die Bounywerhede, Posbus 11359, Johannesburg, 'n opgawe stuur wat die totale bedrag aantoon wat hy aan lone/salarisse betaal het aan alle werknemers in sy diens in die Bounywerheid gedurende sodanige tydperk(e) in elke jaar as wat die Uitvoerende Komitee van BIFSA van tyd tot tyd vasstel. Voordat hy dié opgawe aan die Fonds stuur, moet die werkgewer dit deur 'n openbare ouditeur of op 'n ander wyse deur die Uitvoerende Komitee van BIFSA goedgekeur, laat waarmerk.
- (2) Elke werkgewer moet per tjek aan die Werwings- en Opleidingsfonds van die Bounywerhede, Posbus 11359, Johannesburg, 'n heffing betaal van 1 persent van die totale salarisse en lone wat hy betaal het aan alle werknemers in sy diens in die Bounywerheid gedurende sodanige tydperk(e) in elke jaar as wat die Uitvoerende Komitee van BIFSA van tyd tot tyd vasstel.
- (3) Elke werkgewer moet die opgawe in subklousule (1) bedoel indien en die heffing in subklousule (2) bedoel betaal teen sodanige datum(s) in elke jaar as wat die Uitvoerende Komitee van BIFSA van tyd tot tyd vasstel.
- (4) 'n Groep werkgewers wat by BIFSA geaffilieer is, kan tot die Fonds bydra op enige ander grondslag wat deur die Uitvoerende Komitee van BIFSA goedgekeur is, en daarna is sodanige werkgewersgroep outomaties vrygestel van subklousules (1), (2) en (3).

linoleum and forms no portion of the direct cost to the customer;

“Federation” shall mean Building Industries Federation (South Africa);

“Fund” shall mean the Building Industries Recruitment and Training Fund; and

“salaries and wages” shall mean the gross payments for work done in the Building Industry, which shall include normal pay, payment for overtime, bonus and holiday payments as well as cash allowances, but shall not include payments in kind such as provision of houses or motor vehicles.

4. BUILDING INDUSTRIES RECRUITMENT AND TRAINING FUND

The Fund established by BIFSA and known as the Building Industries Recruitment and Training Fund shall consist of—

- (1) contributions paid into the Fund in accordance with the provisions of clause 7 of the Scheme;
- (2) interest derived from the investment of any moneys of the Scheme;
- (3) any other sums to which the Fund may become entitled.

5. OBJECTS OF THE FUND

The objects of the Fund shall be—

- (1) to give effect to the decisions adopted at the 1969 and 1973 Annual Congresses of the Federation, imposing a levy on employers based on their artisan and/or non-artisan labour force, or to devise alternative methods of funding with a view to providing the necessary funds to increase the supplies of labour and to give priority to training and to the financing of employers' commitments arising out of such training;
- (2) to promote and finance, within the framework of the intentions of the Congress resolution referred to under paragraph (a) hereof, the recruitment and training of labour at all levels in the Building and allied Industries;
- (3) to give effect to the principles set out in the Industrial Conciliation Amendment Act, 1970;
- (4) to sponsor study tours in justifiable circumstances;
- (5) to establish training centres and towards that end to borrow, invest or lend money on the security of immovable property or otherwise to subscribe or donate money in the discretion of the Federation Executive;
- (6) to acquire by purchase, lease or otherwise any movable or immovable property and also to sell, let, mortgage or otherwise deal with or dispose of movable or immovable property or other assets belonging to the Fund or use such property for such other purposes as may be approved in terms of this constitution;
- (7) generally to do all such things as may be considered necessary to achieve the objectives set out herein: Provided that the objects herein detailed shall be strictly interpreted to exclude those primary activities normally engaged in by an employers' organisation as contemplated by the Industrial Conciliation Act, 1956, and to prohibit the use of the proceeds of the Fund for such purposes.

6. ADMINISTRATION OF THE FUND

The Fund shall be administered by the Executive Committee of BIFSA as provided in the Fund's constitution.

7. CONTRIBUTIONS TO THE FUND

- (1) Every employer shall submit to the Building Industries Recruitment and Training Fund, P.O. Box 11359, Johannesburg, not less than once per year, a return showing the total amount of wages/salaries paid by him to all employees employed by him in the Building Industry during such period(s) in each year as the Executive Committee of BIFSA may determine from time to time. The employer shall before submission to the Fund, have such return certified by a public auditor or certified in another manner approved by the Executive Committee of BIFSA.
- (2) Every employer shall pay by cheque to the Building Industries Recruitment and Training Fund, P.O. Box 11359, Johannesburg, a levy of 1 per cent of the total salaries and wages paid by him to all employees employed by him in the Building Industry during such period(s) in each year as the Executive Committee of BIFSA may determine from time to time.
- (3) Every employer shall submit the return referred to in subclause (1) and shall pay the levy referred to in subclause (2) by such date(s) in each year as the Executive Committee of BIFSA may determine from time to time.
- (4) A group of employers affiliated to BIFSA may make contributions to the Fund on any other basis approved by the Executive Committee of BIFSA, whereupon such employer group shall automatically be exempted from the provisions of subclauses (1), (2) and (3).

(5) Waar 'n werkgewer wie se geregistreerde kantoor binne die regsg gebied van 'n nywerheidsraad val, bouwerk verrig in 'n gebied wat deur hierdie Skema gedek word en hy ten opsigte van sodanige bouwerk reeds deur middel van daardie Nywerheidsraad tot die Fonds bydra, kan sodanige werkgewer ingevolge artikel 48A gelees saam met artikel 51 van die Wet by die Fonds aansoek doen om vrystelling van subklousules (1), (2) en (3).

8. INLIGTING

Die Fonds moet aan elke werkgewer besonderhede in verband met die Skema verskaf in die vorm wat hy bepaal. Dié besonderhede moet insluit die konstitusie van die Fonds en sodanige ander besonderhede, as wat die fonds nodig ag.

9. FINANSIES

(1) Alle geld wat in die Fonds inbetaal word, moet gestort word in 'n bankrekening wat op naam van die Fonds geopen is. 'n Amptelike kwitansie moet uitgereik word vir alle geld wat in die Fonds inbetaal word en uitbetalings uit die Fonds moet geskied per tjek wat geteken moet word deur dié persone wat van tyd to tyd deur die Uitvoerende Komitee daartoe gemagtig word.

(2) 'n Afskrif van die geouditeerde rekening en balansstaat van die Fonds moet binne drie maande na afloop van die tydperk wat daardeur gedek word na die Direkteur-generaal: Mannekrag gestuur word.

10. ONTBINDING VAN DIE FONDS

Die Fonds moet ontbind word op die wyse in klousule 11 van sy konstitusie bepaal.

11. AGENTE

Die Fonds kan een of meer persone as agente aanstel om uitvoering aan hierdie Skema te gee.

12. VRYWARING

Die lede van die Fonds is nie aanspreeklik nie vir 'n verlies wat die Fonds ly as gevolg van 'n onbehoorlike belegging wat te goeder trou gedoen is, of as gevolg van 'n daad wat in hul *bona fide*-administrasie van die Fonds verrig is, of as gevolg van die nalatigheid of bedrog van 'n persoon wat in diens geneem word of as gevolg van 'n daad of versuim van lede, of as gevolg van 'n ander saak of ding, uitgesonderd individuele opsetlike of bedrieglike optrede van die kant van sodanige lede. Elke sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid wat hy aangegaan het om hom te verweer in enige geding, hetsy siviël of krimineel, wat voortspruit uit 'n bewering dat daar te kwader trou gehandel is en waarin die uitspraak in sy guns is of hy onskuldig bevind word.

Namens BIFSA op hede die 17de dag van Julie 1981 te Johannesburg onderteken.

J. A. BARROW (Jnr), President

L. E. DAVIS, Uitvoerende Direkteur

(5) Where an employer whose registered office falls within the area of jurisdiction of an industrial council, performs building work in an area covered by this Scheme, and in respect of such building work already contributes to the Fund through that industrial council, such employer may, in terms of section 48A read with section 51 of the Act, apply to the Fund for exemption from the provisions of subclauses (1), (2) and (3).

8. INFORMATION

The Fund shall furnish every employer with details concerning the Scheme in such form as it may determine. Such details shall include the constitution of the Fund and such other details as the Fund may deem necessary.

9. FINANCE

(1) All moneys paid into the Fund shall be deposited in the banking account opened in the name of the Fund. An official receipt shall be issued for all moneys received into the Fund, and payments from the Fund shall be made by cheque signed by such persons as may from time to time be authorised by the Executive Committee.

(2) A copy of the audited account and balance sheet of the Fund shall be sent to the Director General: Manpower within three months of the close of the period covered thereby.

10. DISSOLUTION OF THE FUND

The Fund shall be dissolved as provided for in clause 11 of its constitution.

11. AGENTS

The Fund may appoint one or more persons as agents in giving effect to the terms of this Scheme.

12. INDEMNITY

The members of the Fund shall not be liable for any loss to the Fund arising from any improper investment made in good faith or by any act in their *bona fide* administration of the Fund, or by negligence or fraud of any persons who may be employed, or by reason of any act or omission by members or by reason of any other matter or thing, save individual wilful or fraudulent wrong-doing on the part of such members. Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of an allegation in involving bad faith in which judgment is given in his favour or in which he is acquitted.

Signed at Johannesburg on behalf of BIFSA this 17th day of July 1981.

J. A. BARROW (Jnr), President

L. E. DAVIS, Executive Director

(1) Where an employer whose registered office falls within the area of jurisdiction of an industrial council, has an employee who is employed by the State, and in respect of such employee, work is performed in the area of jurisdiction of the industrial council, the employer shall be deemed to be an employer within the area of jurisdiction of the industrial council.

(2) Where an employer whose registered office falls within the area of jurisdiction of an industrial council, has an employee who is employed by the State, and in respect of such employee, work is performed in the area of jurisdiction of the industrial council, the employer shall be deemed to be an employer within the area of jurisdiction of the industrial council.

INHOUD

The Fund shall be established in accordance with the provisions of the Act. The Fund shall be established in accordance with the provisions of the Act. The Fund shall be established in accordance with the provisions of the Act.

GOEWERMENTSKENNISGEWING

(1) All monies paid into the Fund shall be paid into the Fund. (2) A copy of the annual account and balance sheet of the Fund shall be sent to the Director-General, Manpower within three months of the close of the period covered thereby.

10. Discussion of the Fund

The Fund shall be established in accordance with the provisions of the Act. The Fund shall be established in accordance with the provisions of the Act.

INHOUD

Departement van Mannekrag

GOEWERMENTSKENNISGEWING

No. R.1964 Wet op Nywerheidsversoening, 1956: Opleidingskema vir die Bounywerheid..... 1

The members of the Fund shall be appointed by the Minister of Manpower. The members of the Fund shall be appointed by the Minister of Manpower. The members of the Fund shall be appointed by the Minister of Manpower.

Spaak is toerusting op behalf van BISA, die Nasionale Boudersvereniging van Suid-Afrika.

L. A. BARROW (Luit. Direkteur)

L. E. DAVIS (Eksekutiewe Direkteur)

(1) Where an employer whose registered office falls within the area of jurisdiction of an industrial council, has an employee who is employed by the State, and in respect of such employee, work is performed in the area of jurisdiction of the industrial council, the employer shall be deemed to be an employer within the area of jurisdiction of the industrial council.

(2) Where an employer whose registered office falls within the area of jurisdiction of an industrial council, has an employee who is employed by the State, and in respect of such employee, work is performed in the area of jurisdiction of the industrial council, the employer shall be deemed to be an employer within the area of jurisdiction of the industrial council.

1. Inhoud

The Fund shall be established in accordance with the provisions of the Act. The Fund shall be established in accordance with the provisions of the Act. The Fund shall be established in accordance with the provisions of the Act.

1. Inhoud

(1) All monies paid into the Fund shall be paid into the Fund. (2) A copy of the annual account and balance sheet of the Fund shall be sent to the Director-General, Manpower within three months of the close of the period covered thereby.

10. Ontwikkeling van die Fonds

The Fund shall be established in accordance with the provisions of the Act. The Fund shall be established in accordance with the provisions of the Act.

CONTENTS

Department of Manpower

GOVERNMENT NOTICE

No. R.1964 Industrial Conciliation Act, 1956: Training Scheme for the Building Industry..... 1

The members of the Fund shall be appointed by the Minister of Manpower. The members of the Fund shall be appointed by the Minister of Manpower. The members of the Fund shall be appointed by the Minister of Manpower.

Spaak is toerusting op behalf van BISA, die Nasionale Boudersvereniging van Suid-Afrika.

L. A. BARROW (Luit. Direkteur)

L. E. DAVIS (Eksekutiewe Direkteur)