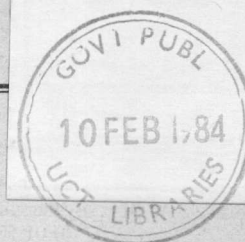


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STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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FEBRUARY 1984

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GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN FINANSIES

No. R. 144

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

INWERKINGTREDING VAN WYSIGINGS VAN DIE "EXPLANATORY NOTES TO THE NOMENCLATURE" UITGEREIK DEUR DIE DOEANESAMWERKINGSRAAD. (E.N. 40)

Hierby word bekendgemaak dat die wysigings van die "Explanatory Notes to the Nomenclature" ooreenkomstig Aanvullende Wysiging No. 38 deur die Doeanesamewerkingsraad in Brussel uitgereik, kragtens artikel 47 (8) van die Doeane- en Aksynswet, 1964, op 3 Februarie 1984 in die Republiek van krag word.

D. ODENDAL, Kommissaris van Doeane en Aksyns.

No. R. 156

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1984)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

E. VAN DER M. LOUW, Adjunk-minister van Finansies.

GOVERNMENT NOTICES

DEPARTMENT OF FINANCE

No. R. 144

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

COMMENCEMENT OF AMENDMENTS TO THE "EXPLANATORY NOTES TO THE NOMENCLATURE" ISSUED BY THE CUSTOMS CO-OPERATION COUNCIL. (E.N. 40)

It is hereby notified that the amendments to the "Explanatory Notes to the Nomenclature" in accordance with Amending Supplement No. 38 issued by the Customs Co-operation Council in Brussels shall, in terms of section 47 (8) of the Customs and Excise Act, 1964, become effective in the Republic on 3 February 1984.

D. ODENDAL, Commissioner for Customs and Excise.

No. R. 156

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1984)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

E. VAN DER M. LOUW, Deputy Minister of Finance.

BYLAE

I Tariefpos	II Statis- tiese Eenheid	III Skaal van Reg	
		Algemeen	M.B.N.
40.01 Deur subpos No. 40.01.50 deur die volgende te vervang: "40.01.50 Natuurlike rubber en guttapertsja (uitgesonderd crêpe-rubbersoolvel)	kg	25% of 120c per kg min 75%	

Opmerking.—Die skaal van reg op natuurlike rubber en guttapertsja (uitgesonderd crêpe-rubbersoolvel) word van vry na 25% of 120c per kg min 75% verhoog.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV
		General		
40.01 By the substitution for subheading No. 40.01.50 of the following: "40.01.50 Natural rubber and gutta-percha (excluding crêpe rubber soling sheet)	kg	25% or 120c per kg less 75%"		

Note.—The rate of duty on natural rubber and gutta-percha (excluding crêpe rubber soling sheet) is increased from free to 25% or 120c per kg less 75%.

No. R. 157

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/985)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

E. VAN DER M. LOUW, Adjunk-minister van Finansies.

No. R. 157

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/985)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

E. VAN DER M. LOUW, Deputy Minister of Finance.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg		IV
		Algemeen		
40.08 Deur subpos No. 40.08.10 deur die volgende te vervang: "40.08.10 Soliede bande (vir wiele van alle soorte) in lengtes of in die stuk	kg	5,5c per kg"		
Deur subpos No. 40.08.90 deur die volgende te vervang: "40.08.90 Ander	kg	25%"		
40.09 Deur subposte Nos. 40.09.10 en 40.09.20 deur die volgende te vervang: "40.09.10 Tuinslang, nie gepantser nie	kg	20% plus 1,35c per kg of 21,35c per kg		
40.09.20 Tuinslang, gepantser	kg	20% plus 0,9c per kg of 20,9c per kg"		
Deur subpos No. 40.09.70 deur die volgende te vervang: "40.09.70 Ander pyp- en buisleiding met draad omvleg of met draad versterk, toegerus al dan nie: .05 Met 'n binnedeursnee van hoogstens 76,2 mm	kg	25% of 16,55c per kg		
.15 Met 'n binnedeursnee van meer as 76,2 mm maar hoogstens 400 mm	kg	20% of 16,55c per kg		
.20 Met 'n binnedeursnee van meer as 400 mm	kg	5%"		
Deur subpos No. 40.09.90 deur die volgende te vervang: "40.09.80 Ander, met 'n binnedeursnee van hoogstens 76,2 mm	kg	25% of 16,55c per kg		
40.09.90 Ander	kg	20% of 16,55c per kg"		
40.10 Deur subpos No. 40.10.10.10 deur die volgende te vervang: "10 Uitkenbaar as vir gebruik slegs of hoofsaaklik met motorvoertuie	kg	25%"		
40.12 Deur subpos No. 40.12.40 deur die volgende te vervang: "40.12.40 Warmwaterbottels	getal	25%"		
40.13 Deur subpos No. 40.13.20.90 deur die volgende te vervang: ".90 Ander	pr.	25%"		
40.14 Deur subpos No. 40.14.90 deur die volgende te vervang: "40.14.90 Ander	kg	25%"		

Opmerking.—Die uitwerking van hierdie kennisgewing is dat—

- die bestaande skale van reg op soliede bande, in lengtes of in die stuk, en tuinslang omgeskep word na sent per kg; en
- die skale van reg op sekere ander rubberprodukte gewysig word.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV
		General	M.F.N.	
40.08 By the substitution for subheading No. 40.08.10 of the following: "40.08.10 Solid tyres (for wheels of all kinds) in the length or in the piece	kg	5,5c per kg"		
By the substitution for subheading No. 40.08.90 of the following: "40.08.90 Other	kg	25%"		
40.09 By the substitution for subheadings Nos. 40.09.10 and 40.09.20 of the following: "40.09.10 Garden hose, not armoured	kg	20% plus 1,35c per kg or 21,35c per kg		
40.09.20 Garden hose, armoured	kg	20% plus 0,9c per kg or 20,9c per kg"		
By the substitution for subheading No. 40.09.70 of the following: "40.09.70 Other piping and tubing, braided with wire or reinforced with wire, fitted or not: .05 With an inside diameter not exceeding 76,2 mm	kg	25% or 16,55c per kg		
.15 With an inside diameter of more than 76,2 mm but not exceeding 400 mm	kg	20% or 16,55c per kg		
.20 With an inside diameter exceeding 400 mm	kg	5%"		
By the substitution for subheading No. 40.09.90 of the following: "40.09.80 Other, with an inside diameter not exceeding 76,2mm	kg	25% or 16,55c per kg		
40.09.90 Other	kg	20% or 16,55c per kg"		
40.10 By the substitution for subheading No. 40.10.10.10 of the following: ".10 Identifiable for use solely or principally with motor vehicles	kg	25%"		
40.12 By the substitution for subheading No. 40.12.40 of the following: "40.12.40 Hot water bottles	no.	25%"		
40.13 By the substitution for subheading No. 40.13.20.90 of the following: ".90 Other	pr.	25%"		
40.14 By the substitution for subheading No. 40.14.90 of the following: "40.14.90 Other	kg	25%"		

Note.—The effect of this amendment is that—

- the existing rates of duty on solid tyres, in the length or in the piece, and garden hose are converted to cent per kg; and
- the rates of duty on certain other rubber products are amended.

No. R. 158

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1986)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

E. VAN DER M. LOUW, Adjunk-minister van Finansies.

No. R. 158

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1986)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

E. VAN DER M. LOUW, Deputy Minister of Finance.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg		IV
		Algemeen	M.B.N.	
40.11 Deur tariefpos No. 40.11 deur die volgende te vervang: "40.11 Rubberbande, rubberbuitebande, verwisselbare rubberbandloopvlakke, rubberbinnebande en rubberbandklappe, vir wiele van alle soorte:				
40.11.10 Soliede bande:				
.10 Met 'n massa van minstens 15 kg elk maar hoogstens 120 kg elk	kg	20% plus 1,8c per kg		
.90 Ander	kg	5,5c per kg		
40.11.20 Lugbande, lugbuitebande en lugbinnebande, geskik vir gebruik aan vliegtuie	kg	5,5c per kg		

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg		IV M.B.N.
		Algemeen		
40.11.30 Lugbande, lugbuitebande en lugbinnebande, geskik vir gebruik aan trapfietse:				
.10 Buitebande, buisvormig, uitkenbaar as vir gebruik aan resiesfietse	kg	15% plus 3,65c per kg		
.90 Ander	kg	25% plus 3,65c per kg of 23,85c per kg		
40.11.40 Binnebande geskik vir gebruik aan motorfietse	kg	20% of 250c per kg min 80%		
40.11.50 Ander binnebande	kg	20% of 250c per kg min 80%		
40.11.70 Ander lugbande en lugbuitebande:				
.10 Slegs geskik vir versoling	kg	18,35c per kg		
.15 Met 'n massa van minder as 10 kg elk, 'n dwarsdeursnee van hoogstens 150 mm en 'n spanranddeursnee van minstens 406 mm	kg	vry		
.17 Ander, met 'n massa van minder as 20 kg elk	kg	25% of 250c per kg min 75%		
.25 Met 'n massa van minstens 20 kg elk maar minder as 30 kg elk	kg	25% of 300c per kg min 75%		
.27 Met 'n massa van minstens 30 kg elk maar minder as 75 kg elk	kg	25% of 300c per kg min 75%		
.29 Met 'n massa van minstens 75 kg elk maar minder as 140 kg elk	kg	25% of 300c per kg min 75%		
.30 Met 'n massa van minstens 140 kg elk maar minder as 1 200 kg elk	kg	25% of 300c per kg min 75%		
.40 Met 'n massa van minstens 1 200 kg elk	kg	25%		
40.11.90 Ander	kg	20%''		

Opmerking.—Tariefpos No. 40.11 word herskryf en die skale van reg op sekere lugbande en lugbuitebande van rubber word gewysig.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV M.F.N.
		General		
40.11 By the substitution for tariff heading No. 40.11 of the following:				
40.11 Rubber tyres, tyre cases, interchangeable tyre treads, inner tubes and tyre flaps, for wheels of all kinds:				
40.11.10 Solid tyres:				
.10 Of a mass of 15 kg or more each but not exceeding 120 kg each	kg	20% plus 1,8c per kg		
.90 Other	kg	5,5c per kg		
40.11.20 Pneumatic tyres, tyre cases and inner tubes, suitable for use on aircraft	kg	5,5c per kg		
40.11.30 Pneumatic tyres, tyre cases and inner tubes, suitable for use on pedal cycles:				
.10 Tyres, tubular, identifiable for use on racing cycles	kg	15% plus 3,65c per kg		
.90 Other	kg	25% plus 3,65c per kg or 23,85c per kg		
40.11.40 Inner tubes suitable for use on motor cycles	kg	20% of 250c per kg less 80%		
40.11.50 Other inner tubes	kg	20% or 250c per kg less 80%		
40.11.70 Other pneumatic tyres and tyre cases:				
.10 Suitable only for retreading	kg	18,35c per kg		
.15 Of a mass of less than 10 kg each, a cross-sectional width not exceeding 150 mm and a bead diameter of 406 mm or more	kg	free		

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV
		General		M.F.N.
.17 Other, of a mass of less than 20 kg each	kg	25% or 250c per kg less 75%		
.25 Of a mass of 20 kg or more each but less than 30 kg each	kg	25% or 300c per kg less 75%		
.27 Of a mass of 30 kg or more each but less than 75 kg each	kg	25% or 300c per kg less 75%		
.29 Of a mass of 75 kg or more each but less than 140 kg each	kg	25% or 300c per kg less 75%		
.30 Of a mass of 140 kg or more each but less than 1 200 kg each	kg	25% or 300c per kg less 75%		
.40 Of a mass of 1 200 kg or more each	kg	25%		
40.11.90 Other	kg	20%''		

Note.—Tariff heading No. 40.11 is restated and the rates of duty on certain pneumatic tyres and tyre cases of rubber are amended.

No. R. 159

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/781)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

E. VAN DER M. LOUW, Adjunk-minister van Finansies.

No. R. 159

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/781)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

E. VAN DER M. LOUW, Deputy Minister of Finance.

BYLAE

I Korting-item	II			III Mate van Korting
	Tarief-pos	Korting-kode	Beskrywing	
307.08	40.01	01.00 44	Deur na tariefpos No. 38.19 die volgende in te voeg: Natuurlike rubber, vir die vervaardiging van rubberkleefmiddels	Volle reg''
312.01		02.00 46	Deur na kortingkode 01.00 by tariefpos No. 40.01 die volgende in te voeg: Natuurlike rubber, vir die vervaardiging van waterdigte skoeisel	Volle reg
		03.00 40	Natuurlike rubber, vir die vervaardiging van skoeisel met buite-sole van rubber en bodele van tekstielstof, hetsy met ander stowwe getooi of versterk al dan nie (uitgesonderd atletiespykerskoene), ontwerp om met veters vasgemaak te word	Volle reg''

Opmerking.—Voorsiening word gemaak vir 'n volle korting op reg op natuurlike rubber vir die vervaardiging van rubberkleefmiddels en sekere skoeisel.

SCHEDULE

I Rebate Item	II			III Extent of Rebate
	Tariff Heading	Rebate Code	Description	
307.08	40.01	01.00 44	By the insertion after tariff heading No. 38.19 of the following: Natural rubber, for the manufacture of rubber adhesives	Full duty''
312.01		02.00 46	By the insertion after rebate code 01.00 to tariff heading No. 40.01 of the following: Natural rubber, for the manufacture of waterproof footwear	Full duty
		03.00 40	Natural rubber, for the manufacture of footwear with outer soles of rubber and uppers of textile fabric, whether or not trimmed or reinforced with other materials (excluding spiked athletic shoes), designed to be fastened with laces	Full duty''

Note.—Provision is made for a rebate of the full duty on natural rubber for the manufacture of rubber adhesives and certain footwear.

No. R. 160

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/782)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

E. VAN DER M. LOUW, Adjunk-minister van Finansies.

No. R. 160

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/782)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

E. VAN DER M. LOUW, Deputy Minister of Finance.

BYLAE

I Korting- item	II			III Mate van Korting
	Tarief- pos	Korting- kode	Beskrywing	
307.08			Deur na kortingkode 01.00 by tariefpos No. 40.01 die volgende in te voeg:	
		02.00 49	Natuurlike rubber, vir die vervaardiging van lugbande en lugbuitebande, geskik vir gebruik aan vliegtuie	Volle reg
		03.00 43	Natuurlike rubber, vir die vervaardiging van binnebande	Volle reg''

Opmerking.—Voorsiening word gemaak vir 'n volle korting op reg op natuurlike rubber vir die vervaardiging van—

- (a) lugbande en lugbuitebande geskik vir gebruik aan vliegtuie, en
(b) binnebande.

SCHEDULE

I Rebate Item	II			III Extent of Rebate
	Tariff Heading	Rebate Code	Description	
307.08			By the insertion after rebate code 01.00 to tariff heading No. 40.01 of the following:	
		02.00 49	Natural rubber, for the manufacture of pneumatic tyres and tyre cases suitable for use on aircraft	Full duty
		03.00 43	Natural rubber, for the manufacture of inner tubes	Full duty''

Note.—Provision is made for a rebate of the full duty on natural rubber for the manufacture of—

- (a) pneumatic tyres and tyre cases suitable for use on aircraft, and
(b) inner tubes.

No. R. 164

3 Februarie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 4 (No. 4/342)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 4 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

E. VAN DER M. LOUW, Adjunk-minister van Finansies.

No. R. 164

3 February 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/342)

Under section 75 of the Customs and Excise Act, 1964, Schedule 4 to the said Act is hereby amended to the extent set out in the Schedule hereto.

E. VAN DER M. LOUW, Deputy Minister of Finance.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
460.15	Deur tariefpos No. 79.01 te skrap	

Opmerking.—Die voorsiening vir 'n korting op reg op ongesmede sink word ingetrek.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
460.15	By the deletion of tariff heading No. 79.01	

Note.—The provision for a rebate of duty on unwrought zinc is withdrawn.

DEPARTEMENT VAN MANNEKRAG**No. R. 162****3 Februarie 1984****WET OP ARBEIDSVERHOUDINGE, 1956****MEUBELNYWERHEID, OOSTELIKE KAAPPROVINSIE.—VERLENGING VAN HOOFOOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermenskenningsgewings R. 1654 van 6 Augustus 1982 en R. 33 van 7 Januarie 1983, met 'n verdere tydperk wat op 17 Maart 1986 eindig.

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 163**3 Februarie 1984****WET OP ARBEIDSVERHOUDINGE, 1956****MEUBELNYWERHEID, OOSTELIKE KAAPPROVINSIE.—WYSIGING VAN HOOFOOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 18 Maart 1984 en vir die tydperk wat op 17 Maart 1986 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; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) en 2, met ingang van 18 Maart 1984 en vir die tydperk wat op 17 Maart 1986 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE**NYWERHEIDSRaad VIR DIE MEUBELNYWERHEID VAN DIE OOSTELIKE KAAPPROVINSIE****OOREENKOMS**

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

Midland Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid van die Oostelike Kaapprovinsie,

om die Ooreenkoms gepubliseer by Goewermenskenningsgewing R. 1654 van 6 Augustus 1982, soos gewysig by Goewermenskenningsgewing R. 33 van 7 Januarie 1983, te wysig.

DEPARTMENT OF MANPOWER**No. R. 162****3 February 1984****LABOUR RELATIONS ACT, 1956****FURNITURE MANUFACTURING INDUSTRY, EASTERN CAPE PROVINCE.—EXTENSION OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 1654 of 6 August 1982 and R. 33 of 7 January 1983, by a further period ending 17 March 1986.

P. T. C. DU PLESSIS, Minister of Manpower.

No. R. 163**3 February 1984****LABOUR RELATIONS ACT, 1956****FURNITURE MANUFACTURING INDUSTRY, EASTERN CAPE PROVINCE.—AMENDMENT OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 18 March 1984 and for the period ending 17 March 1986, 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; and

(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) and 2, shall be binding, with effect from 18 March 1984 and for the period ending 17 March 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE EASTERN CAPE PROVINCE****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Midland Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry of the Eastern Cape Province,

to amend the Agreement published under Government Notice R. 1654 dated 6 August 1982, as amended by Government Notice R. 33 dated 7 January 1983.

DEEL I

BEPALINGS VAN TOEPASSING OP DIE NYWERHEID ORAL IN DIE GEBIED WAT DEUR DIE OOREENKOMS GEDEK WORD, TENSY DIE TEENOORGESTELDE GEMELD WORD

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid van die Oostelike Kaapprovinsie nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werksaam is in genoemde Nywerheid;

(b) in die landdrosdistrikte Port Elizabeth, Cradock, Graaff-Reinet, Humansdorp, Hankey, Somerset-Oos, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Jansenville, Joubertina, Kirkwood, Hofmeyr, Middelburg (K.P.), Murraysburg, Noupoot, Pearston, Richmond (K.P.) [met inbegrip van daardie gedeelte van die landdrosdistrik Victoria-Wes wat voor 29 Januarie 1982 (Goewermentskennisgewing 165 van 29 Januarie 1982) binne die landdrosdistrik Richmond (K.P.) geval het], Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore.

2. KLOUSULE 24.—INDIENSNEEMING VAN VAKVERENIGING-ARBEID

Vervang klausule 24 deur die volgende:

(1) Geen werkgewer wat lid is van die werkgewersorganisasie mag 'n werknemer in diens hou wat, hoewel hy tot lidmaatskap van die vakvereniging toelaatbaar is, nie op die datum waarop hierdie Ooreenkoms in werking tree lid van sodanige vereniging is nie, of wat nie binne 'n tydperk van 90 dae vanaf sodanige datum of vanaf die datum van indienstreding waar die indienstreding na die datum van inwerkingtreding van die Ooreenkoms geskied, lid van sodanige vakvereniging word nie; en geen lid van die vakvereniging mag in diens bly by 'n werkgewer wat nie lid is van die werkgewersorganisasie op die datum waarop hierdie Ooreenkoms in werking tree of wat nie binne 'n tydperk van 90 dae na sodanige datum of na die datum van indiensneming van die betrokke werknemer waar sodanige indiensneming na die datum van inwerkingtreding van hierdie Ooreenkoms geskied, lid van die werkgewersorganisasie word nie: Met dien verstande dat hierdie klausule nie van toepassing is nie waar 'n werkgewer of 'n werknemer na die mening van die Raad lidmaatskap van 'n party by hierdie Ooreenkoms sonder grondige rede geweier is.

(2) Vir die toepassing van hierdie klausule beteken lidmaatskap 'n lid ooreenkomstig die konstitusie van die vakvereniging of die werkgewersorganisasie.

(3) Bewys van lidmaatskap van die vakvereniging of die werkgewersorganisasie is die vertoning van 'n kaart en/of sertifikaat wat deur die sekretaris van die betrokke vakvereniging of werkgewersorganisasie onderteken is.

Sowel die vakvereniging as die werkgewersorganisasie moet aan die Raad 'n lys verskaf van alle lede wat bedank het, uitgesit is of geskors is. By ontvangs van sodanige lys moet die Sekretaris van die Raad die gewese lid of lede van die vakvereniging of organisasie meedeel dat sy/hul lidmaatskapkaart(e) en/of sertifikaat/sertifikate vir die toepassing van hierdie klausule nie meer geldig is nie.

(4) Hierdie klausule is nie op klerke van toepassing nie.

(5) Hierdie klausule is nie van toepassing ten opsigte van 'n immigrant gedurende die eerste jaar vanaf die datum waarop hy die Republiek van Suid-Afrika binnegekom het nie: Met dien verstande dat as 'n immigrant te eniger tyd ná verloop van die eerste 90 dae vanaf die datum waarop hy in die Nywerheid begin werk het, geweier het om op uitnodiging van die vakvereniging lid daarvan te word, hierdie klausule onmiddellik in werking tree.

(6) Elke werkgewer moet aan beamptes en ampsdraers van die vakvereniging tyd toelaat om vergaderings van die vereniging by te woon: Met dien verstande dat sodanige werknemers die werkgewer minstens een week kennis moet gee van hul voorneme om dié vergaderings by te woon.

3. DEEL II.—LONE

Vervang Deel II.—Lone deur die volgende:

“DEEL II.—LONE

1. Werknemers in enigen van of al die werksaamhede wat in die Meubelnywerheid verrig word, uitgesonderd die werknemers in klausules 2 tot 12 van hierdie Deel bedoel, maar met inbegrip van voormanne en/of toesighebers:

	Per uur
	R
Gedurende die tydperk eindigende 17 Maart 1985	2,38
Daarna	2,58

2. Leerlinge in diens om die werksaamhede te leer wat deur klausule 1 gedek word:

Vir die eerste jaar diens: 60 persent van die loon in klausule 1 voorgeskryf;

vir die tweede jaar diens: 65 persent van die loon in klausule 1 voorgeskryf;

PART I

PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREA COVERED BY THE AGREEMENT UNLESS THE CONTRARY IS STATED

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the Eastern Cape Province—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed respectively in the said Industry;

(b) within the Magisterial Districts of Port Elizabeth, Cradock, Graaff-Reinet, Humansdorp, Hankey, Somerset East, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Jansenville, Joubertina, Kirkwood, Hofmeyr, Middelburg (C.P.), Murraysburg, Noupoot, Pearston, Richmond (C.P.) [including that portion of the Magisterial District of Victoria West which prior to 29 January 1982 (Government Notice 165 of 29 January 1982) fell within the Magisterial District of Richmond (C.P.)], Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore.

2. CLAUSE 24.—EMPLOYMENT OF TRADE UNION LABOUR

Substitute the following for clause 24:

(1) No employer who is a member of the employers' organisation shall continue to employ an employee who, while being eligible for membership of the trade union, is not a member of such trade union as at the date of coming into operation of this Agreement or who does not become a member of such trade union within a period of 90 days from such date or from the date of entering into employment where the entering into employment takes place after the date of coming into operation of this Agreement; and no member of the trade union may continue his employment with an employer who is not a member of the employers' organisation as at the date of coming into operation of this Agreement or who does not within a period of 90 days after such date or after the date of employment of the employee concerned where the employment takes place after the date of coming into operation of this Agreement, become a member of the employers' organisation: Provided that this clause shall not apply where an employer or an employee has, in the opinion of the Council, been refused membership of a party to this Agreement without reasonable cause.

(2) For the purposes of this clause, membership shall mean a member in terms of the constitution of the trade union or the employers' organisation.

(3) Proof of membership of the trade union or the employers' organisation shall be the production of a card and/or certificate signed by the secretary of the trade union or employers organisation concerned.

The trade union and the employers' organisation shall supply the Council with a list of all resignations, expulsions and suspensions of members. Upon receipt of such lists, the Secretary of the Council shall advise the ex-member or members of the union/organisation that his/her card(s) and/or certificate(s) of membership is/are no longer valid for the purposes of this clause.

(4) This clause shall not apply to clerical employees.

(5) The provisions of this clause shall not apply in respect of an immigrant during the first year after the date of this entry into the Republic of South Africa: Provided that if any immigrant has at any time after the first 90 days of commencement of his employment in the Industry refused any invitation from the trade union to become a member of it, the provisions of this clause shall immediately come into operation.

(6) Every employer shall grant to officials and office-bearers of the trade union time off to attend meetings of the union: Provided that employees shall give not less than one week's notice to the employer of the intention to attend such meetings.

3. PART II.—WAGES

Substitute the following for Part II.—Wages:

“PART II.—WAGES

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 2 to 12 of this Part, but including foremen and/or supervisors:

	Per hour
	R
During the period ending 17 March 1985	2,38
Thereafter	2,58

2. Learners employed in learning the operations covered by clause 1:

For the first year of employment: 60 per cent of the wage prescribed in clause 1;

for the second year of employment: 65 per cent of the wage prescribed in clause 1;

vir die derde jaar diens: 75 persent van die loon in klousule 1 voorgeskryf;

vir die vierde jaar diens: 85 persent van die loon in klousule 1 voorgeskryf;

daarna, die loon in klousule 1 voorgeskryf.

3. (a) Jeugdige werknemers in 'n ambag of tak van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981 moet die loon betaal word wat ingevolge daardie Wet vir die toepaslike leerjaar voorgeskryf word.

(b) Alle ander jeugdige: Die minimumloon vir volwasse werknemers voorgeskryf indien werksaam in dieselfde klas werk.

4. Werknemers wat die volgende werk verrig:

(1) Klaargemaakte rottangmatte vassit;

(2) 'n eentrommelskuurder, oopskyfskuurder, tolskuurder, luggevuilde skuurder opstel en bedien;

(3) gate boor;

(4) slegs met die tapmasjien tappe maak;

(5) 'n uitholmasjien bedien om uithollings vir slotte en skarniere te sny;

(6) stoelkussings met veerbinnewerk en/of veereenhede vul;

(7) 'n tapinsteekmasjien bedien;

(8) hangerboutte insteek en 'n poot vasbout of 'n poot vasskroef, maar uitgesonderd die vassit van die plaat en/of aanhegting aan die raam waarin die hangerbout moet ingaan;

(9) 'n randfineermasjien bedien, maar nie randbande aansit nie;

(10) met 'n masjien skuur;

(11) hout- en metaallatte en dwarsstawe aan rame vir stoffeerwerk in posisie plaas;

(12) los sitplekke en rugkante van slegs eetkamerstoel stoffeer:

Per uur

R

Gedurende die tydperk wat op 17 Maart 1985 eindig 1,55

Daarna 1,70

5. Werknemers wat die volgende werk verrig:

(1) Vasbout;

(2) houttappenne en -penne met die hand of 'n masjien maak en/of spits maak;

(3) met die hand en/of 'n draagbare skuurder skuur, ongeag of die artikels wat geskuur word, stilstaan of draai;

(4) soliede hout met die hand of 'n meganiese proses buig;

(5) gate of barste in meubels met houtvulsel of soortgelyke stowwe vul;

(6) bedysters, koepels en sokke vir rolwieleltjies vassit;

(7) was aanwend;

(8) rande verf en/of vul;

(9) deure en toebehore afhaal voordat dit vir poleerwerk voorberei word;

(10) met gips of 'n ander vulsel vul;

(11) meubels met sure of 'n ander bleikmiddel bleik;

(12) gepoleerde oppervlakke afnerf;

(13) meubels beits, olie, opvul en/of hernieu;

(14) seilbande en/of plaasvervangers aansit, maar uitgesonderd die vaswoel van spiraalvere;

(15) laaghout of hardbord aan los sitplekke vir stoffeerdoeleindes vasspyker;

(16) metaal bespuit;

(17) riempiewerk;

(18) heliese vere en/of ketting- en/of sigsag- of nie-saktipe veerwerk aanhaak;

(19) klapperhaar of ander materiaal met 'n masjien uitpluis;

(20) die agtergrond van houtsniewerk stippel en pons;

(21) T- en G-kantstroke met die hand vasslaan maar uitgesonderd verstekhoekprofiel;

(22) bome aan gestoffeerde artikels vasspyker;

(23) werk in verband met enigeen van die prosesse by die vervaardiging van veerbinnewerk en/of veereenhede en die vervaardiging van hul onderdele;

(24) paneelpenne en/of -spykers en/of -kramme wat uitsteek met 'n pons wegkap in die handskuurseksie;

(25) rolle stoffeermateriaal, goiing, kaliko, crownflex en dergelike stowwe oopmaak en/of met die hand van selfkant tot selfkant sny, maar uitdruklik nie patroon en/of vorm, gereed vir stoffeerwerk, na grootte sny nie;

(26) handvatsels met skroewe, boutte en moere, en skroefboutte deur vooraf geboorde gate vasheg;

for the third year of employment: 75 per cent of the wage prescribed in clause 1;

for the fourth year of employment: 85 per cent of the wage prescribed in clause 1;

thereafter, the rate prescribed in clause 1.

3. (a) Juvenile employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the rate prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. Employees engaged in—

(1) fixing of ready cane mats;

(2) setting up and operating single drum sander, open disc sander, bobbin sander, air filled sander;

(3) boring holes;

(4) morticing on the mortice machine only;

(5) operating of the hinge recessing machine for the purpose of cutting recesses for locks and hinges;

(6) filling of cushion with spring interior and/or spring units;

(7) operating a dowel insertion machine;

(8) inserting hanger bolt and bolting on of a leg or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt;

(9) operating an edge veneering machine, but excluding edgebanding;

(10) machine sanding;

(11) positioning of wooden and metal laths and cross bars to frames for upholstery;

(12) upholstery of loose seats and backs of dining-room chairs only:

Per hour

R

During the period ending 17 March 1985 1,55

Thereafter 1,70

5. Employees engaged in—

(1) bolting;

(2) making and/or pointing of wooden dowels and pins by hand and/or machine;

(3) sandpapering by hand and/or portable sander, regardless of whether the articles sandpapered are stationary or rotating;

(4) bending of solid timber by hand or mechanical process;

(5) filling of holes or cracks in furniture with wood filler or similar substances;

(6) fixing bed irons, domes and sockets for castors;

(7) the application of wax;

(8) the painting and/or filling of edges;

(9) the removal of doors and fittings prior to preparation for polishing;

(10) filling in with plaster of paris or any other filling material;

(11) bleaching of furniture with acids or any other bleaching agent;

(12) stripping of polished surfaces;

(13) staining, oiling, filling and/or reviving;

(14) fixing of webbing and/or substitutes but excluding the lashing of coil springs;

(15) tacking of plywood or hardboard on to loose seats for upholstery purposes;

(16) spraying of metal;

(17) riempie work;

(18) hooking on of helical springs and/or chain and/or zig-zag or no-sag type of springing;

(19) teasing coir or other materials by machine;

(20) stippling and punching the background of carving;

(21) knocking on of T and G edge strips by hand, excluding mitred corner sections;

(22) tacking on of bottoms to upholstered articles;

(23) work in connection with any of the processes in the construction of spring interiors and/or spring units and the manufacture of their component parts;

(24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;

(25) breaking up and/or cutting from selfedge to selfedge by hand of rolls of upholstery material, hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;

(26) fixing of handles by screws, bolts and nuts, and screwbolts through pre-bored holes;

(27) spieëls deur middel van kleefband vasheg:

Gedurende die tydperk wat op 17 Maart 1985 eindig:

	Per uur
	R
Gedurende die eerste ses maande op die klas werk	1,28
Na die eerste ses maande op die klas werk	1,43

Daarna:

Gedurende die eerste ses maande op die klas werk	1,43
Na die eerste ses maande op die klas werk	1,58

6. (1) Werknemers wat die volgende werk verrig:

(a) Die vervaardiging van beddegoed, wat beteken die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrasse gevul met klapperhaar, haarvulsel, vlok, kapok, katoenwatte, hare, vesel, wol, vere, gras, kaf, strooi, rubber of ander soortgelyke stof; of 'n kombinasie van veerbinnewerk, alle soorte draad-vere, ketting- en/of spiraalvere, volspiraalvere, maasvere, heliese vere, alle soorte vere en/of veereenhede, kopkussings, stoelkussings, peule, bomatrasse, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, kettingveermase, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd die diverse werksaamhede in subklousules (2) en (3) bedoel;

(b) veermaaswerk vleg;

(c) vulsel met die hand of 'n masjien in matrasslope insteek;

(d) sye stik;

(e) klossies maak, met die hand of 'n masjien;

(f) 'n randstikmasjien bedien;

(g) 'n topstikmasjien bedien;

(h) rame en rollers vir die topstikmasjien voorberei;

(i) deurgevlegte kussinkies aan veereenhede vassit, -stik of -kram, hetsy met die hand of 'n masjien;

(j) stoelkussings met veerbinnewerk en/of veereenhede vul;

(k) vulsel op 'n veereenheid spreid;

(l) matrastoppe, hetsy gestik of nie, in posisie vassit om 'n vooraf geboude binnewerk- of veermatras op te bou;

(m) bande aan kante van 'n binneveermatras stik;

(n) rolkantwerk met die hand of 'n masjien doen;

(o) 'n losmiddel aan vooraf gevormde gietvorms aanwend;

(p) ambagsman se hulp;

(q) gehaltebeheeropsigte wat alle vervaardigingspunte inspekteer;

(r) tegniese assistent wat help met toetsing;

(s) nasien, massameet en aantekeninge hou;

(t) nasien, bymekaarmaak en aantekeninge hou;

(u) draad volgens setmate buig;

	Per uur
	R
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,55
Daarna	1,70

(2) Werknemers wat die volgende werk verrig:

(a) Alle stikwerk nodig by die vervaardiging van toppe, rande, matrasslope, ateljeerusbankoortreksels en -onderdele;

(b) matrashandvatsels aan rande stik;

(c) gestikte rande aan matraseenhede stik, voordat bande aan kante gestik word;

(d) die bek van die matras met die hand of 'n masjien toewerk;

(e) randlengtes saamvoeg;

(f) kopkussings, stoelkussings en peule toewerk;

(g) toppe, rande en slope uitsny;

	Per uur
	R
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,50
Daarna	1,65

(3) Werknemers wat die volgende werk verrig:

(a) Bedmatrasrame, ateljeerusbankrame en bababeddens met die hand vashout;

(b) spoel vir 'n randstikmasjien voorberei;

(c) gestikte rande volgens lengte sny;

(d) gate in matrasslope pons;

(e) ventileerders en handvatsels aan matrasslope aanbring;

(f) 'n deurvlegmasjien voer;

(g) kussinkies uitsny en maak, ongeag die materiaal wat gebruik word;

(h) latte en dwarsstawe in posisie plaas of vlegwerk aan matrasslope bedrame heg;

(27) affixing of mirrors by the use of adhesive tape:

For the period ending 17 March 1985:

	Per hour
	R
During the first six months in the grade	1,28
After the first six months in the grade	1,43

Thereafter:

During the first six months in the grade	1,43
After the first six months in the grade	1,58

6. (1) Employees engaged in—

(a) bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of spring and/or spring units, pillows, cushions, bolsters, overlays, quilts, knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in sub-clauses (2) and (3);

(b) weaving of spring mesh;

(c) stuffing filling into mattress cases, whether by hand or machine;

(d) side stitching;

(e) tufting, whether by hand or machine;

(f) operating a border quilting machine;

(g) operating a top quilting machine;

(h) preparing frames and rollers for the top quilting machine;

(i) securing, sewing, or stapling interlaced pads to spring units, whether by hand or machine;

(j) filling of cushions with spring interiors and/or spring units;

(k) laying out filling material upon a spring unit;

(l) securing mattress tops, whether quilted or not, in a position for building a pre-built interior or spring mattress;

(m) tape edging a spring interior mattress;

(n) roll edging by hand or machine;

(o) applying release agent to preformed moulds;

(p) artisan's aid;

(q) quality control viewer who inspects at any point of manufacture;

(r) technical assistant who assists in testing;

(s) checking, mass-measuring and recording;

(t) checking, collecting and recording;

(u) bending of wire to jigs;

	Per hour
	R
During the period ending 17 March 1985	1,55
Thereafter	1,70

(2) Employees engaged in—

(a) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;

(b) sewing mattress handles to border;

(c) sewing of quilted borders onto mattress units prior to tape edging;

(d) closing up the mouth of mattress by hand or machine;

(e) joining border lengths;

(f) closing pillows, cushions, bolsters;

(g) cutting tops, borders and cases;

	Per hour
	R
During the period ending 17 March 1985	1,50
Thereafter	1,65

(3) Employees engaged in—

(a) bolting by hand of bed mattress frames, studio couch frames and cots;

(b) preparing spools for a border quilting machine;

(c) cutting quilted borders to length;

(d) punching holes in mattress border;

(e) fitting ventilators and handles to mattress border;

(f) feeding the interlacing machine;

(g) cutting and making of pads, irrespective of materials used;

(h) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;

- (i) matrasrame beits;
- (j) hingsels aan matrasrame heg;
- (k) 'n maas aan 'n matrasraam in posisie plaas en vasheg;
- (l) lusse aan naalde in drukdeurstikmasjien hang;
- (m) 'n doekspreimasjien laai, stoot en bedien;
- (n) 'n pluismasjien bedien;
- (o) 'n lusmaakmasjien bedien;
- (p) lusse, knope of klossies aanwerk;
- (q) rame vir beddegoed met die hand beits en/of vernis;
- (r) geweefde draadmaas en kettingveermaas aan rame vir beddegoed inmeekaarsit, vasslaan of vashaak, ongeag die materiale waarvan die rame gemaak is;
- (s) bedysters aanbring;
- (t) veereenhede aan bedrame vasheg;

Gedurende die tydperk wat op 17 Maart 1985 eindig:

	Per uur
	R
Gedurende die eerste ses maande op die klas werk	1,28
Na die eerste ses maande op die klas werk	1,43

Daarna:

Gedurende die eerste ses maande op die klas werk	1,43
Na die eerste ses maande op die klas werk	1,58

7. Leerlinge in diens om die klasse werk te leer wat in klousule 6 (1) bedoel word:

Per week:

Vir die eerste ses maande diens: 35 persent van die loon in klousule 6 (1) voorgeskryf.

Vir die tweede ses maande diens: 45 persent van die loon in klousule 6 (1) voorgeskryf.

Vir die derde ses maande diens: 55 persent van die loon in klousule 6 (1) voorgeskryf.

Vir die vierde ses maande diens: 65 persent van die loon in klousule 6 (1) voorgeskryf.

Daarna, die loon voorgeskryf vir 'n werknemer in diens op werk in klousule 6 (1) bedoel.

8. Werknemers wat die volgende werk verrig:

(1) 'n Werksaamheid of proses, hetsy in die geheel of gedeeltelik, met die hand of 'n meganiese toestel, in glipsteek; stik en/of aanmekaarwerk van oortreksels, klappe, stoelkussings, koorde, gordynkappe of peule; en die uitsny van materiaal vir los sitplekke en rugkante van slegs eetkamerstoele, maar uitgesonderd die uitsny van oortreksels;

(2) knope aan verwyderbare en/of stoelkussings werk;

(3) gimp en/of vlegsel en/of stopplooiwerk vaswerk, maar nie vaskram en/of vasspyker nie;

(4) 'n meganiese vervoerband-spuiteenheid bedien:

	Per uur
	R
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,50
Daarna	1,65

9. Leerlinge in diens om die klasse werk te leer wat in klousule 8 bedoel word:

Per week:

Vir die eerste ses maande diens: 50 persent van die loon in klousule 6 (1) voorgeskryf.

Vir die tweede ses maande diens: 60 persent van die loon in klousule 6 (1) voorgeskryf.

Vir die derde ses maande diens: 70 persent van die loon in klousule 6 (1) voorgeskryf.

Vir die vierde ses maande diens: 80 persent van die loon in klousule 6 (1) voorgeskryf.

Daarna, die loon voorgeskryf vir 'n werknemer in diens op werk in klousule 8 bedoel.

10. Werknemers wat die volgende werk verrig:

(1) Persele skoonmaak en vee;

(2) masjinerie, installasies, gereedskap, spuittoestelle en werktuie skoonmaak;

(3) masjiene en/of voertuie olie en smeer;

(4) afwit;

(5) voertuie laai en/of aflaa;

(6) materiaal hanteer;

(7) 'n voertuig of stootkar stoot of trek;

(8) met handvoertuie aflower;

- (i) staining mattress frames;
- (j) affixing lugs to mattress frames;
- (k) positioning and securing a mesh to a mattress frame;
- (l) hanging loops on needles in compression tufting;
- (m) loading, wheeling, and operating a cloth-spreading machine;
- (n) operating a teasing machine;
- (o) attending a loop making machine;
- (p) attaching loops or buttons or tufts;
- (q) staining and/or varnishing, by hand, frames for bedding;
- (r) assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
- (s) fixing bed irons;
- (t) attaching spring units to bed frames;

For the period ending 17 March 1985:

	Per hour
	R
During the first six months in the grade	1,28
After the first six months in the grade	1,43

Thereafter:

During the first six months in the grade	1,43
After the first six months in the grade	1,58

7. Learners employed in learning the classes of work referred to in clause 6 (1):

Per week:

For the first six months of employment: 35 per cent of the wage prescribed in clause 6 (1).

For the second six months of employment: 45 per cent of the wage prescribed in clause 6 (1).

For the third six months of employment: 55 per cent of the wage prescribed in clause 6 (1).

For the fourth six months of employment: 65 per cent of the wage prescribed in clause 6 (1).

Thereafter, the wage prescribed for an employee engaged on work referred to in clause 6 (1).

8. Employees engaged in—

(1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmets or bolsters; and cutting of material for loose seats and backs of dining-room chairs only, but shall exclude the cutting of covers;

(2) buttoning of movable and/or loose cushions;

(3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof;

(4) operating a mechanical conveyor spray unit:

	Per hour
	R
During the period ending 17 March 1985	1,50
Thereafter	1,65

9. Learners employed in learning the class of work referred to in clause 8:

Per week:

For the first six months of employment: 50 per cent of the wage prescribed in clause 6 (1).

For the second six months of employment: 60 per cent of the wage prescribed in clause 6 (1).

For the third six months of employment: 70 per cent of the wage prescribed in clause 6 (1).

For the fourth six months of employment: 80 per cent of the wage prescribed in clause 6 (1).

Thereafter, the wage prescribed for an employee engaged on work referred to in clause 8.

10. Employees engaged in—

(1) cleaning and sweeping of premises;

(2) cleaning machinery, plant, tools, spray guns and utensils;

(3) oiling and greasing machines and/or vehicles;

(4) lime-washing;

(5) loading and/or unloading vehicles;

(6) handling materials;

(7) pushing or pulling a vehicle or handcart;

(8) delivery by manually-propelled vehicles;

- (9) grondstowwe uitpak, baal en uit bale haal;
- (10) uitrusting skoonmaak en skoonblaas;
- (11) 'n stoomketel, verbrander en/of oond bedien;
- (12) droogoonde laai en ontlaai;
- (13) tee of ander dergelike drank maak;
- (14) hout vir preserving behandel;
- (15) artikels in kartonne en/of kartonhouers verpak;
- (16) artikels in kartonne en/of kartonhouers verpak en daarna dié kartonne en kartonhouers vul en toemaak;
- (17) lym afwas en/of afvee;
- (18) gebruikte stoffeerwerk en beddegoed uitmekaarhaal;
- (19) 'n meubelmasjienwerker help om materiale vóór en ná masjienwerking te hanteer;
- (20) metaalstawe, skarniere, metaalbuis, metaalstokies, ketting, draad, hoepelyster en ander dergelike materiale sny;
- (21) ysterboute en -stawe klink of skroefdraad daarin sny;
- (22) enige soort pers bedien;
- (23) stoffeerspringvere baal en indompel;
- (24) sorg vir stofsakke en/of siklone van skuurmasjiene;
- (25) skuurpapierskywe lym;
- (26) in papier of karton toedraai;
- (27) rubbereenhede in matrasslope insit;
- (28) rubber of plaasvervangers daarvan uitsny en aanmekeer lym;
- (29) fineerhout vasbind en 'n fineerpers bedien;
- (30) lym en papier van geperste fineerhout verwyder, afwas en/of afhaal;
- (31) hoepelyster wat vir vlegwerk gebruik word, reguit maak en/of sny;
- (32) kopkussings stoelkussings en peule met ander stowwe of materiaal as veerbinnewerk en/of veereenhede vul;
- (33) klapperhaar met die hand uitklop en/of uitpluis;
- (34) metaalstawe skoonmaak;
- (35) die massa van kopkussings, peule, bedspreie en stoelkussings meet;
- (36) klapperhaar of 'n ander materiaal met die hand uitpluis;
- (37) beddegoed uitmekaarhaal;
- (38) lym van meubels verwyder;
- (39) metaaldele buig, pons, vasklink, boor en/of inmekeer;
- (40) lym meng, massameet en voorberei;
- (41) lym en lymverhardmiddels met die hand, 'n kwas of masjien aansit en/of spreï, maar uitdruklik nie die meubelonderdele inmekeer of monter nie. Hierdie uitsondering is nie van toepassing op dié werknemers in paragraaf (45) hieronder bedoel nie;
- (42) 'n tapplatdrukmasjien bedien;
- (43) met 'n patroonplaat, patroon en/of setmaat afmerk ter voorbereiding vir masjinerie;
- (44) 'n patroon, patroonplaat en/of setmaat merk;
- (45) meubelonderdele inmekeer of monter wat gekramp, geklamp of gepers moet word: Met dien verstande dat die getalsverhouding van werknemers wat dié werk uitvoer, tot werknemers wat die loon ontvang wat in klousule 1 van hierdie Deel voorgeskryf word en wat kramp-, klamp- of perswerk uitvoer, hoogstens twee tot een mag wees;
- (46) skuurpapier of -skywe en -bande vir oopbandskuurders maak en saamvoeg;
- (47) materiale deursy;
- (48) fineerstukke, laaghout en hardbord met bande, kramme en/of hegspykers aan rame of kernmateriaal vassit om dit te pers;
- (49) bandlose laswerk met 'n masjien;
- (50) enige soort vakuumsak en pers laai en ontlaai;
- (51) gom- of ander bande was;
- (52) onderdele ná perswerk opstapel;
- (53) 'n stoffeerder help deur ootreksels vas te hou;
- (54) gomblokke aansmeer;
- (55) geriffelde vasmakers insit in die proses om rame inmekeer te sit;
- (56) oortollige fineer asook oortollige dekmateriaal op los sitplekke en rugkante met die hand of handgereedskap afwerk nadat fineer aangesit is;
- (57) skroewe in reeds geboorde gate insit voordat hulle vasgeskroef word;
- (58) moere en/of moerdoppies aan bonte vassit;
- (59) handvatsels vasbout;
- (60) glas in vooraf vervaardigde groewe of sponnings laat sak, maar uitgesonderd glas met kraalyswerk in posisie vassit en/of glas op 'n ander manier vassit;
- (61) randfineerwerk met die hand doen;

- (9) unpacking, baling and unbalancing raw materials;
- (10) cleaning and blowing down of equipment;
- (11) attending boiler, incinerator and/or oven;
- (12) loading and unloading kilns;
- (13) making tea or other similar beverages;
- (14) the treatment of timber for preservation;
- (15) packing articles into cartons and/or cardboard containers;
- (16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
- (17) washing and/or wiping off glue;
- (18) stripping second-hand upholstery and bedding;
- (19) assisting a furniture machinist in handling materials before and after machining;
- (20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
- (21) riveting or making threads on iron bolts and rods;
- (22) operating presses of any type;
- (23) baling and dipping of upholstery springs;
- (24) attending to dust bags and/or cyclones from sanding machines;
- (25) glueing sandpaper discs;
- (26) wrapping in paper or cardboard;
- (27) insertion of rubber units into mattress cases;
- (28) cutting and glueing together of rubber or substitute materials;
- (29) taping of veneers and attending veneer press;
- (30) removing, washing and/or cleaning of glue and paper from pressed veneers;
- (31) straightening and/or cutting hoop-iron used for webbing;
- (32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units;
- (33) beating and/or teasing coir by hand;
- (34) cleaning metal rods;
- (35) mass-measuring pillows, bolsters, quilts and cushions;
- (36) teasing coir or any other materials by hand;
- (37) stripping bedding;
- (38) removing glue from furniture;
- (39) bending, punching, riveting, drilling and/or assembling metal parts;
- (40) glue mixing, mass-measuring and preparing;
- (41) the application and/or spreading of glue and glue hardeners by hand, brush or machine but expressly excluding the putting together or assembling of furniture parts. This exclusion not to apply to the employees referred to in paragraph (45) hereunder;
- (42) operating the tenon squashing machine;
- (43) marking by template, pattern and/or jig in preparation for machining;
- (44) marking of pattern, template and/or jig;
- (45) the putting together or assembling of furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;
- (46) making and jointing sandpaper or discs and belts for open belt sanders;
- (47) straining of materials;
- (48) taping, stapling and/or tacking of veneer, plywood and hardboard on to frames or core material for pressing;
- (49) tapeless jointing by machine;
- (50) loading and unloading vacuum bag and press of any kind;
- (51) washing of gum or other tapes;
- (52) stacking parts after pressing;
- (53) assisting upholsterer in holding cover;
- (54) rubbing on of glue blocks;
- (55) insertion of corrugated fasteners in the process of assembling frames;
- (56) trimming away by hand or hand tool of excess veneer after affixing of veneer and excess covering material on loose seats and backs;
- (57) insertion of screws into pre-bored holes preparatory to screwing;
- (58) affixing of nuts and or nut covers to bolts;
- (59) bolting handles;
- (60) dropping glass into pre-made grooves or rebates but excluding the affixing of glass in position with beading and/or securing glass in any other manner;
- (61) edge veneering by hand;

- (62) skuimrubber en/of dergelyke stowwe na fatsoen en/of grootte sny;
 (63) 'n skuimrubbermaalmasjiene bedien;
 (64) karton in die stoffeerseksie met die hand en/of valmes sny, maar uitgesonderd die gebruik van ander masjiene of die sny van karton in ander afdelings;
 (65) los stoelkussingslope met vulmateriaal volmaak;
 (66) houttappenne met die hand inslaan;
 (67) skuimrubber en/of soortgelyke stowwe aan oortrekmateriaal vaslym alleen vir deurstikwerk;
 (68) skuimrubber aan hout vaslym in die geval van submontering, gemonteerde rame en/of los onderdele;
 (69) vlok wol op kleefoppervlakke spreid en die kleefstof slegs vir die vlok wol vir die binnekante van laaie aanwend;
 (70) slegs los meubelstukke in emalje, verf of lakvernis inoep;
 (71) geveerde spieëlklempies met die hand aansit;
 (72) staafstokke by die monterpunt vassit maar voor die krampwerk;
 (73) kraallyste in groewe pas slegs vir kante, maar nie paneelvlakwerk nie;
 (74) opknapwerk by die laai- en aflaai-punt;
 (75) skuimrubber of soortgelyke stowwe aan skuimrubber of soortgelyke stowwe vaslym;
 (76) gietvorms wat skuimrubber of soortgelyke stowwe bevat, toemaak en vasklamp;
 (77) gietvorms waarin vooraf gevormde stoelkussings gegiet is, skoonmaak;
 (78) stoelkussings uit vooraf gevormde gietvorms verwyder;
 (79) vooraf gevormde gietvorms met gemaalde skuimrubber vul;
 (80) vooraf gevormde gietvorms verwyder en aan die vervoerband koppel;
 (81) wapeningskuimrubber of -metaal aan vooraf gevormde gietvorms vassit voordat dit met vloeibare skuimrubber of soortgelyke stowwe gevul word:

Vir die tydperk wat op 17 Maart 1985 eindig:

	Per uur
	R
Gedurende die eerste ses maande op die klas werk	1,28
Na die eerste ses maande op die klas werk	1,43

Daarna:

Gedurende die eerste ses maande op die klas werk	1,43
Na die eerste ses maande op die klas werk	1,58

11. (1) Werknemers wat metaalsweiswerk verrig, uitgesonderd puntsweiswerk:

	Per uur
	R
Gedurende die tydperk wat op 17 Maart 1985 eindig	2,38
Daarna	2,58
(2) Werknemers wat puntsweiswerk verrig:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,55
Daarna	1,70
(3) Werknemers wat masjinerie onderhou:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	2,38
Daarna	2,58
(4) Werknemers in diens as versendingsklerke, magasynmanne of tydopnemers:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,55
Daarna	1,70
(5) Werknemers in diens as opsigters of wagte:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,50
Daarna	1,65
(6) Werknemers in diens as verpakkers:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,50
Daarna	1,65
(7) Werknemers in diens as leerlingverpakkers:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,30
Daarna	1,45
(8) Werknemers in diens as kantoorbodes:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,30
Daarna	1,45
(9) Los werknemers:	
Gedurende die tydperk wat op 17 Maart 1985 eindig	1,30
Daarna	1,45

- (62) cutting foam rubber and/or similar substances to shape and/or size;
 (63) operating a foam rubber mincing machine;
 (64) cutting of cardboard in the upholstery section by hand and/or guillotine but excluding the use of any other machine or the cutting of cardboard in any other department;
 (65) filling loose cushion cases with filling material;
 (66) knocking in wooden dowels by hand;
 (67) glueing of foam rubber and/or similar substances to cover material for quilting only;
 (68) glueing of foam rubber to timber in the case of subassemblies, assembled frames and/or loose parts;
 (69) spreading flock on adhesive surfaces and applying the adhesive for flock only for the insides of drawers;
 (70) dipping in enamel, paint or lacquer of loose furniture parts only;
 (71) affixing of spring-loaded mirror clips by hand;
 (72) affixing of rod sockets at the point of assembly, but prior to cramping;
 (73) fitting of beading into grooves for edges only, but excluding panel facings;
 (74) touching up at point of loading and unloading;
 (75) glueing of foam rubber or similar substance to foam rubber or similar substance;
 (76) closing and clamping moulds which contain foam rubber or similar substance;
 (77) cleaning moulds in which preformed cushions have been moulded;
 (78) removing cushions from preformed moulds;
 (79) filling preformed moulds with minced foam;
 (80) removing and fitting of preformed moulds to conveyor;
 (81) fitting of reinforcing foam or metal to preformed moulds before filling with liquid foam rubber or similar substance:

For the period ending 17 March 1985:

	Per hour
	R
During the first six months in the grade	1,28
After the first six months in the grade	1,43

Thereafter:

During the first six months in the grade	1,43
After the first six months in the grade	1,58

11. (1) Employees engaged in the welding of metal, other than spot welding:

	Per hour
	R
During the period ending 17 March 1985	2,38
Thereafter	2,58
(2) Employees engaged in spot welding:	
During the period ending 17 March 1985	1,55
Thereafter	1,70
(3) Employees engaged in the maintenance of machinery:	
During the period ending 17 March 1985	2,38
Thereafter	2,58
(4) Employees employed as despatch clerks, storemen or timekeepers:	
During the period ending 17 March 1985	1,55
Thereafter	1,70
(5) Employees employed as caretakers or watchmen:	
During the period ending 17 March 1985	1,50
Thereafter	1,65
(6) Employees employed as packers:	
During the period ending 17 March 1985	1,50
Thereafter	1,65
(7) Employees employed as learner packers:	
During the period ending 17 March 1985	1,30
Thereafter	1,45
(8) Employees employed as office messengers:	
During the period ending 17 March 1985	1,30
Thereafter	1,45
(9) Casual employees:	
During the period ending 17 March 1985	1,30
Thereafter	1,45

12. *Klerke.*—Ondanks andersluidende bepalinge in hierdie Ooreenkoms, is ondergemelde lone die minimum lone wat aan klerke betaalbaar is:

Gedurende die tydperk wat op 17 Maart 1985 eindig:	Per maand
	R
Gedurende die eerste jaar diens	130
Gedurende die tweede jaar diens	141
Gedurende die derde jaar diens	153
Gedurende die vierde jaar diens	162
Gedurende die vyfde jaar diens	172
Daarna	179

Daarna:

Gedurende die eerste jaar diens	158
Gedurende die tweede jaar diens	170
Gedurende die derde jaar diens	181
Gedurende die vierde jaar diens	191
Gedurende die vyfde jaar diens	201
Daarna	208

4. DEEL III.—2. LONE

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

“(a) *Werknemers, uitgesonderd los werknemers.*—’n Werknemer wat ’n voertuig, uitgesonderd ’n stoomwa, dryf waarvan die onbelaste massa tesame met die onbelaste massa van ’n sleepwa of sleepwaens wat deur sodanige voertuie getrek word—

	Per uur
	R
(i) <i>hoogstens 2 722 kg is—</i>	
gedurende die tydperk wat op 17 Maart 1985 eindig	1,31
daarna	1,46
(ii) <i>meer as 2 722 kg maar hoogstens 4 536 kg is—</i>	
gedurende die tydperk wat op 17 Maart 1985 eindig	1,49
daarna	1,64
(iii) <i>meer as 4 536 kg is—</i>	
gedurende die tydperk wat op 17 Maart 1985 eindig	1,64
daarna	1,79

(2) Vervang subklousule (4) (a), (b) en (c) deur die volgende:

“(a) wanneer dit vir die werknemer nodig is om aandete en bed te verkry: R4,50;

(b) wanneer dit vir die werknemer nodig is om aandete, bed en onthyt te verkry: R5,00;

(c) wanneer dit vir die werknemer nodig is om bed, onthyt, middagete en aandete te verkry: R5,50.”

Op hede die 10de dag van Desember 1983 te Port Elizabeth onderteken.

A. J. SAAYMAN, Voorsitter.

J. B. CONNACHER, Ondervoorsitter.

M. E. HOPPE, Sekretaris.

DEPARTEMENT VAN NYWERHEIDSWESSE EN HANDEL

No. R. 146

3 Februarie 1984

WYSIGING VAN DIE SUIKERNYWERHEIDSOOREENKOMS, 1979

Ek, Dawid Jacobus de Villiers, Minister van Nywerheidswese, Handel en Toerisme, publiseer hierby ingevolge artikel 4 (1) (c) van die Suikerwet, 1978 (Wet 9 van 1978), die wysigings in die Bylae hiervan uiteengesit wat kragtens en ooreenkomstig die bepalinge van artikel 4 (1) (b) van genoemde Wet deur my aan die bepalinge van die Suikernywerheidsooreenkoms, 1979, aangebring is.

D. J. DE VILLIERS, Minister van Nywerheidswese, Handel en Toerisme.

12. *Clerical employees.*—Notwithstanding anything to the contrary in this Agreement, the following wages shall be the minimum wages payable to clerical employees:

During the period ending 17 March 1985	Per month
	R
During the first year of employment	130
During the second year of employment	141
During the third year of employment	153
During the fourth year of employment	162
During the fifth year of employment	172
Thereafter	179

Thereafter:

During the first year of employment	158
During the second year of employment	170
During the third year of employment	181
During the fourth year of employment	191
During the fifth year of employment	201
Thereafter	208

4. PART III.—2. WAGES

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

“(a) *Employees, other than casual employees.*—An employee who drives a vehicle, other than a steam-wagon, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicles—

	Per hour
	R
(i) <i>does not exceed 2 722 kg—</i>	
during the period ending 17 March 1985	1,31
thereafter	1,46
(ii) <i>exceeds 2 722 kg but does not exceed 4 536 kg—</i>	
during the period ending 17 March 1985	1,49
thereafter	1,64
(iii) <i>exceeds 4 536 kg—</i>	
during the period ending 17 March 1985	1,64
thereafter	1,79

(2) Substitute the following for subclause (4) (a), (b) and (c):

“(a) where it is necessary for the employee to obtain an evening meal and bed: R4,50;

(b) where it is necessary for the employee to obtain an evening meal, bed and breakfast: R5,00;

(c) where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal: R5,50.”

Signed at Port Elizabeth this 10th day of December 1983.

A. J. SAAYMAN, Chairman.

J. B. CONNACHER, Vice-Chairman.

M. E. HOPPE, Secretary.

DEPARTMENT OF INDUSTRIES AND COMMERCE

No. R. 146

3 February 1984

AMENDMENT TO THE SUGAR INDUSTRY AGREEMENT, 1979

I, Dawid Jacobus de Villiers, Minister of Industries, Commerce and Tourism, hereby publish in terms of section 4 (1) (c) of the Sugar Act, 1978 (Act 9 of 1978), the amendments set out in the Schedule hereto, which have, under and in accordance with the provisions of section 4 (1) (b) of the said Act, been effected by me to the provisions of the Sugar Industry Agreement, 1979.

D. J. DE VILLIERS, Minister of Industries, Commerce and Tourism.

BYLAE

1. In hierdie Bylae beteken die uitdrukking "die Ooreenkoms" die Suikernywerheidsooreenkoms, 1979, gepubliseer by Goewermentskennisgewing R. 858 van 27 April 1979, soos gewysig by Goewermentskennisgewings R. 1941 van 31 Augustus 1979, R. 2435 van 2 November 1979, R. 310 van 22 Februarie 1980, R. 864 van 25 April 1980, R. 905 van 2 Mei 1980, R. 1623 van 8 Augustus 1980, R. 1933 van 19 September 1980, R. 2041 van 3 Oktober 1980, R. 2514 van 5 Desember 1980, R. 255 van 13 Februarie 1981, R. 1185 van 5 Junie 1981, R. 2277 van 23 Oktober 1981, R. 2468 van 13 November 1981, R. 252 van 12 Februarie 1982, R. 1906 van 3 September 1982, R. 9 van 7 Januarie 1983, R. 852 van 29 April 1983, R. 1489 van 8 Julie 1983 en R. 1740 van 5 Augustus 1983.

2. Klousule 55 van die Ooreenkoms word hierby deur die volgende klousule vervang:

Suikervervoer

"55 (1) (a) Vanaf 1 Mei 1983 sluit spoorvragkoste vir doeleindes van hierdie klousule, ondervrag en staangeld uit, behalwe wanneer sodanige koste buite die beheer van die betrokke meulenaar en raffineerder is en sluit dit enige ander koste wat van tyd tot tyd deur die Suikervereniging goedgekeur mag word, en in die mate waarin dit aldus goedgekeur word, in.

(b) Die spoorvrag- en padvervoerkoste van suiker, wat beskou word as nywerheidsverplichtings wat deur die Suikernywerheid ingevolge klousule 51 goedgekeur is en verhaalbaar is deur meulenaars en raffineerders of hul agente, is—

(i) die spoorvrag deur meulenaars, raffineerders of hul agente aangegaan en betaal op suiker wat versend word vanaf meule of raffinaderye na Durban, Maydonkaai, Hulsar se raffinadery te Rosburgh, Hulsar se suikermagasyn te Congella of vanaf enige ander spoorwegstasie of sylyn in die Durbanse munisipale gebied;

(ii) die spoorvrag deur meulenaars, raffineerders of hul agente aangegaan en betaal op suiker wat regstreeks vanaf meule of raffinaderye na ander bestemmings as dié in subparagraaf (i) bedoel tot 'n bedrag gelyk aan, maar nie meer nie, as die bedrag wat die spoorvrag op sodanige suiker sou beloop het indien dit na Durban en vandaar na sodanige ander bestemmings versend was;

(iii) die vervoerkoste van suiker wat van 'n meul of raffinadery na die naaste spoorwegstasie vervoer word, insluitende sodanige oorlaaikoste wat van tyd tot tyd deur die Suikervereniging goedgekeur mag word, en in die mate waarin dit aldus goedgekeur word;

(iv) die vervoerkoste bereken op die grondslag van die padmotorvervoertarief van die Suid-Afrikaanse Vervoerdienst totdat die betrokke meul die vyfjaartydperk in klousule 55 (2) (a) (i) bedoel voltooi het;

(v) die vervoerkoste van meulenaars, raffineerders of hul agente ingevolge subklousule (2) bereken, van suiker wat vervoer word vanaf meule of raffinaderye na die plekke in subparagraaf (i) van hierdie paragraaf bedoel, of na die ander bestemmings bedoel en ooreenkomstig voorwaardes gestipuleer in subparagraaf (ii) van hierdie paragraaf; en

(vi) die vervoerkoste van geraffineerde bewerkte suiker wat in losmaat- of halfmaatvorm per pad vervoer word waarmee ingevolge reëls wat van tyd tot tyd deur die Suikervereniging bepaal word, gehandel word.

SCHEDULE

1. In this Schedule the expression "the Agreement" means the Sugar Industry Agreement, 1979, published under Government Notice R. 858 of 27 April 1979, as amended by Government Notices R. 1941 of 31 August 1979, R. 2435 of 2 November 1979, R. 310 of 22 February 1980, R. 864 of 25 April 1980, R. 905 of 2 May 1980, R. 1623 of 8 August 1980, R. 1933 of 19 September 1980, R. 2041 of 3 October 1980, R. 2514 of 5 December 1980, R. 255 of 13 February 1981, R. 1185 of 5 June 1981, R. 2277 of 23 October 1981, R. 2468 of 13 November 1981, R. 252 of 12 February 1982, R. 1906 of 3 September 1982, R. 9 of 7 January 1983, R. 852 of 29 April 1983, R. 1489 of 8 July 1983 and R. 1740 of 5 August 1983.

2. The following clause is hereby substituted for clause 55 of the Agreement:

Sugar transport

"55 (1) (a) From 1 May 1983, for the purpose of this clause, railage costs shall exclude underloads and demurrage except when such are beyond the control of the miller or refiner concerned, and shall include any other costs which may be approved, and to the extent approved, by the Sugar Association from time to time.

(b) The railage and road transport costs of sugar which shall be deemed to be Industry Obligations approved by the Sugar Association in terms of clause 51 and recoverable by millers, refiners or their agents are—

(i) the railage incurred and paid by millers, refiners or their agents on sugar consigned from mills or refineries to Durban, Maydon Wharf, Hulsar's Refinery at Rosburgh, Hulsar's Sugar Store at Congella or any other railway station or siding in the municipal area of Durban;

(ii) the railage incurred and paid by millers, refiners or their agents on sugar consigned direct from mills or refineries to destinations other than those referred to in subparagraph (i) up to a sum equal to, but not exceeding, the amount which the railage on such sugar would have cost had it been consigned to Durban and thence to such other destinations;

(iii) the transport costs on sugar conveyed from a mill or refinery to the nearest railway station, including such transshipment costs as may be approved, and to the extent approved, by the Sugar Association from time to time;

(iv) the transport cost calculated on the basis of the road motor transport rate of the South African Transport Services until the mill concerned has completed the five-year period referred to in clause 55 (2) (a) (i);

(v) the transport costs of millers, refiners or their agents calculated in terms of subclause (2) on sugar conveyed from mills or refineries to the places referred to in subparagraph (i) of this paragraph, or to the other destinations referred to and according to the terms stipulated in subparagraph (ii) of this paragraph; and

(vi) the transport costs on refined conditioned sugar transported in bulk or semi-bulk form by road, which shall be dealt with in terms of rules determined by the Sugar Association from time to time.

(2) (a) *Suiker per pad vervoer*

(i) Meulenaars of raffineerders wat gedurende die vyf jaar wat 1 Mei 1983 onmiddellik voorafgaan van suiker-spoorvervoer na suiker-padvervoer oorgeskakel het, moet bedrae gelyk aan die spoorvrag wat andersins deur hulle ingevolge subparagrafe (i) en (ii) van subklousule (1) (b) verhaalbaar sou gewees het en die vervoerkoste in subparagrafe (iii) en (iv) van subklousule (1) (b) bedoel, verhaal totdat 'n tydperk van vyf jaar, bereken vanaf die datum van sodanige verandering, verstryk het.

(ii) Meulenaars of raffineerders wat met betrekking tot die vervoer van suiker van spoorvervoer na padvervoer oorgeskakel het en die Suikervereniging ses maande of sodanige korter tydperk as wat die Suikervereniging mag aanvaar kennis gegee het van sodanige voorneme, verhaal die bedrae soos in subparagraaf (i) bereken vir 'n tydperk van vyf jaar, gereken vanaf die datum waarop sodanige verandering 'n aanvang neem.

(iii) Indien 'n meulenaar of raffineerder wat volgens die mening van die Suikervereniging ten opsigte van 'n wesenlike gedeelte van sy suikerproduksie van spoorvervoer na padvervoer oorgeskakel het, daarna die suikermassa wat aldus per pad vervoer word, vermeerder, is die tydperk waarin sodanige meulenaar of raffineerder die bedrae soos in subparagraaf (i) bereken, kan verhaal, slegs vyf jaar bereken vanaf die aanvanklike datum van sodanige verandering.

(iv) Indien 'n meulenaar of raffineerder van spoorvervoer na padvervoer oorskakel en binne 'n tydperk van vyf jaar nadat sodanige oorskakeling plaasgevind het na spoorvervoer terugkeer en daarna weer na padvervoer oorskakel, verhaal sodanige meulenaar of raffineerder die bedrae in subparagraaf (i) bereken vir 'n totale tydperk van slegs vyf jaar waartydens sodanige meulenaar of raffineerder sy suiker per pad vervoer het.

(b) (i) Die vervoerkoste verhaal deur meulenaars en raffineerders wat suiker per pad vervoer na die verstryking van die totale tydperk van vyf jaar vanaf die datum waarop hulle oorspronklik van spoorvervoer na padvervoer oorgeskakel het, word bereken volgens suikervervoerstandarttariewe wat jaarliks deur onafhanklike vervoerkostewaardeerders, deur die Suikervereniging aangestel, vasgestel word.

(ii) Die waardeerders stel standaardpadvervoertariewe vir elke meulenaar of raffineerder vas ten opsigte van afstande tussen die meul of raffinadery en die bestemmings soos van tyd tot tyd deur die Suikervereniging goedgekeur. By die berekening van sodanige tariewe moet die waardeerders—

(aa) 'n kommersiële vergoeding van kapitaal insluit en slegs sodanige koste en bates in aanmerking neem wat regstreeks by die werklike vervoer van suiker betrokke is en sodoende die koste en bates uitsluit wat by die laai van suiker by 'n meul of raffinadery as deel van die normale maal- en raffineringskoste en -bates ingesluit is;

(bb) die gemiddelde voertuigbenutting deur die Nywerheid as geheel in aanmerking neem en nie voertuigbenutting deur individuele meulenaars of raffineerders nie; en

(cc) enige kenmerkende eienskappe van die roete waaroor die suiker vervoer word in aanmerking neem.

(iii) Die standaardpadvervoertariewe wat ingevolge subparagraaf (ii) vasgestel word, is van toepassing ten opsigte van die massa van alle suiker wat tussen 1 April van elke jaar tot 31 Maart van die volgende jaar vervoer word, ongeag in welke jaar sodanige suiker vervaardig is.

(2) (a) *Sugar transport by road*

(i) Millers or refiners who, at 1 May 1983, had during the immediately preceding five years converted their mode of transport of sugar from rail to road shall recover sums equivalent to the railage which would otherwise have been recoverable by them in terms of subparagraphs (i) and (ii) of subclause (1) (b) and the transport costs referred to in subparagraphs (iii) and (iv) of subclause (1) (b) until a period of five years, reckoned from the date of such conversion, shall have elapsed.

(ii) Millers or refiners who convert their mode of transport of sugar from rail to road and who have given the Sugar Association six months' notice or such lesser period of notice as the Sugar Association may accept, of their intention so to do, shall recover the sums calculated as in subparagraph (i) for a period of five years reckoned from the date on which such conversion shall commence.

(iii) Should a miller or refiner who, in the opinion of the Sugar Association, has converted his mode of transport from rail to road in respect of a material proportion of his sugar production thereafter increase the mass of sugar so transported by road, the period during which such miller or refiner shall recover the sums calculated as in subparagraph (i) shall be five years only, reckoned from the initial date of such conversion.

(iv) Should a miller or refiner convert his mode of transport from rail to road and, within a period of five years after such conversion took place, revert to rail transport and subsequently reconvert to road transport, such miller or refiner shall recover the sums calculated as in subparagraph (i) for a total period of five years only during which such miller or refiner transported his sugar by road.

(b) (i) The sugar road transport costs which shall be recovered by millers and refiners who transport sugar by road after the expiry of a total period of five years after the date on which they first converted their modes of transport of sugar from rail to road shall be calculated upon sugar transport standard rates determined each year by independent transport cost assessors appointed by the Sugar Association.

(ii) The assessors shall determine standard road transport rates for each miller or refiner in respect of distances between the mill or refinery and the destinations as approved by the Sugar Association from time to time. In calculating such rates the assessors shall—

(aa) include a commercial return on capital and take into account only such costs and assets as are directly involved in the actual transportation of sugar, thereby excluding the costs and assets involved in the loading of sugar at a mill or refinery which are included as part of normal milling and refining costs and assets;

(bb) take into account the average vehicle utilisation for the Industry as a whole and not individual miller or refiner vehicle utilisation; and

(cc) take into account any peculiarities of the route over which the sugar is transported.

(iii) The standard road transport rates determined in terms of subparagraph (ii) shall be applied to the mass of all sugar transported between 1 April in each year to 31 March in the following year irrespective of the year in which such sugar was manufactured.

(iv) Totdat die standaardpadvervoertariewe in 'n bepaalde jaar behoorlik deur die waardeerders vasgestel is, verhaal meulenaars, raffineerders of hul agente koste ten opsigte van die vervoer van suiker per pad op die grondslag van tussentydse tariewe soos van tyd tot tyd deur die Suikervereniging vasgestel.

(c) Meulenaars en raffineerders—

(i) moet die Suikervereniging van die verstrykingsdatums van hul suiker-padvervoerkontrakte verwittig; en

(ii) mag nie daarna 'n bestaande suiker-padvervoerkontrak verleng of ander sodanige kontrakte sluit sonder om vooraf die Suikervereniging se goedkeuring daarvoor te verkry nie, welke goedkeuring nie onredelikerwys te ruggehou of vertraag moet word nie; en

(iii) mag in elk geval nie 'n bestaande suiker-padvervoerkontrak verleng of enige sodanige kontrak sluit vir 'n tydperk langer as ses kalenderjare nie; en

(iv) word geag as synde suiker-padvervoerkontrakte met 'n duur van ses jaar vanaf 1 Mei 1983 te gesluit het indien hulle op daardie datum kontrakte vir onbepaalde tydperke gesluit het, of indien hulle die vervoer van hul eie suiker per pad onderneem; maar

(v) is daarop geregtig om 'n bestaande kontrak in stand te hou: Met dien verstande dat die duur daarvan nie langer as agt jaar is nie.

(d) (i) Indien dit op 1 Mei 1989, en met sesjaarlikse tussenpose daarna, ten opsigte van die meulenaars of raffineerders in subparagraaf (c) (iv) bedoel, of by die beëindiging van 'n suiker-padvervoerkontrak wat deur enige ander meulenaar of raffineerder gesluit is, die geval is dat die koste om suiker per spoor te vervoer minder is as die koste om suiker per pad te vervoer, bereken op die grondslag van standaardpadvervoertariewe ingevolge subklousule (2) (b) vasgestel, mag die Suikervereniging, nadat hy al die faktore met betrekking tot die vervoer van suiker in ag geneem het, 'n betrokke meulenaar of raffineerder versoek om na die vervoer van suiker per spoor oor te skakel: Met dien verstande dat die kapitaalkoste van sodanige oorskakeling deur die Suikervereniging betaal word.

(ii) Indien 'n meulenaar of raffineerder 'n versoek van die Suikervereniging om ingevolge subparagraaf (i) na die vervoer van suiker per spoor oor te skakel, weier, word aan hom 'n bedrag gelyk aan die spoorvragkoste van suiker oor die toepaslike afstand per spoor vervoer terugbetaal tesame met 'n bedrag gelyk aan die vervoerkoste van sodanige suiker vanaf die meul na die spooraansluiting wat hy andersins sou moes aangaan.

(e) (i) Indien op 1 Mei 1983, of daarna, die koste om suiker per pad te vervoer, bereken op die grondslag van standaardpadvervoertariewe wat ingevolge subklousule (2) (b) vasgestel is, minder is as die koste om suiker per spoor te vervoer, kan die Suikervereniging, nadat hy al die faktore met betrekking tot die vervoer van suiker in aanmerking geneem het, 'n meulenaar of raffineerder wat na spoorvervoer oorgeskakel het nadat hy sy suiker vir 'n tydperk van vyf jaar per pad vervoer het, terwyl gedurende daardie tydperk bedrae teen die spoortarief aan hom terugbetaal is, versoek om na padvervoer terug te keer: Met dien verstande dat die kapitaalkoste van sodanige terugkeer deur die Suikervereniging betaal word.

(ii) Indien 'n meulenaar of raffineerder 'n versoek van die Suikervereniging om ingevolge subparagraaf (i) na die vervoer van suiker per pad terug te keer, weier, moet aan hom, behoudens subparagraaf (iii), 'n bedrag gelyk aan die padvervoerkoste van suiker, bereken teen die toepaslike suiker-padvervoerstandaardtarief ingevolge subklousule 2 (b) vir die toepaslike afstand vasgestel, betaal word.

(iv) Until the standard road transport rates have been duly determined by the assessors in a particular year, millers, refiners, or their agents shall recover their sugar road transport costs on the basis of interim rates as determined by the Sugar Association from time to time.

(c) Millers and refiners shall—

(i) inform the Sugar Association of the expiry dates of their sugar road transport contracts; and

(ii) not thereafter extend an existing sugar road transport contract or conclude other such contracts without obtaining the prior approval of the Sugar Association therefor, which approval shall not be unreasonably withheld or delayed; and

(iii) in any event not extend an existing sugar road transport contract or conclude any such contract for a period exceeding six calendar years; and

(iv) be deemed to have concluded sugar road transport contracts of six years duration with effect from 1 May 1983, if at that date they have concluded indefinite period contracts therefor, or they are undertaking the transport of their own sugar by road; but

(v) be entitled to maintain an existing contract: Provided that it shall be of not more than eight years duration.

(d) (i) If at 1 May 1989 and at six-yearly intervals thereafter, in respect of millers or refiners referred to in subparagraph (c) (iv), or upon the termination of a sugar road transport contract concluded by any other miller or refiner, it shall be that the cost of transporting sugar by rail is less than the cost of transporting sugar by road, calculated on the basis of standard road transport rates determined in terms of subclause (2) (b), the Sugar Association, after taking into consideration all the factors relevant to the transportation of sugar, may request a particular miller or refiner to convert to sugar rail transport: Provided that the capital cost of such conversion would be paid by the Sugar Association.

(ii) Should a miller or refiner decline a request by the Sugar Association to convert to sugar rail transport in terms of subparagraph (i), he shall be refunded a sum equal to the railage cost of sugar transported over the appropriate distance by rail together with a sum equal to the transport costs of such sugar from mill to railhead which he would otherwise have incurred.

(e) (i) If at 1 May 1983, or subsequently, the cost of transporting sugar by road, calculated on the basis of standard road transport rates determined in terms of subclause (2) (b), should be less than the cost of transporting sugar by rail, the Sugar Association, after taking into consideration all the factors relevant to the transportation of sugar, may request a miller or refiner who, having converted his sugar transport to rail after having transported his sugar by road for a period of five years while being refunded sums during that period at the rail rate, to reconvert to sugar road transport: Provided that the capital cost of such reconversion would be paid by the Sugar Association.

(ii) Should a miller or refiner decline a request by the Sugar Association to reconvert to sugar road transport in terms of subparagraph (i), he shall be refunded, subject to subparagraph (iii), a sum equal to the road transport cost on sugar, calculated at the appropriate sugar road transport standard rate determined in terms of subclause (2) (b), for the appropriate distance.

(iii) Ingeval die vervoer van suiker per pad ten opsigte van 'n bepaalde meulenaar of raffineerder verbied word, word hy teen die spoortarief vir die vervoer van sy suiker terugbetaal ongeag of die koste daarvan, gebaseer op die standaardpadvervoertariewe, minder sou gewees het.

(iv) Ten einde 'n algemene kostebesparing vir die Nywerheid te bewerkstellig, kan die Suikervereniging met 'n meulenaar of raffineerder onderhandel om na 'n ander wyse van suikervervoer oor te skakel ongeag of sodanige verandering die betaling van 'n groter bedrag aan sodanige meulenaar of raffineerder tot gevolg sal hê as dié wat voor sodanige verandering aan hom betaalbaar sou gewees het.

(v) Die Suikervereniging kan, indien hy na aanleiding van 'n aansoek deur 'n meulenaar of kweker aan hom gerig, tevrede is dat—

(aa) die massa suiker wat per pad vervoer staan te word nie 'n wesenlike gedeelte van sodanige meulenaar of raffineerder se totale suikerproduksie is nie; en

(bb) die betrokke afstand binne 'n straal van tagtig kilometer van die betrokke meul of raffinadery is; en

(cc) die doel is om 'n vinnige en doeltreffende diens aan die koper daarvan te lewer;

bepaal dat die spoorvragtarief op sodanige suiker van toepassing is.

(vi) Indien die Suikervereniging egter sou besluit dat die massa suiker in subparagraaf (v) (aa) bedoel 'n wesenlike gedeelte van sodanige meulenaar of raffineerder se totale suikerproduksie is, is die bepalings van subklousule (2) (a) en (b) op die vervoer van sodanige suiker van toepassing.

(3) Meulenaars, raffineerders of hul agente is geregtig op die betaling van die vervoerkoste van suiker ingevolge hierdie klousule, behoudens sodanige prosedurereëls as wat van tyd tot tyd deur die Suikervereniging bepaal mag word.

(4) Daardie gedeelte van die opbrengs uit suikerverkope wat aan meulenaars, raffineerders of hul agente betaal word wat die koste van die vervoer van sodanige suiker verteenwoordig, of 'n komponent inbegrepe in die prys van sodanige suiker vir die vervoer daarvan, word aan die Suikervereniging betaal ooreenkomstig sodanige prosedurereëls as wat van tyd tot tyd bepaal word en word deur die Suikervereniging aangewend vir die betaling van die vervoerkoste van suiker soos in subklousules (1) en (2) uiteengesit.

(5) Enige aangeleentheid wat op die vervoer van suiker betrekking het en wat nie ingevolge die bepalings van hierdie klousule gereël word nie word deur die Suikervereniging hanteer."

(iii) In the event that the transportation of sugar by road should be prohibited by law in respect of a particular miller or refiner, he shall be refunded at the rail rate for the transportation of his sugar notwithstanding that the cost thereof based on the standard road transport rates would have been less.

(iv) For the purpose of effecting an overall cost saving to the Industry the Sugar Association may negotiate with a miller or refiner to convert his mode of sugar transport to another mode notwithstanding that such conversion would result in the payment to such miller or refiner of a sum greater than that which would have been payable to him prior to such conversion.

(v) The Sugar Association may, if on application made to it by a miller or refiner, it is satisfied that—

(aa) the mass of sugar to be transported by road is not a material proportion of such miller's or refiner's total sugar production; and

(bb) the distance involved is within a radius of eighty kilometres from the mill or refinery concerned; and

(cc) the purpose is to provide a quick and efficient service to the purchaser thereof;

direct that the rail rate shall apply to the transportation of such sugar.

(vi) If, however, the Sugar Association should decide that the mass of sugar referred to in subparagraph (v) (aa) is a material proportion of such miller's or refiner's total sugar production, the provisions of subclause (2) (a) and (b) shall apply to the transportation of such sugar.

(3) Millers, refiners or their agents shall be entitled to be paid the cost of sugar transport in terms of this clause, subject to such rules of procedure as may be determined by the Sugar Association from time to time.

(4) That part of the proceeds of sales of sugar paid to millers, refiners or their agents which constitutes a charge for the transport of such sugar, or any element included in the price of such sugar for the transport thereof, shall be paid to the Sugar Association in accordance with such rules of procedure as may be determined by it from time to time, and shall be used by the Sugar Association towards the payment of the costs of transport of sugar detailed in subclauses (1) and (2).

(5) Any question relating to the transport of sugar and not dealt with in terms of the provisions of this clause may be determined by the Sugar Association."

SUID-AFRIKAANSE VERVOERDIENSTE

No. R. 139

3 Februarie 1984

PENSIOENREGULASIES

WYSIGINGS

Ingevolge die bevoegdheid aan my verleen by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese, na raadpleging met die Raad van Suid-Afrikaanse Vervoerdienste, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R. 859 van 28 Mei 1971, soos gewysig, verder soos volg gewysig word:

REGULASIE 20

Skrap paragraaf (9).

SOUTH AFRICAN TRANSPORT SERVICES

No. R. 139

3 February 1984

PENSION REGULATIONS

SCHEDULE OF AMENDMENT

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs, do hereby, after consultation with the South African Transport Services Board, approve of the Pension Regulations, published in Government Notice R. 859 of 28 May 1971, as amended, being further amended as follows:

REGULATION 20

Delete paragraph (9).

No. R. 140

3 Februarie 1984

PERSONEELREGULASIES**WYSIGINGSLYS**

Ingevolge die bevoegdheid aan my verleen by artikel 32 van die Wet op Diensvoorwaardes (Suid-Afrikaanse Vervoerdienste), 1983 (Wet 16 van 1983), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese van die Republiek van Suid-Afrika, goedkeuring daaraan dat die Personeelregulasies, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, verder soos volg gewysig word:

REGULASIE 47

In paragraaf (12), skrap "vrywillige".

No. R. 145

3 Februarie 1984

PERSONEELREGULASIES**WYSIGINGSLYS**

Ingevolge die bevoegdheid aan my verleen by artikel 32 van die Wet op Diensvoorwaardes (Suid-Afrikaanse Vervoerdienste), 1983 (Wet 16 van 1983), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese van die Republiek van Suid-Afrika, goedkeuring daaraan dat die Personeelregulasies, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, verder soos volg gewysig word vanaf die betaalmaand Desember 1983:

REGULASIE 55

Vervang paragraaf (3) (e) deur die volgende:

(e) As 'n werknemer—

(i) vir diens op 'n Sondag geboek of uitgeroep word; of

(ii) buite sy gewone skof vir diens op 'n weekdag uitgeroep word of op 'n ander plek as sy tuisdepot diens moet doen by 'n besetting, of noodstandhoudings- of noodherstelwerk (behalwe noodwerk bedoel in regulasie 58) moet verrig aan die spoorbaan, bobaantoerusting, die sinjaalstelsel, rollende materiaal, 'n padvoertuig of enige ander toerusting of eiendom van die Administrasie, of sodanige ander werk moet verrig soos deur die Hoofbestuurder bepaal, wat 'n aanvang neem voor, gelyktydig met of na die begin van sy gewone skof en tot voor, by of na die verstryking van sy gewone skof duur,

en hy ingevolge die bepaling van hierdie regulasie geregtig is om betaling vir daardie diens te ontvang, is sodanige betaling onderworpe aan die volgende betalings vir minimum tyd:

(a) Indien hy, nadat hy hom vir diens aangemeld het, nie moet werk nie: betaling soos vir twee uur;

(b) vir een dienstdaagperk van hoogstens drie uur vandat hy hom vir diens by sy depot of die werkplek aangemeld het totdat die werk voltooi is of totdat hy by sy depot terugkeer het: betaling soos vir drie uur;

(c) vir twee afsonderlike dienstdaagperke of een dienstdaagperk van meer as drie uur maar hoogstens vier uur in elke geval soos in (b) hierbo bereken: betaling soos vir vier uur;

(d) vir drie afsonderlike dienstdaagperke of een dienstdaagperk van meer as vier uur maar hoogstens ses uur in elke geval soos in (b) hierbo bereken: betaling soos vir ses uur; en

No. R. 140

3 February 1984

PERSONNEL REGULATIONS**SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 32 of the Conditions of Employment (South African Transport Services) Act, 1983 (Act 16 of 1983), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs of the Republic of South Africa, do hereby approve of the Personnel Regulations published in Government Notice R. 1045 of 15 July 1960, as amended, being further amended as follows:

REGULATION 47

In paragraph (12), delete "voluntary".

No. R. 145

3 February 1984

PERSONNEL REGULATIONS**SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 32 of the Conditions of Employment (South African Transport Services) Act, 1983 (Act 16 of 1983), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs of the Republic of South Africa, do hereby approve of the Personnel Regulations published in Government Notice R. 1045 of 15 July 1960, as amended, being further amended as follows from the December 1983 paymonth:

REGULATION 55

Substitute the following for paragraph (3) (e):

(e) When an employee is—

(i) either booked, or called out for duty on a Sunday; or

(ii) called out for duty on a weekday outside his normal shift or has to perform duty at a place, other than his home depot, during an occupation, or is required to undertake emergency maintenance or emergency repair work (other than breakdown work referred to in regulation 58) to the track, overhead track equipment, signalling system, rolling stock, a road transport vehicle or any other equipment or property of the Administration, or performs such other work as prescribed by the General Manager which commences before, simultaneously with or after the commencement of his normal shift and terminates before, at the same time as or after the termination of his normal shift,

and is entitled, under the provisions of this regulation, to receive payment for that duty, such payment is subject to the following minimum time payments:

(a) If, after reporting for duty, he is not required to work: payment to be made as for two hours;

(b) for one period of duty not exceeding three hours from the time he has reported for duty at his depot or workplace until the work is completed or until he has returned to his depot: payment to be made as for three hours;

(c) for two separate periods of duty or one period of duty exceeding three hours but not more than four hours in each case as calculated in (b): payment to be made as for four hours;

(d) for three separate periods of duty or one period of duty exceeding four hours but not more than six hours in each case as calculated in (b): payment to be made as for six hours; and

(e) vir daaropvolgende dienstydpërke of een deurlopende dienstydpërke van meer as ses uur soos in (b) hierbo bereken: betaling vir werklike tyd op diens (plus die minimum betaling vir ses uur as dit van toepassing is).

Hierdie betalings vir minimum tyd is onderworpe daaraan dat daar vir twee of meer dienstydpërke nie meer betaal word as wat betaal sou gewees het indien die werknemer die hele tyd ononderbroke op diens was nie. Daarbenewens is 'n minimum betaling vir Sondagtyd nie van toepassing op daardie gedeelte van 'n weekdagskof wat in 'n Sondag val nie. Met "dienstydpërke" word daardie tydperke bedoel waarvoor 'n werknemer uitgeroep word en dit kan ook 'n tydperk van gewone diens, oortyd of enige dienstydpërke op 'n Sondag insluit.

(e) for subsequent periods of duty or one period of duty of more than six hours as calculated in (b): payment to be made for actual time on duty (plus the minimum payment of six hours if applicable).

These minimum time payments are subject to the proviso that no higher payment shall be made for two or more periods of duty than would have been made if the employee had been continuously on duty for the overall period. Furthermore, a minimum time payment in respect of Sunday time is not applicable to that portion of a weekday shift which overlaps a Sunday. "Periods of duty" are those periods for which an employee is called out for duty and it may also include a period of normal duty, overtime or any period of duty on a Sunday.

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