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PROKLAMASIE

van die

Staatspresident van die Republiek van Suid-Afrika

No. R. 100, 1984

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

EIERBEHEERSKEMA.—WYSIGING

Kragtens die bevoegdheid my verleen by artikel 9 (2) (c), soos toegepas by artikel 15 (3), van die Bemakingswet, 1968 (Wet 59 van 1968)—

(a) publiseer ek hierby die wysiging in die Bylae uiteengesit, van die Eierbeheerskema gepubliseer by Proklamasie R. 64, 1963, soos gewysig, wat kragtens genoemde Wet deur die Minister van Landbou aangeneem en deur hom vir goedkeuring aanbeveel is; en

(b) verklaar ek hierby dat genoemde wysiging op 1 Julie 1984 in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Sewende dag van Junie Eenduisend Negehoenderd Vier-en-tagtig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

J. J. G. WENTZEL.

BYLAE

Die Eierbeheerskema gepubliseer by Proklamasie R. 64, 1963, soos gewysig, word hierby verder gewysig—

(1) deur in artikel 1 die omskrywing van "raad" deur die volgende omskrywing te vervang:

" 'raad' die Eierraad bedoel in artikel 3;";

(2) deur in artikel 1 die omskrywing van "beheerde gebied" deur die volgende omskrywing te vervang:

" 'beheerde gebied' die Natalgebied, die Noord-Kaaplandgebied, die Oos-Kaaplandgebied, die Oranje-Vrystaatgebied, die Transvaalgebied en die Wes-Kaaplandgebied;";

PROCLAMATION

of the

State President of the Republic of South Africa

No. R. 100, 1984

MARKETING ACT, 1968 (ACT 59 OF 1968)

EGG CONTROL SCHEME.—AMENDMENT

Under the powers vested in me by section 9 (2) (c), as applied by section 15 (3), of the Marketing Act, 1968 (Act 59 of 1968)—

(a) I hereby publish the amendment set out in the Schedule, of the Egg Control Scheme published by Proclamation R. 64, 1963, as amended, which has been accepted and recommended for approval by the Minister of Agriculture under the said Act; and

(b) I hereby declare that the said amendment shall come into operation on 1 July 1984.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town on this Seventh day of June, One thousand Nine hundred and Eighty-four.

M. VILJOEN, State President.

By Order of the State President-in-Council:

J. J. G. WENTZEL.

SCHEDULE

The Egg Control Scheme published by Proclamation R. 64, 1963, as amended, is hereby further amended—

(1) by the substitution in section 1 for the definition of "board" of the following definition:

" 'board' means the Egg Board referred to in section 3;";

(2) by the substitution in section 1 for the definition of "controlled area" of the following definition:

" 'controlled area' means the Eastern Cape Area, the Natal Area, the Northern Cape Area, the Orange Free State Area, the Transvaal Area and the Western Cape Area;";

(3) deur in artikel 1 die volgende omskrywings na die omskrywing van "beheerde gebied" in te voeg:

" 'Natalgebied' die gebied bestaande uit die landdrosdistrikte Camperdown, Dannhauser, Durban, Eshowe, Estcourt, Glencoe, Inanda, Ixopo, Kliprivier, Lions River, Lower Tugela, Lower Umfolozi, Mtonjaneni, Mooirivier, Mtunzini, Newcastle, New Hanover, Pietermaritzburg, Pinetown, Port Shepstone, Richmond, Umlazi, Umvoti, Umzinto en Vryheid;

'Noord-Kaaplandgebied' die gebied bestaande uit die munisipale gebied van Kimberley;

'Oos-Kaaplandgebied' die gebied bestaande uit—

(i) die landdrosdistrikte Albany, Alexandria, Bathurst, Cradock, George, Hankey, Humansdorp, Kirkwood, Knysna, Oos-Londen, Port Elizabeth, Queenstown en Uitenhage; en

(ii) die munisipale gebied van King William's Town;

'Oranje-Vrystaatgebied' die bestaande uit die landdrosdistrikte Bethlehem, Bloemfontein, Brandfort, Frankfort, Heilbron, Hennenman, Kroonstad, Lindley, Odendaalsrus, Parys, Sasolburg, Virginia en Welkom;

'Transvaalgebied' die gebied bestaande uit—

(i) die landdrosdistrikte Alberton, Balfour, Belfast, Benoni, Bethal, Boksburg, Brakpan, Brits, Bronkhorstspuit, Coligny, Cullinan, Delmas, Ermelo, Germiston, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Koster, Krugersdorp, Lichtenburg, Marico, Middelburg, Nelspruit, Nigel, Oberholzer, Pietersburg, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Soutpansberg, Springs, Standerton, Swart-ruggens, Vanderbijlpark, Ventersdorp, Vereeniging, Warmbad, Waterberg, Westonaria, Witbank, Witrivier, en Wonderboom; en

(ii) die munisipale gebied van Potgietersrus; en

'Wes-Kaaplandgebied' die gebied bestaande uit die landdrosdistrikte Bellville, Ceres, Caledon, Die Kaap, Goodwood, Kuilsrivier, Malmesbury, Paarl, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Vredenburg, Wellington, Wynberg en Worcester.";

(4) deur in subartikel (1) van artikel 3 die woorde wat paragraaf (a) voorafgaan, deur die volgende woorde te vervang:

"3. (1) Hierdie Skema word uitgevoer deur 'n beheerraad wat die Eierraad heet en wat bestaan uit agt lede van wie—"; en

(5) deur in artikel 3 die volgende subartikel na subartikel (2) in te voeg:

"(3) Enige verwysing na die Eierbeheerraad in 'n kennisgewing kragtens die Wet gepubliseer, of en 'n stuk kragtens hierdie skema of so 'n kennisgewing uitgereik, en wat voor 1 Julie 1984 aldus gepubliseer of uitgereik is, word geag 'n verwysing na die raad te wees."

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN FINANSIES

No. R. 1235

22 Junie 1984

DOEANE- EN AKSYNSWET, 1964

BEPALINGS VAN TARIEFINDELING EN VERSTREK-KING DAARVAN OP KLARINGSBRIEWE (LYS TAR/102)

Die volgende wysigings van bepalings word kragtens artikel 47 (9) van die Doeane- en Aksynswet, 1964 (Wet 91 van 1964), gepubliseer.

D. ODENDAL, Kommissaris van Doeane en Aksyns.

Opmerking.—Lys TAR/101 is in Goewermenskennisge-wing R. 1183 van 15 Junie 1984 gepubliseer.

(3) by the insertion in section 1 of the following definitions after the definition of "controlled area":

"Eastern Cape Area" means the area consisting of—

(i) the Magisterial Districts of Albany, Alexandria, Bathurst, Cradock, East London, George, Hankey, Humansdorp, Kirkwood, Knysna, Port Elizabeth, Queenstown and Uitenhage; and

(ii) the municipal area of King William's Town;

"Natal area" means the area consisting of the Magisterial Districts of Camperdown, Dannhauser, Durban, Eshowe, Estcourt, Glencoe, Inanda, Ixopo, Klip River, Lions River, Lower Tugela, Lower Umfolozi, Mtonjaneni, Mooi River, Mtunzini, Newcastle, New Hanover, Pietermaritzburg, Pinetown, Port Shepstone, Richmond, Umlazi, Umvoti, Umzinto en Vryheid;

"Northern Cape Area" means the area consisting of the municipal area of Kimberley;

"Orange Free State Area" means the area consisting of the Magisterial Districts of Bethlehem, Bloemfontein, Brandfort, Frankfort, Heilbron, Hennenman, Kroonstad, Lindley, Odendaalsrus, Parys, Sasolburg, Virginia and Welkom;

"Transvaal Area" means the area consisting of—

(i) the Magisterial Districts of Alberton, Balfour, Belfast, Benoni, Bethal, Boksburg, Brakpan, Brits, Bronkhorstspuit, Cullinan, Coligny, Delmas, Ermelo, Germiston, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Koster, Krugersdorp, Lichtenburg, Marico, Middelburg, Nelspruit, Nigel, Oberholzer, Pietersburg, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Soutpansberg, Springs, Standerton, Swart-ruggens, Vanderbijlpark, Ventersdorp, Vereeniging, Warmbaths, Waterberg, Westonaria, Witbank, White River and Wonderboom; and

(ii) the municipal area of Potgietersrus; and

"Western Cape Area" means the area consisting of the Magisterial Districts of Bellville, Caledon, Ceres, The Cape, Goodwood, Kuils River, Malmesbury, Paarl, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Vredenburg, Wellington, Wynberg, and Worcester.";

(4) by the substitution in subsection (1) of section 3 for the words preceding paragraph (a) of the following words:

"3. (1) This Scheme shall be administered by a control board to be known as the Egg Board and which shall consist of eight members of whom—"; and

(5) by the insertion in section 3 of the following subsection after subsection (2):

"(3) Any reference to the Egg Control Board in a notice published under the Act, or in a document issued under this scheme or such notice, and which was thus published or issued prior to 1 July 1984 shall be deemed to be a reference to the board."

GOVERNMENT NOTICES

DEPARTMENT OF FINANCE

No. R. 1235

22 June 1984

CUSTOMS AND EXCISE ACT, 1964

DETERMINATIONS OF TARIFF CLASSIFICATION AND FURNISHING THEREOF ON BILLS OF ENTRY (LIST TAR/102)

The following amendments to determinations are published in terms of section 47 (9) of the Customs and Excise Act, 1964 (Act 91 of 1964).

D. ODENDAL, Commissioner for Customs and Excise.

Note.—List TAR/101 was published in Government Notice R. 1183 of 15 June 1984.

WYSIGINGS VAN GEPUBLISEERDE BEPALINGS

Beskrywing van goedere

Tariefpos/-subpos. Bepaling No.

Wysigings van bepalinge as gevolg van wysigings van Deel 1 van Bylae No. 1 by die Doeane- en Aksynswet (Wet 91 van 1964):

Die volgende vervang die bestaande bepalinge met ingang van 15 Junie 1984:

Topanol M, gebruik as 'n anti-oksideermiddel—'n derivaat van fenileendiamien	29.22.83	1
Sinkdibutilditiokarbamaat, gebruik as 'n vulkanisasieversneller—'n ander metaalverbinding van ditiokarbamaat	29.31.89.80	8
Aquamet E & M, gebruik om afvalwater nie-toksies te maak—ander metaalverbindinge van ditiokarbamaat	29.31.89.80	13
Etoksikin, 1,2-dihidro-6-etoksi-2,2,4-trimetielkinolien of 6-etoksi-2,2,4-trimetiel-1,2-dihidrokinolien van 'n soort gebruik as vulkanisasieversnellers of anti-oksideermiddels—'n ander kinolienverbinding en derivaat daarvan	29.35.83	23
Kinolien, gebruik as 'n chelaatmiddel in verf—'n ander kinolienverbinding	29.35.83	47

AMENDMENTS TO PUBLISHED DETERMINATIONS

Description of goods

Tariff heading/sub-heading Determination No.

Amendments to determinations resulting from amendments to Part 1 of Schedule No. 1 to the Customs and Excise Act (Act 91 of 1964):

The following are substituted for the existing determinations with effect from 15 June 1984:

Topanol M, used as an anti-oxidant—a derivative of phenylenediamine	29.22.83	1
Zinc dibutyl dithiocarbamate, used as a vulcanisation accelerator—an other metallic compound of dithiocarbamate	29.31.89.80	8
Aquamet E & M, used to render waste water non-toxic—other metallic compounds of dithiocarbamates	29.31.89.80	13
Ethoxyquin, 1,2-dihydro-6-ethoxy-2,2,4-trimethylquinoline or 6-ethoxy-2,2,4-trimethyl-1,2-dihydroquinoline of a kind used as vulcanising accelerators or anti-oxidants—an other quinoline compound and derivative thereof	29.35.83	23
Quinoline, used as a chelating agent in paint—an other quinoline compound	29.35.83	47

No. R. 1242

22 Junie 1984

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REGULASIES (No. MR/59)

Kragtens artikel 120 (1) (k) van die Doeane- en Aksynswet, 1964, word die regulasies gepubliseer by Goewermentskennisgewing R. 1770 van 5 Oktober 1973 gewysig in die mate in die Bylae hiervan aangetoon.

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

BYLAE

Deur in die Sesde Bylae na regulasie 609.22.20 die volgende regulasies in te voeg:

"Item 610.00

- 610.11.01 Die bepalinge van regulasies 401.00.01 en 401.00.02 is *mutatis mutandis* van toepassing op enige videobande kragtens item 610.11 geklaar, maar enige reg wat betaalbaar is of ingevorder moet word ten opsigte van sodanige videobande ooreenkomstig die bepalinge van bedoelde regulasies moet in elke geval aan die Kontroleur betaal word.
- 610.11.02 Videobande kragtens die bepalinge van item 610.11 geklaar mag slegs aan Weermagpersoneel vertoon word wat nie gereedlik toegang tot openbare vrytydsbestedingsgeriewe het nie."

Opmerking.—Die voorwaardes ten opsigte van klaring ingevolge item 610.11 van Bylae No. 6 by die Wet word voorgeskryf.

DEPARTEMENT VAN GESONDHEID
EN WELSYN

No. R. 1254

22 Junie 1984

WYSIGING VAN DIE REGULASIES KRAGTENS DIE
REGERINGSDIENSPENSIOENWET, 1973

Die Minister van Gesondheid en Welsyn het kragtens artikel 17 van die Regeringsdienspensioenwet, 1973 (Wet 57 van 1973) die regulasies afgekondig by Goewermentskennisgewing R. 1062 van 22 Junie 1973, soos gewysig, verder gewysig soos in die Bylae hiervan uiteengesit.

No. R. 1242

22 June 1984

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF REGULATIONS (No. MR/59)

Under section 120 (1) (k) of the Customs and Excise Act, 1964, the regulations published in Government Notice R. 1770 of 5 October 1973 are amended to the extent set out in the Schedule hereto.

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

SCHEDULE

By the insertion in the Sixth Schedule after regulation 609.22.20 of the following regulations:

"Item 610.00

- 610.11.01 The provisions of regulations 401.00.01 and 401.00.02 shall *mutatis mutandis* apply in respect of any video tapes entered under item 610.11 but any duty payable or to be collected in respect of such video tapes in terms of the provisions of the said regulations shall in each case be paid to the Controller.
- 610.11.02 Video tapes entered in terms of the provisions of item 610.11 shall only be screened to members of the Defence Force who do not have ready access to public leisure time amenities."

Note.—The conditions in respect of clearances in terms of item 610.11 of Schedule No. 6 to the Act are prescribed.

DEPARTMENT OF HEALTH
AND WELFARE

No. R. 1254

22 June 1984

AMENDMENT OF THE REGULATIONS UNDER THE
GOVERNMENT SERVICE PENSION ACT, 1973

The Minister of Health and Welfare in terms of section 17 of the Government Service Pension Act, 1973 (Act 57 of 1973), has further amended, as set out in the Schedule hereto, the regulations promulgated by Government Notice R. 1062 of 22 June 1973, as amended.

BYLAE

1. Regulasie 12 word hierby gewysig deur paragraaf (b) van subregulasie (3) deur die volgende paragraaf te vervang:

“(b) van ’n lid, uitgesonderd ’n lid aan wie vergoeding ingevolge die regulasies uitgevaardig kragtens artikel 11 van die Algemene Pensioenwet, 1979 (Wet 29 van 1979) toegeken is en wat om ’n rede vermeld in paragraaf (b), (c), (d) of (f) van regulasie 11 (1) met pensioen afgedank of ontslaan word of wat ingevolge artikel 4 (1) (a) (iv) van die Wet op die Kommissie vir Administrasie, 1984, van sy amp onthef word, met ’n tydperk wat gelykstaan met een derde van die tydperk van sy pensioengewende diens of met ’n tydperk wat gelykstaan met die tydperk tussen die datum waarop hy aldus afgedank, ontslaan of onthef word en die datum waarop hy ingevolge artikel 6 van die Wet met pensioen afgedank moet word, watter tydperk ook al die kortste is, maar hoogstens vyf jaar, vermeerder.”

2. Hierdie regulasies tree in werking op die datum waarop die Wet op die Kommissie vir Administrasie, 1984 in werking tree.

DEPARTEMENT VAN LANDBOU**No. R. 1228****22 Junie 1984**

WET OP DIE KOMMISSIE VIR VARSPRODUKTE-MARKE, 1970 (WET 82 VAN 1970)

HERROEPING VAN TARIEWE.—DURBAN NASIONALE VARSPRODUKTEMARKE

Hierby word bekendgemaak dat die Minister van Landbou, kragtens die bevoegdheid hom verleen by artikel 19 van die Wet op die Kommissie vir Varsproduktemarkte, 1970 (Wet 82 van 1970), Goewermentskennisgewing R. 75 van 14 Januarie 1983, met ingang van 1 Julie 1984, herroep het.

DEPARTEMENT VAN MANNEKRAG**No. R. 1217****22 Junie 1984**

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIJSE AANNEMINGSNYWERHEID, TRANSVAAL.—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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir die werkgewerorganisasie en die vakvereniging wat die Wysigings ooreenkoms 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 wysigings ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 8 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 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 wysigings ooreenkoms gespesifiseer.

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

SCHEDULE

1. Regulation 12 is hereby amended by the substitution in subregulation (3) for paragraph (b) of the following paragraph:

“(b) of a member, except a member to whom compensation has been awarded in terms of the regulations promulgated under section 11 of the General Pensions Act, 1979 (Act 29 of 1979), and who is retired or discharged on account of a reason mentioned in paragraph (b), (c), (d) or (f) of regulation 11 (1) or who is removed from office in terms of Section 4 (1) (a) (iv) of the Commission for Administration Act, 1984, shall be increased by a period which is equal to one third of the period of his pensionable service or by a period which is equal to the period between the date on which he is so retired, discharged or removed and the date on which he shall be retired on pension in terms of section 6 of the Act, whichever is the shorter period, but not exceeding five years.”

2. These regulations shall come into operation on the date on which the Commission for Administration Act, 1984, comes into operation.

DEPARTMENT OF AGRICULTURE**No. R. 1228****22 June 1984**

COMMISSION FOR FRESH PRODUCE MARKETS ACT, 1970 (ACT 82 OF 1970)

REPEAL OF TARIFFS.—DURBAN NATIONAL FRESH PRODUCE MARKET

It is hereby made known that the Minister of Agriculture, under the powers vested in him by section 19 of the Commission for Fresh Produce Markets Act, 1970 (Act 82 of 1970), repealed, with effect from 1 July 1984, Government Notice R. 75 of 14 January 1983.

DEPARTMENT OF MANPOWER**No. R. 1217****22 June 1984**

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL.—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 the second Monday after the date of publication of this notice and for the period ending 30 June 1985, 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 clauses 1 (1) (a) and 8 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1985, 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.

BYLAE

**NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE
AANNEMINGSNYWERHEID (TRANSVAAL)**

OOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

The South African Electrical Workers' Association

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

wat die partye, is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid (Transvaal),

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 974 van 13 Mei 1983, soos gewysig en verleng by Goewermentskennisgewings R. 75 van 13 Januarie 1984, R. 210 van 17 Februarie 1984 en R. 749 van 13 April 1984 te wysig.

DEEL I

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

(a) wat onderskeidelik lede is van die werkgewersorganisasie en die vakvereniging, en

(b) wat betrokke is by of werksaam is in die Nywerheid in die provinsie Transvaal.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge wat kragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geneem en is die uurloon die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word.

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Skrap die omskrywing "Elektrisiën (Konstruksie)".

(2) In die omskrywing "Kwekeling Elektrotegniese Installasiewerksman", vervang die uitdrukking "Kwekeling Elektrotegniese Installasiewerksman (hierna "KEIW" genoem)" deur die uitdrukking "kwekeling installasie-operateur", en voeg die volgende sin by aan die einde van die omskrywing:

"Waar daar in hierdie Ooreenkoms van 'n 'KEIW' melding gemaak word, moet dit geag word 'n verwysing na 'n 'kwekeling installasie-operateur' te wees;"

(3) In die omskrywing "Elektrotegniese Installasie-werksman", vervang die uitdrukking "Elektrotegniese Installasie-werksman (hierna 'EIW' genoem)" deur die uitdrukking "installasie-operateur" en voeg die volgende sin by aan die einde van die omskrywing:

"Waar daar in hierdie Ooreenkoms van 'n 'EIW' melding gemaak word, moet dit geag word 'n verwysing na 'n 'installasie-operateur' te wees;"

(4) Voeg die volgende omskrywing in na die omskrywing "elektriese bedrading":

"'elektrisiën' iemand wat 'n vakleerlingskap ingevolge die Wet op Mannekragopleiding, 1981, voltooi het in 'n ambag wat betrekking het op die Nywerheid, of wat opleiding ontvang het wat deur die Raad erken word as voldoende om sodanige werknemer daarop geregtig te maak om as elektrisiën in die Nywerheid te werk, of wat in besit is van 'n sertifikaat wat deur die Raad uitgereik is en wat aan hom as elektrisiën erkenning verleen. Waar daar in hierdie Ooreenkoms van 'n 'ambagsman' melding gemaak word, moet dit geag word ook 'n verwysing na 'n 'elektrisiën' te wees;"

(5) Voeg die volgende omskrywing in na die omskrywing van "toesluitplek":

"'meester-elektrisiën' 'n werknemer wat in besit is van 'n registrasiesertifikaat as 'n installasie-elektrisiën, en waar daar in hierdie Ooreenkoms van 'n 'Elkon' melding gemaak word, moet dit geag word 'n verwysing na 'n 'meester-elektrisiën' te wees;"

(6) Voeg die uitdrukking "en sluit 'n arbeidsmakelaar in soos in die Wet omskryf;" by aan die einde van die omskrywing van "werkgewer".

(7) Vervang die omskrywing van "bedryfsinrigting" deur die volgende:

"'bedryfsinrigting' 'n plek van waar die werkgewer normaalweg sy besigheid bedryf en waar sy loonstate gehou word;"

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY (TRANSVAAL)

AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

The South African Electrical Workers' Association

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

being the parties to the Industrial Council for the Electrical Contracting Industry (Transvaal),

to amend the Agreement published under Government Notice R. 974 of 13 May 1983, as amended and extended under Government Notices R. 75 of 13 January 1984, R. 210 of 17 February 1984 and R. 749 of 13 April 1984.

PART I

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers' organisation and the trade union respectively; and

(b) who are engaged or employed in the Industry in the Province of the Transvaal.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. CLAUSE 3.—DEFINITIONS

(1) Delete the definition "Electrician (Construction)".

(2) In the definition of "Electrical Installation Operative Trainee", substitute the expression "installation operator trainee" for the expression "Electrical Installation Operative Trainee (hereinafter referred to as 'EIOT')". Insert the following new sentence at the end of the definition:

"Any reference to an 'EIOT' in this Agreement shall be regarded as a reference to an 'Installation Operator Trainee';"

(3) In the definition of "Electrical Installation Operative", substitute the expression "installation operator" for the expression "Electrical Installation Operative (hereinafter referred to as an 'EIO')". Insert the following new sentence at the end of the definition:

"Any reference to an 'EIO' in this Agreement shall be regarded as a reference to an 'Installation Operator';"

(4) Insert the following new definition after the definition of "electrical wiring":

"'electrician' means a person who has completed an apprenticeship in terms of the Manpower Training Act, 1981, in a trade relevant to the Industry, or who has received training recognised by the Council as being sufficient to entitle such an employee to work as an electrician in the Industry, or who is in possession of a certificate issued by the Council recognising him as an electrician. Any reference to an 'artisan' in this Agreement shall be regarded as a reference to an 'electrician' as well;"

(5) Insert the following new definition after the definition of "lock-up":

"'master electrician' means an employee who is the holder of a certificate of registration as an installation electrician, and any reference to an 'Elcon' in this Agreement shall be regarded as a reference to a 'master electrician';"

(6) Insert the expression "and shall include a labour broker as defined in the Act;" at the end of the definition of "employer".

(7) Substitute the following new definition for the definition of "establishment":

"'establishment' means the place where the employer normally carries on his business and where his wage records are kept;"

(8) Vervang die bestaande omskrywing "arbeider graad II" deur die volgende:

"'arbeider graad II' 'n werknemer wat vir 'n tydperk van tot ses maande in diens mag wees en wat enigeen van of al die volgende werksaamhede verrig:

- (a) Materiaal laai of aflaai;
- (b) gleuwe en gate in mure en betonvloere maak vir leipype, en beton- en baksteenwerk boor;
- (c) gate en slote grawe, pale inplant en kables lê in slote, leidings en rakke, insluitende die vasmaak van sodanige kables;
- (d) oortollige installasies en uitrusting in verband daarmee, waarvan die toevoerkables verwyder is, stroop;
- (e) 'n meester-elektrisiën, 'n elektrisiën, 'n ambagsman en 'n installasie-operateur help, sonder om die werk op sy eie te verrig, behalwe soos in (a) tot (d) hierbo uiteengesit: Met dien verstande dat—

(i) indien die werkgewer verlang om die dienste van die werknemer vir langer as die aanvanklike tydperk van ses maande te behou, hy by die Raad aansoek moet doen om sy dienste as 'n arbeider graad II te behou, en indien sodanige vrystelling toegestaan word, kan die werknemer vir 'n verdere tydperk van ses maande as arbeider graad II in diens bly;

(ii) indien vrystelling verleen word, die werknemer betaal moet word volgens die minimum voorgeskrewe skaal vir 'n arbeider graad II na ses maande diens;

(iii) indien die werknemer 'n dienssertifikaat voorlê wat ingevolge klousule 30 van deel I van die Ooreenkoms uitgereik is, of ander bewyse wat vir die Raad aanvaarbaar is wat aandui dat hy voorheen as arbeider graad I in die Nywerheid in diens was, hy in diens geneem moet word teen 'n loonskaal wat minstens gelyk is aan dié wat op 'n arbeider graad I van toepassing is."

3. KLOUSULE 5.—OORTYD

(1) Voeg die uitdrukking "EN BETALING VIR WERK OP SONDAE EN OPENBARE VAKANSIEDAE" by die opskrif.

(2) Voeg die uitdrukking "onderworpe aan die voorskrifte van klousule 14 (2)" by aan die einde van subklousule (1) (c).

(3) Hernommer subklousule (2) (ii) tot (2) (iii).

(4) In subklousule (2) voeg die volgende nuwe voorbehoudsbepaling (ii) in:

"(ii) oortyd op 'n Saterdag gewerk beskou moet word as ingesluit vir die doel van hierdie subklousule;"

4. KLOUSULE 8.—BETALING VAN BESOLDIGING

(1) Skrap subklousule (3).

(2) Hernommer subklousule (4) tot (3).

5. KLOUSULE 9.—JAARLIKSE VERLOF

(1) Hernommer subklousule (1) (b) (iv) tot (1) (b) (v).

(2) Hernommer subklousule (1) (b) (v) tot (1) (b) (vi).

(3) In subklousule (1) (b), voeg die volgende nuwe paragraaf (iv) in:

"(iv) Die verloftydperk moet met een dag verleng word vir elke openbare vakansiedag wat binne sodanige verloftydperk val, wanneer sodanige openbare vakansiedag op 'n dag val wat andersins 'n gewone werkdag sou wees."

(4) Voeg die volgende nuwe subklousule (2) in:

"(2) Ondanks subklousule (1) van hierdie klousule kan 'n werkgewer verkies om 'n jaarlikse sluiting wat in Desember van elke jaar begin te handhaaf: Met dien verstande dat die volgende voorskrifte nagekom word:

(a) Hy moet die Raad voor of op 30 Junie van elke jaar in kennis stel van sy voorneme om 'n jaarlikse sluiting na te kom.

(b) Hy moet voor of op 1 Julie van elke jaar 'n kennisgewing in sy bedryfsinrigting opklap waarin die datums van die volgende jaarlikse sluiting aangegee word.

(c) Hy moet die volle bedrag aan werknemers verskuldig t.o.v. verlofgeld en verlofbonus aan dié werknemers betaal wat kwalifiseer vir verlof met betaling ingevolge hierdie Ooreenkoms, en aan werknemers wat nie geregtig is op die volle tydperk van verlof met betaling nie moet hy verlofgeld en verlofbonus betaal in verhouding tot die kwalifiserende tydperk vir verlof met betaling wat voltooi is op die datum van die sluiting.

(d) Niks hierin vervat, mag die uitwerking hê dat 'n werkgewer daarvan weerhou word om die jaarlikse sluiting te kanselleer nie: Met dien verstande dat—

(i) sodanige kansellering die gevolg is van 'n verandering van die werkrooster van die bedryfsinrigting; en

(ii) kennis van sodanige kansellering voor 1 Oktober van daardie jaar gegee is.

(e) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet 'n werknemer wat op die datum van die sluiting nie kwalifiseer vir verlofgeld of verlofbonus nie, verlofgeld en verlofbonus betaal word in die verhouding soos in paragraaf (c) hierbo aangegee, ongeag enige kwalifiserende tydperk in hierdie Ooreenkoms voorgeskryf."

(5) Voeg die uitdrukking "EN JAARLIKSE SLUITING" by die opskrif van hierdie klousule.

(8) Substitute the following new definition for the existing definition of "labour Grade II":

"'labourer Grade II' means an employee who may be employed for a period of up to six months and who is engaged on any or all of the following tasks:

- (a) Loading or unloading materials;
- (b) chasing and cutting of walls and concrete floors for conduit and drilling concrete and brickwork;
- (c) digging of holes and trenches, planting of poles and laying of cables in trenches, ducts and racks, including the securing of such cables;
- (d) stripping of redundant installations and equipment incidental thereto from which the supply cables have been removed;
- (e) assisting a master electrician, an electrician, an artisan and an installation operator but not to perform any work individually, except as set out in (a) to (d) above: Provided that—

(i) the employer shall, if he desires to retain the services of the employee beyond the initial six months' period, apply to the Council to retain his services as a labourer Grade II, and if such exemption is granted the employee may be employed as a labourer Grade II for one further period of six months;

(ii) if exemption is granted, the employee shall be paid the minimum prescribed rate for a labourer Grade II after six months;

(iii) should the employee produce a certificate of service issued in terms of clause 30 of Part I of the Agreement or other evidence acceptable to the Council indicating that he was previously employed in the Industry as a labourer Grade I, he shall be employed at a rate of not less than that applicable to a labourer Grade I."

3. CLAUSE 5.—OVERTIME

(1) Insert the expression "AND PAYMENT FOR WORK ON SUNDAYS AND PUBLIC HOLIDAYS" in the heading.

(2) At the end of subclause (1) (c) insert the expression "subject to the provisions of clause 14 (2)."

(3) Renumber subclause (2) (ii) to read (2) (iii).

(4) In subclause (2), insert the following new proviso (ii):

"(ii) any overtime worked on a Saturday shall be deemed to be included for the purpose of this subclause;"

4. CLAUSE 8.—PAYMENT OF REMUNERATION

(1) Delete subclause (3).

(2) Renumber subclause (4) to read (3).

5. CLAUSE 9.—ANNUAL LEAVE

(1) Renumber subclause (1) (b) (iv) to read (1) (b) (v).

(2) Renumber subclause (1) (b) (v) to read (1) (b) (vi).

(3) In subclause (1) (b), insert the following new paragraph (iv):

"(iv) The leave period shall be extended by one day of each public holiday falling within such leave period where such public holiday falls on what would otherwise be a normal working day."

(4) Insert the following new subclause (2):

"(2) Notwithstanding the provisions of subclause (1) of this clause an employer may elect to observe an annual shutdown commencing in December of each year: Provided that the following provisions are observed:

(a) He shall advise the council by 30 June of each year of his intention to observe an annual shutdown.

(b) He shall post a notice in his establishment by not later than July of each year setting out the dates of the next annual shutdown.

(c) He shall pay his employees, prior to the date of the annual shutdown, the full amount of leave pay and leave bonus due to such employees who have qualified for paid leave in terms of this Agreement, and to employees who are not entitled to the full period of paid leave pay, leave pay and leave bonus proportionate to the qualification for the paid leave completed as at the date of the shutdown.

(d) Nothing contained herein shall operate to preclude an employer from cancelling the annual shutdown: Provided that—

(i) such cancellation has resulted from a change in the work schedule of the establishment; and

(ii) notice of such cancellation is given prior to 1 October of that year.

(e) Notwithstanding any other provision of this Agreement, an employee who has not qualified for leave pay or leave bonus at the date of the shutdown shall be paid a proportionate leave pay and leave bonus as in paragraph (c) above, irrespective of any qualifying period specified in this Agreement."

(5) Insert the expression "AND ANNUAL SHUTDOWN" in the heading of this clause.

6. KLOUSULE 10.—ADDSIONELE VERLOF MET BESOLDIGING

In subklousule (1) (a), vervang die uitdrukking "Elkon, ambagsman of EIW" deur die uitdrukking "Elke werknemer vir wie daar in hierdie Ooreenkoms lône voorgeskryf word."

7. Voeg die volgende nuwe klousule 13bis in:

"13bis. UITBREIDING VAN ASSURANSIEDEKKING VIR BESER- ING OP DIENS

Elke werkgever moet of reëlings met die Ongevallekommissaris tref om die dekking verskaf deur die Ongevallewet uit te brei na al sy werknemers wat deur hierdie Ooreenkoms gedek word en om die dekking in stand te hou of andersins moet hy 'n assuransiëpolis uitneem en in stand hou wat vaste voordele verskaf wat basies minstens 'n gelykstaande is met dié deur die Ongevallewet voorgeskryf t.o.v. sy werknemers wat deur hierdie Ooreenkoms gedek word, maar wie se inkomste hoër is as die inkomsteplafon in die Ongevallewet voorgeskryf."

8. KLOUSULE 15.—VERHOUDING VAN GESKOOLDE TOT ONGESKOOLDE WERKNEMERS

(1) In subklousule (1), voeg die uitdrukking "of kwekeling installasie-operateur" in na die uitdrukking "installasie-operateur" oral waar dit voorkom.

(2) Vervang die opskrif van hierdie klousule deur die volgende nuwe opskrif:

"15. VERHOUDING VAN KATEGORIEË WERKNEMERS TOT ME- KAAR EN VERANTWOORDELIKHEDE VAN WERKGEWERS EN WERKNEMERS"

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

"(3) *Verantwoordelikheid.*—Geen werkgever mag 'n installasie-operateur, kwekeling installasie-operateur of arbeider toelaat of verlof gee om ander werk te verrig as dié wat in die omskrywing van installasie-operateur, kwekeling installasie-operateur of arbeider bedoel word nie insgelyks mag geen meester-elektrisiën, elektrisiën, ambagsman, installasie-operateur, vakleerling of kwekeling toelaat of verlof gee dat 'n arbeider wat onder sy beheer of toesig werk ander werk verrig as dié wat in die omskrywing van 'arbeider' in klousule 3 van hierdie Ooreenkoms bedoel word nie."

9. KLOUSULE 17.—BOETES

Vervang die uitdrukking "een persent" deur die uitdrukking "een en driekwart persent".

10. KLOUSULE 22.—REGISTRASIE VAN WERKGEWERS

(1) In subklousule (1) (a) (ii), vervang die uitdrukking "besigheids-adres" deur die uitdrukking "adres van bedryfsinrigting".

(2) In subklousule (1) (b), voeg die volgende subparagrafe in na subparagraaf (ii):

"(iii) bevredigende bewys dat hy 'n installasie-elektrisiën op 'n voltydse grondslag in diens het of dat hyself 'n installasie-elektrisiën is. In geval die installasie-elektrisiën die diens van sodanige werkgever verlaat en sodanige werkgever nie 'n installasie-elektrisiën is nie, moet die werkgever onmiddellik die installasie-elektrisiën vervang;

(iv) bevredigende bewys dat hy, indien hy self die installasie-elektrisiën is wat in subparagraaf (iii) bedoel word, minstens vyf jaar in die Nywerheid gewerk het na voltooiing van sy vakleerlingskap en dat hy 'n besigheid bedryf, d.w.s. dat hy geregistreer is by die Departement van Binne-landse Inkomste, die Ongevallekommissaris en die Werkloosheidsversekeringsfonds."

(3) In die slotparagraaf van subklousule (1) (b), vervang die uitdrukking "subparagraaf (i) en (ii) van hierdie paragraaf" deur die uitdrukking "hierdie subklousule".

(4) Vervang subklousule (4) deur die volgende:

"(4) Elke werkgever in die Nywerheid moet die volledige straatadres en telefoonnommer van sy bedryfsinrigting aan die Raad verskaf, en waar die adres nie 'n gewone straatadres in 'n dorp of stad is nie, moet hy volle besonderhede van die ligging van sy bedryfsinrigting aan die Raad verskaf."

(5) Hernommer subklousule (5) (a) (iv) tot (5) (a) (v).

(6) Hernommer subklousule (5) (a) (v) tot (5) (a) (vi).

(7) Hernommer subklousule (5) (a) (vi) tot (5) (a) (vii).

(8) In subklousule (5) (a), voeg die volgende subparagraaf in:

"(iv) Kwekeling installasie-operateur 450".

11. KLOUSULE 31.—OPBERGING, VERSEKERING EN VERSKAFFING VAN GEREEDSKAP

(1) In subklousule (2) voeg die uitdrukking "of op die werksterrein is." in na die uitdrukking "perseel is" aan die einde van die eerste paragraaf.

(2) In die eerste sin van subklousule (4), vervang die uitdrukking "die volgende verskaf:" deur die uitdrukking "inter alia die volgende verskaf:".

6. CLAUSE 10.—ADDITIONAL PAID LEAVE

In subclause (1) (a), substitute the expression "Every employee for whom wages are prescribed in this Agreement" for the expression "Any Elkon, artisan or EIO".

7. Insert the following new clause 13bis.

"13bis. EXTENSION OF INSURANCE COVER FOR INJURY ON DUTY

Every employer shall either arrange with the Workmen's Compensation Commissioner to extend and maintain the cover provided by the Workmen's Compensation Act to all his employees who fall within the provisions of this Agreement or, alternatively, take out and maintain an insurance policy to provide fixed benefits basically at least equivalent to those provided by the Workmen's Compensation Act in respect of his employees who fall within the provisions of this Agreement whose earnings exceed the earnings ceiling specified in the Workmen's Compensation Act."

8. CLAUSE 15.—RATIO OF SKILLED AND UNSKILLED EM- PLOYEES

(1) In subclause (1), insert the expression "or installation operator trainee" after the expression "installation operator" wherever it appears.

(2) Substitute the following new heading for the heading of this clause:

"15. RATIO OF CATEGORIES OF EMPLOYEES TO EACH OTHER AND RESPONSIBILITIES OF EMPLOYERS AND EMPLOYEES"

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

"(3) *Responsibility.*—No employer shall allow or permit any installation operator, installation operator trainee or labourer to perform any work other than that referred to in the definition of installation operator, installation operator trainee or labourer, and likewise no master electrician, electrician, artisan, installation operator, apprentice or trainee shall allow or permit any labourer working under his control or supervision to perform any work other than that referred to in the definition of "labourer" in clause 3 of the Agreement."

9. CLAUSE 17.—PENALTIES

Substitute the expression "one and three quarter per cent" for the expression "one per cent".

10. CLAUSE 22.—REGISTRATION OF EMPLOYERS

(1) In subclause (1) (a) (ii), substitute the expression "address of establishment" for the expression "business address".

(2) In subclause (1) (b) insert the following new subparagraphs after subparagraph (ii):

"(iii) satisfactory proof that he employs an installation electrician on a full-time basis or that he is himself an installation electrician. In the event of the installation electrician leaving the employ of such an employer and such employer not being an installation electrician, the employer shall immediately replace the installation electrician;

(iv) satisfactory proof that he, if he is himself the installation electrician referred to in subparagraph (iii) above, has served at least five years in the Industry after completion of his apprenticeship and conducts a business, i.e. that he is registered with the Department of Inland Revenue, the Workmen's Compensation Commissioner and the Unemployment Insurance Fund."

(3) In subclause (1) (b), in the last paragraph, substitute the expression "this subclause" for the expression "subparagraphs (i) and (ii) of this paragraph".

(4) Substitute the following for subclause (4):

"(4) Every employer in the Industry shall provide the Council with the full street address and telephone number of his establishment or where this address is not a normal street address in a town or city, he shall provide the Council with full details of the whereabouts of his establishment"

(5) Renumber subclause (5) (a) (iv) to read (5) (a) (v).

(6) Renumber subclause (5) (a) (v) to read (5) (a) (vi).

(7) Renumber subclause (5) (a) (vi) to read (5) (a) (vii).

(8) In subclause (5) (a), insert the following subparagraph:

"(iv) Installation operator trainee 450".

11. CLAUSE 31.—STORAGE, INSURANCE AND PROVISION OF TOOLS

(1) In subclause (2), insert the expression "or worksite" after the expression "premises" at the end of the first paragraph.

(2) In subclause (4), substitute the expression "provide, inter alia:" for the expression "provide:" in the first sentence.

12. KLOUSULE 37.—KENNISGEWINGBORDE

In subklousule (2) van die Engelse weergawe, voeg die uitdrukking "10" in na "consecutive".

13. Voeg die volgende nuwe klousule 40 in:

"40. KATEGORIEË WAARVOOR DAAR NIE IN HIERDIE OOREENKOMS VOORSIENING GEMAAK WORD NIE

(1) Daar moet ten behoeve van werknemers vir wie bydraes betaalbaar was ingevolge klousules vervat in die vorige Ooreenkoms van die Raad, maar vir welke kategorieë nie in hierdie Ooreenkoms voorsiening gemaak word nie, bydraes betaal word op die skaal betaalbaar ingevolge daardie Ooreenkoms.

(2) Werknemers in subklousule (1) bedoel, moet binne drie maande vanaf die datum van inwerkingtreding van hierdie Wysigingsooreenkoms toegewys word aan 'n beroep wat in hierdie Ooreenkoms aangegee word."

DEEL II**14. KLOUSULE 1.—TOELAES**

(1) In subklousule (I) (a) vervang die uitdrukking "buite 'n straal van" deur die uitdrukking "verder as".

(2) In subklousule (I) (e) (ii), voeg die uitdrukking "kwekeling installasie-operateur," in na "installasie-operateur,".

15. KLOUSULE 2.—UITGAWES VAN DIE RAAD

In subklousule (1), vervang die bestaande tabel deur die volgende:

"A	B	C
Loongroep of werknemersklas	Werknemers-bydrae	Werkgewers-bydrae
	Sent per week	Sent per week
Meester-elektrisiën	35	35
Elektrisiën en ambagsman	30	30
Installasie-operateur	25	25
Kwekeling installasie operateur	20	20
Drywer	25	25
Arbeider graad I	12	12
Arbeider graad II	8	8"

16. KLOUSULE 4.—OPGAWE VAN LONE EN/OF VERDIENSTE

Vervang die tabel bestaande loontabel deur die volgende:

	"Per uur Sent
Meester-elektrisiën	650
Elektrisiën en ambagsman	560
Installasie-operateur	375
Kwekeling installasie-operateur	263
Drywer van 'n voertuig waarvan die onbelaste massa—	
(a) hoogstens 3 500 kg is	210
(b) van 3 501 kg tot 9 000 kg is	252
(c) 9 001 kg en meer is	280
Arbeider:	
(a) Graad I	179
(b) Graad II	145
(c) Graad II na ses maande in die Nywerheid	153"

17. Voeg die volgende nuwe klousule by:

"4bis. GEWAARBORGDE MINIMUM VERHOEGINGS EN TEENSTELLING

(1) Elke werknemer vir wie daar in hierdie Ooreenkoms lone voorgeskryf word en wat op 2 Julie 1984 in diens is by 'n werkgever in die Nywerheid moet, terwyl hy in diens van dieselfde werkgever is, en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was of nie as die loon wat vir hom in hierdie Ooreenkoms voorgeskryf is, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag:

	Bedrag per uur Sent
Meester-elektrisiën	60
Elektrisiën en ambagsman	50
Installasie-operateur	34
Kwekeling installasie-operateur	24
Drywer:	
(a) Hoogstens 3 500 kg	18
(b) van 3 501 tot 9 000 kg	22
(c) 9 001 kg en meer	25
Arbeider:	
(a) Graad I	16

12. CLAUSE 37.—NOTICE BOARDS

In subclause (2), insert the expression "10" before the expression "consecutive".

13. Insert the following new clause 40:

"40. CATEGORIES NOT PROVIDED FOR IN THIS AGREEMENT

(1) Employees for whom contributions were payable in terms of any clauses in the previous Agreement of the Council, but whose categories are not provided for in this Agreement, shall have contributions paid on their behalf at the rate payable in terms of that Agreement.

(2) Employees referred to in subclause (1) shall be allocated to a scheduled occupation in this Agreement within a period of three months after the date of the coming into operation of this Amending Agreement."

PART II**14. CLAUSE 1.—ALLOWANCES**

(1) In subclause (1) (a), substitute the expression "worksite is situated beyond" for the expression "job is situated outside a radius of".

(2) In subclause (1) (e) (ii), insert the expression "installation operator trainee," after "installation operator,".

15. CLAUSE 2.—EXPENSES OF THE COUNCIL

In subclause (1), substitute the following for the existing table:

"A	B	C
Wage group or classes of employee	Employee's contribution	Employer's contribution
	Cents per week	Cents per week
Master electrician	35	35
Electrician and artisan	30	30
Installation operator	25	25
Installation operator trainee	20	20
Driver	25	25
Labourer, Grade I	12	12
Labourer, Grade II	8	8"

16. CLAUSE 4.—SCHEDULE OF WAGES AND/OR EARNINGS

Substitute the following for the existing table of wages:

	"Per hour Cents
Master electrician	650
Electrician and artisan	560
Installation operator	375
Installation operator trainee	263
Driver of a vehicle, the unladen mass of which is—	
(a) up to 3 500 kg	210
(b) from 3 501 to 9000 kg	252
(c) 9 001 kg and over	280
Labourer:	
(a) Grade I	179
(b) Grade II	145
(c) Grade II after six months in the Industry	153"

17. Insert the following new clause:

"4bis. GUARANTEED MINIMUM INCREASES AND OFFSET

(1) Every employee for whom wages are prescribed in this Agreement and who on 2 July 1984 is employed by an employer in the Industry shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal minimum increase, an additional amount as follows:

	Amount per hour Cents
Master electrician	60
Electrician and artisan	50
Installation operator	34
Installation operator trainee	24
Driver:	
(a) up to 3 500 kg	18
(b) from 3 501 kg to 9 000 kg	22
(c) 9 001 kg and over	25
Labourer:	
(a) Grade I	16

(2) Die addisionele bedrag ingevolge hierdie klousule betaalbaar aan 'n werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word, kan verminder word met die bedrag van 'n verhoging of verhogings wat op of na 1 Januarie 1984 aan sodanige werknemer toegestaan is."

18. KLOUSULE 5.—VERLOFBONUS

(1) In subklousule (1) voeg die uitdrukking "en kwekeling installasie-operateur" in na die uitdrukking "Arbeider Graad I" oral waar dit voorkom.

(2) In subklousule (1), vervang die uitdrukking "Vakleerling in sy eerste en tweede jaar" deur die uitdrukking "Vakleerling in sy eerste jaar".

(3) In subklousule (1), vervang die uitdrukking "Vakleerling in sy derde en vierde jaar" deur die uitdrukking "Vakleerling in sy tweede, derde en vierde jaar".

(4) In subklousule (3) (a), vervang die uitdrukking "werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word," deur die uitdrukking "meester-elektrisiën, elektrisiën, ambagsman of installasie-operateur".

(5) In subklousule (3) (b), vervang die uitdrukking " 'n werknemer vir wie lone in klousule 4 (1) (c) of (d) (i) of (ii) voorgeskryf word," deur die uitdrukking " 'n meester-elektrisiën, elektrisiën, ambagsman of installasie-operateur".

(6) In subklousule (3) (c) vervang die uitdrukking "paragraaf (a) en (b)" deur die uitdrukking "subklousule (3) of (4)" en hernoem subklousule "(3) (c)" tot "(5) (a)".

(7) In subklousule (3) (d), vervang die uitdrukking "paragraaf (c)" deur die uitdrukking "paragraaf (a)" en hernoem subklousule "(3) (d)" tot "(5) (b)".

(8) Voeg die volgende nuwe subklousule (4) in:

"(4) (a) Waar die diens van 'n drywer of 'n arbeider beëindig word voor voltooiing van 235 werkdade by 'n werkgever, moet sodanige werkgever hom 'n pro rata-bedrag ooreenkomstig onderstaande formule betaal:

$$\frac{\text{Getal voltooië werkdade by werkgever in huidige siklus}}{235} \times \frac{\text{verlofbonus van toepassing op sodanige werknemer.}}$$

(b) Waar die diens van 'n drywer of 'n arbeider beëindig word na voltooiing van 235 werkdade by 'n werkgever, maar voordat die jaarlikse verlof aan hom toegestaan is, moet sy werkgever—

(i) die verlofbonus aan hom verskuldig ingevolge subklousule (1) hiervan ten opsigte van die verloftydperk wat opgeloop het maar nie toegestaan was voor die datum van sy diensbeëindiging nie, aan hom betaal; en

(ii) 'n bedrag bereken ooreenkomstig die formule in paragraaf (a) ten opsigte van die diensydperk voltooi na die datum waarop hy ingevolge klousule 9 van Deel I van die Ooreenkoms op verlof geregtig geword het, aan hom betaal."

Soos gemagtig, vir en namens die partye by die Raad op hede die 7de dag van Maart 1984 te Johannesburg onderteken.

B. NICHOLSON, Voorsitter van die Raad.

J. M. FRASER, Ondervoorsitter van die Raad.

C. P. VENTER, Sekretaris van die Raad.

(2) The additional amount payable in terms of this clause to an employee for whom wages are prescribed in this Agreement may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 1 January 1984."

18. CLAUSE 5.—LEAVE BONUS

(1) In subclause (1), insert the expression "and installation operator trainee" after the expression "Labourer Grade I", wherever it occurs.

(2) In subclause (1), substitute the expression "Apprentice, during his first year" for the expression "Apprentice, during his first and second years".

(3) In subclause (1), substitute the expression "Apprentice, during his second, third and fourth years" for the expression "Apprentice, during his third and fourth years".

(4) In subclause (3) (a) substitute the expression "a master electrician, electrician, artisan or installation operator" for the expression "an employee for whom wages are prescribed in this Agreement".

(5) In subclause (3) (b), substitute the expression "a master electrician, electrician, artisan or installation operator" for the expression "an employee for whom wages are prescribed in clause 4 (1) (c) or (d) (i) or (ii)".

(6) In subclause (3) (c), substitute the expression "subclause (3) or (4)" for the expression "paragraphs (a) and (b)" and renumber subclause (3) (c) to read "(5) (a)".

(7) In subclause (3) (d), substitute the expression "paragraph (a)" for the expression "paragraph (c)" and renumber subclause (3) (d) to read "(5) (b)".

(8) Insert the following new subclause (4):

"(4) (a) Where the employment of a driver or any labourer is terminated before the completion of 235 working days with an employer, such employer shall pay him a pro rata amount in accordance with the following formula:

$$\frac{\text{Number of completed working days with employer in present cycle}}{235} \times \text{leave bonus applicable to such employee.}$$

(b) Where the employment of a driver or any labourer is terminated after the completion of 235 working days with an employer but before the annual leave has been granted to him, his employer shall—

(i) pay him the amount due in terms of subclause (1) hereof in respect of the leave bonus which has accrued but was not granted before the date of termination of his employment; and

(ii) pay him an amount calculated in accordance with the formula in paragraph (a) in respect of the period of employment completed after the date on which he became entitled to leave in terms of clause 9 of Part I of the Agreement."

Signed at Johannesburg, as authorised, for and on behalf of the parties to the Council, this 7th day of March 1984.

B. NICHOLSON, Chairman of the Council.

J. M. FRASER, Vice-Chairman of the Council.

C. P. VENTER, Secretary of the Council.

No. R. 1219

22 Junie 1984

WET OP MANNEKRAGOPLEIDING, 1981

NASIONALE MANNEKRAGOPLEIDINGSKOMITEE VIR DIE DRUKKERSNYWERHEID. — WYSIGING VAN LEERVOORWAARDES EN AANWYSING VAN 'N AMBAG

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van bogenoemde Wet—

(a) wysig hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing R. 431 van 6 Maart 1981 (soos toegepas by Goewermentskennisgewing R. 1033 van 15 Mei 1981), soos gewysig by Goewermentskennisgewing R. 2292 van 29 Oktober 1982 deur klousule 3 van die Leervoordes deur die volgende te vervang:

No. R. 1219

22 June 1984

MANPOWER TRAINING ACT, 1981

NATIONAL MANPOWER TRAINING COMMITTEE FOR THE PRINTING INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP AND DESIGNATION OF A TRADE

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the above-mentioned Act, hereby—

(a) amend, with effect from the third Monday after the date of publication of this notice, Government Notice R. 431 of 6 March 1981 (as applied by Government Notice R. 1033 of 15 May 1981), as amended by Government Notice R. 2292 of 29 October 1982, by the substitution for clause 3 of the Conditions of the following:

"3. LONE

(1) 'n Werkgewer moet 'n vakleerling weekliks 'n minimum besoldiging betaal, bereken teen die volgende persentasies van die besoldiging wat ingevolge die laaste ooreenkoms van die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika aan 'vakmanne nie elders gespesifiseer nie' betaalbaar is vir dagwerk in die gebiede omskryf in die laaste ooreenkoms:

	Persentasie
Eerste jaar.....	43
Tweede jaar.....	48
Derde jaar.....	53
Vierde jaar.....	68:

Met dien verstande dat die persentasies van toepassing op vakleerlinge wat ingeboek is na voltooiing van hul twee jaar opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, soos volg is:

	Persentasie
Eerste jaar.....	48
Tweede jaar.....	53
Derde jaar.....	68
Vierde jaar.....	71:

Met dien verstande voorts dat waar enige ooreenkoms van genoemde Nywerheidsraad weens verloop van tyd verstryk het, die persentasies besoldiging betaalbaar aan 'n vakleerling bereken moet word teen die besoldiging wat aan 'n vakman in die betrokke ambag en gebied betaalbaar was ingevolge die laaste ooreenkoms wat in die Nywerheid bindend was.

(2) (a) 'n Werkgewer moet onderstaande enkelgeldsombonusse uit die Opleidingskema-fonds van die Raad bekom en aan 'n vakleerling betaal wat gedurende sy leertyd die volgende sertifikate by 'n tegniese kollege of tegniese inrigting in die Republiek behaal:

Nasionale Tegniese Sertifikaat, Deel I (N1), of Nasionale Drukkersertifikaat, Deel I.....	R400,00
Nasionale Tegniese Sertifikaat, Deel II (N2), of Nasionale Drukkersertifikaat, Deel II.....	R500,00
Nasionale Tegniese Sertifikaat, Deel III (N3), met drie vakke, of Nasionale Drukkersertifikaat, Deel III, met drie vakke.....	R550,00
Nasionale Tegniese Sertifikaat, Deel III (N3), met vier vakke, of Nasionale Drukkersertifikaat, Deel III, met vier vakke.....	R600,00:

Met dien verstande dat 'n vakleerling wat in gevolge hierdie paragraaf geregtig is op enkelgeldsombonusse, nie geregtig is nie op die addisionele besoldiging voorgeskryf in paragraaf (b) ten opsigte van die sertifikate in hierdie paragraaf bedoel: Met dien verstande voorts dat die eerste betalings ingevolge hierdie paragraaf ten opsigte van die Mei tot Augustus 1984-blok gemaak moet word.

(b) Behoudens die bepalings van paragraaf (a) hiervan, moet 'n werkgewer die besoldiging voorgeskryf in subklousule (1), ten opsigte van 'n vakleerling wat enige van die opvoedkundige kwalifikasies gemeld in die lys onder klousule 7 (2) besit of verwerf, aanvul met minstens die bedrag hieronder genoem:

	Per week
	R
Groep A.....	2,50
Groep B.....	3,00
Groep C.....	3,00
Groep D.....	3,50
Groep E.....	4,00
Groep F.....	4,50

(c) Behalwe die geval van die Drukkersambagsteorie-sertifikaat, is enige bedrag wat ingevolge hiervan betaalbaar is, kumulatief ten opsigte van elke groep, uitgesonderd Groepe A en B: Met dien verstande egter dat die aanvullende besoldiging betaalbaar is ten opsigte van net een van die opvoedkundige kwalifikasies in elke groep gemeld.

"3. WAGES

(1) An employer shall pay an apprentice weekly remuneration of not less than that calculated on the following percentages of the remuneration payable in terms of the latest agreement of the National Industrial Council for the Printing and Newspaper Industry of South Africa to 'journeymen not elsewhere specified' for day work in the areas defined in the latest agreement:

	Percentage
First year.....	43
Second year.....	48
Third year.....	53
Fourth year.....	68:

Provided that the percentages applicable to apprentices who are indentured after having completed their two-year training or service in terms of the Defence Act, 1957, or the Police Act, 1958 shall be as follows:

	Percentage
First year.....	48
Second year.....	53
Third year.....	68
Fourth year.....	71:

Provided further that where any agreement of the said Industrial Council has lapsed by effluxion of time, the percentages of remuneration payable to an apprentice shall be calculated on the remuneration which was payable to a journeyman in the trade and area concerned in terms of the latest agreement which was binding in the Industry.

(2) (a) An employer shall obtain from the Training Schemes Fund of the Council and pay the following lump sum bonuses to an apprentice who, during his apprenticeship, attains the following certificates at a technical college or technical institution in the Republic:

National Technical Certificate, Part I (N1), or National Printer's Certificate, Part I.....	R400,00
National Technical Certificate, Part II (N2), or National Printer's Certificate, Part II.....	R500,00
National Technical Certificate, Part III (N3), with three subjects or National Printer's Certificate, Part III, with three subjects.....	R550,00
National Technical Certificate, Part III (N3), with four subjects or National Printer's Certificate, Part III, with four subjects.....	R600,00:

Provided that an apprentice who is entitled to lump sum bonuses in terms of this paragraph shall not be entitled to the additional remuneration prescribed in paragraph (b) in respect of the certificates referred to in this paragraph: Provided further that the first payments in terms of this paragraph shall be made in respect of the May to August 1984 block.

(b) Subject to the provisions of paragraph (a) hereof an employer shall supplement the remuneration prescribed in subclause (1) by an amount not less than that indicated hereunder in respect of an apprentice who is in possession of or attains any of the educational qualifications scheduled in clause 7 (2):

	Per week
	R
Group A.....	2,50
Group B.....	3,00
Group C.....	3,00
Group D.....	3,50
Group E.....	4,00
Group F.....	4,50

(c) Except in the case of the Printers' Trade Theory Certificates, any amount payable in terms hereof shall be cumulative in respect of each group, except Groups A and B: Provided, however, that the supplementary remuneration shall be payable in respect of only one of the educational qualifications mentioned in each group.

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

(3) 'n Vakleerling wat vir nagwerk in diens is, moet 'n besoldiging ontvang van minstens 15 persent meer as die besoldiging wat die werkgewer vir dagwerk betaal, welke besoldiging nie minder mag wees nie as dié voorgeskryf by subklousule (1) of (2) hiervan.

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

(b) bepaal hierby dat die leervoorwaardes hierbo uiteengesit, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied waarvoor die Komitee ingestel is;

(c) wys hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, die ambag “Roletiketmasjienbediening” aan as 'n ambag waarop die Wet van toepassing is ten opsigte van die Nywerheid en gebied waarvoor gemelde Komitee ingestel is;

(d) skryf hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes wat betrekking het op leertyd, nagwerk, tegniese studies, betaling van klas- en eksamengelde en ambagstoetse, klousules 2 en 4 tot 7 van Goewermentskennisgewing R. 431 van 6 Maart 1981 (soos toegepas by Goewermentskennisgewing R. 1033 van 15 Mei 1981) soos gewysig by Goewermentskennisgewing R. 2292 van 29 Oktober 1982, voor as leervoorwaardes van die ambag “Roletiketmasjienbediening”; en

(e) skryf hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing die Voorwaardes hieronder uiteengesit, voor as leervoorwaardes ten opsigte van die ambag “Roletiketmasjienbediening” in die Nywerheid en gebied waarvoor genoemde Komitee ingestel is:

VOORWAARDES

1. KWALIFIKASIES OM MET VAKLEERLINGSKAP TE BEGIN

Die minimum leeftyd en opvoedkundige kwalifikasies vir die begin van vakleerlingskap ten opsigte van die ambag “Roletiketmasjienbediening” is 16 jaar en standerd 8 of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die voornemende vakleerling besoek is, waarin gemeld word dat hy op die standerd 8-peil, geslaag het in die vakke Afrikaans, Engels, Wiskunde en minstens een ander vak.

2. OPLEIDINGSKURSUS

(1) 'n Werkgewer moet 'n vakleerling die praktiese opleiding in die ambag waarvoor hy ingeboek is, gee volgens onderstaande Bylae. 'n Vakleerling moet sower prakties moontlik opgelei word onder die gereelde toesig van 'n ambagsman wat bevoeg is om hom op te lei in die ambag waarvoor hy ingeboek is.

(2) 'n Werkgewer moet die vakleerling ook oplei in die werksaamhede aangedui in kolom C van die Bylae in die mate waarin geriewe in die werkgewer se bedryfsinrigting bestaan.

(d) Any amount to which an apprentice is entitled in terms of paragraph (a) or (b) shall, where the relevant certificate is obtained during apprenticeship, be payable as from the date of issue thereof.

(3) An apprentice employed on night work shall be paid at a rate not less than 15 per cent in excess of the remuneration paid by the employer for day work, which remuneration shall not be less than that prescribed by subclause (1) or (2) hereof.

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

(b) determine that the conditions of apprenticeship set out above shall, with effect from the third Monday after the date of publication of this notice, also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area for which the Committee was established;

(c) designate, with effect from the third Monday after the date of publication of this notice, the trade “Roll Label Machine Minding” as a trade to which the Act shall apply in respect of the Industry and area for which the said Committee was established;

(d) prescribe, with effect from the third Monday after the date of publication of this notice, the conditions of apprenticeship which apply to period of apprenticeship, night work, technical studies, payment of class and examination fees and trade tests, clauses 2 and 4 to 7 of Government Notice R. 431 of 6 March 1981 (as applied by Government Notice R. 1033 of 15 May 1981) as amended by Government Notice R. 2292 of 29 October 1982, as conditions of apprenticeship for the trade “Roll Label Machine Minding”; and

(e) prescribe, with effect from the third Monday after the date of publication of this notice, the Conditions set out hereunder as conditions of apprenticeship in respect of the trade “Roll Label Machine Minding” in the Industry and area for which the said Committee was established:

CONDITIONS

1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship in the trade “Roll Label Machine Minding” shall be 16 years and Standard 8 or a statement of attainment issued by or on behalf of the school attended by the prospective apprentice reflecting a pass at Standard 8 level in the subjects Afrikaans, English, Mathematics and at least one other subject.

2. COURSE OF TRAINING

(1) An employer shall provide an apprentice with practical training in accordance with the following Schedule. An apprentice shall as far as practicable be trained under the regular supervision of an artisan qualified to train him in the trade.

(2) An employer shall, in addition, give the apprentice training in the operations listed in column C of the Schedule to the extent to which facilities exist in the employer's establishment.

BYLAE

Kolom A	Kolom B	Kolom C
Roletiketmasjienbediening	ROLETIKETMASJIEBEDIENING <i>Eerste jaar.</i>—Veiligheidsmaatreëls en eerstehulp wat op die ambag van toepassing is. Opleiding in die pakhuis met die doel om die verskillende eienskappe, grammassas en groottes van rolvoorraad, papier en foelie te leer. Werk van langssny- en herrolmasjiene. Onderrig in beskikbare drukprosesse wat gebruik word; korrekte gebruik van gereedskap. Hulpverlening op alle beskikbare roletiketmasjiene met die doel om name en funksies van onderdele, elementêre verstellings, smering, versorging en skoonmaak daarvan te leer, ryging van papier of ander materiaal deur masjiene en rolomruiling; hantering van ink, plate en ander materiaal of produkte. <i>Tweede jaar.</i>—Drie maande opleiding in die ontwerpafdeling. Ondervinding op alle beskikbare roletiketmasjiene met onderrig in bediening; voorsorgsonderhoud; versorging en skoonmaak van instellings; eienskappe en hantering van inkte; lees van uitleggings. <i>Derde jaar.</i>—Onderrig in die werking van elke meganisme van die pers; nagaan en versorging van alle drukeenhede en stempelsnyeenhede; stel van inktroë; stel van silinderdruk; montering van plate; stel van inktrollers; registrasie vir kleurwerk; onderrig in die werking van lengtebeheereenhede; stroboskooplig en tellereenhede; aanmaak en bypas van inkte, handhawing van eenvormige kleur op werkstuk; opteken van oplaes en behandeling en hantering van rolle of stapels papier voor, gedurende en na druk; brandgevaar van statiese elektrisiteit; drukfoute en herstelmiddele daarvoor; geleidelike ondervinding van selfstandige werk, met inbegrip van volledige toestelling, deurloop van werkstukke en toesig oor masjienassistentie. <i>Vierde jaar.</i>—Hersiening en selfstandige werk.	Van negatiewe en positiewe op litografiese plate afdruk en prosessering van beligte plate; stel van inktrollers en aanklammers; silinderdekking en -pakking; passing van aanklamrollerslope. Opleiding in die maak van fotopolimeer- en soortgelyke plate. Vertroudmaking met die maak van gevulkaniseerde plastiekvorms, en die bereiding, lap, slyp en montering van rubberstereos. Vertroudmaking met die maak van snystempels. Fleksodruk; rotogravure; syskermdruk; lamellering; warmfoeliedruk.

SCHEDULE

Column A	Column B	Column C
Roll Label Machine Minding.....	ROLL LABEL MACHINE MINDING <i>First year.</i>—Safety precautions and first-aid applicable to the trade. Training in the warehouse with a view to learning the various qualities, grammages and sizes of reel stock, paper and foil. Operation of slitting and rewinding machines. Instruction in available printing processes employed; correct use of tools. Assisting on all available roll label machines with a view to learning names and functions of parts, elementary adjustments, lubricating, caring for and cleaning, threading paper or other material through machine and reel changing; handling of ink, plates and other material or products. <i>Second year.</i>—Three months' training in the origination department. Experience on all available roll label machines with instruction in operation; preventive maintenance; care and cleaning of inking systems; properties and handling of inks; reading of layouts. <i>Third year.</i>—Instruction in the working of each mechanism of the press; checking and care of all printing units and die-cutting unit; setting of ink ducts; setting of cylinder pressures; mounting of plates, setting inking rollers; registration for colour work; instruction on the working of length control units; stroboscope light and counter units; mixing and matching of inks, maintaining uniform colour on job; recording of press runs and treatment and handling of reels or stacks of paper before, during and after printing; fire hazard of static electricity; printing faults and their remedies; gradual experience of independent work including complete make-ready, running of jobs and supervision of machine assistants. <i>Fourth year.</i>—Revision and independent work.	Printing down on lithographic plates from negatives and positives and processing of exposed plates; setting of inking rollers and dampers; cylinder covering and packing; fitting of damping roller covers. Training on the making of photopolymer and similar plates. Familiarisation with the making of vulcanised plastic moulds and the preparation, patching, grinding and mounting of rubber stereos. Familiarisation with the making of cutting dies. Flexographic printing; rotogravure printing; silk screen printing; laminating; hot-foil printing.

No. R. 1226

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS.—INTREKKING VAN
GOEWERMENSKENNISGEWING

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing R. 352 van 2 Maart 1984, in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

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

No. R. 1227

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS.—HERBEKRAG-
TIGING 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 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1985 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3 en 7, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1985 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 genoemde Ooreenkoms gespesifiseer.

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

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWER-
HEID, GRENS
OOREENKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aange-
gaan tussen die

Border 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, Grens.

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

1. TOEPASSINGSBESTEK VAN OOREENKOMS

1. Hierdie Ooreenkoms moet nagekom word in die Meubelnywerheid,
Grens—

(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;

No. R. 1226

22 June 1984

LABOUR RELATIONS ACT, 1956

BORDER FURNITURE MANUFACTURING INDUS-
TRY.—CANCELLATION OF GOVERNMENT NOTICE

I, Pieter Theunis Christiaan du Plessis, Minister of Man-
power, hereby, in terms of section 48 (5) of the Labour
Relations Act, 1956, cancel Government Notice R. 352 of 2
March 1984, with effect from the second Monday after the
date of publication of this notice.

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

No. R. 1227

22 June 1984

LABOUR RELATIONS ACT, 1956

BORDER FURNITURE MANUFACTURING INDUS-
TRY.—RE-ENACTMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Man-
power, hereby—

(a) in terms of section 48 (1) (a) of the Labour Rela-
tions Act, 1956, declare that the provisions of the
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 the second Monday after the
date of publication of this notice and for the period ending
20 March 1985, upon the employers' organisation and the
trade union which entered into the said 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 said Agreement, excluding those
contained in clauses 1 (1) (a), 2, 3 and 7, shall be binding,
with effect from the second Monday after the date of
publication of this notice and for the period ending 20
March 1985, 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, Indus-
try, Trade or Occupation in the areas specified in clause 1
of the said Agreement.

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

SCHEDULE

BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE
MANUFACTURING INDUSTRY

AGREEMENT

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

Border Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employer's organisa-
tion"), 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 Border Industrial Council for the Furniture Manu-
facturing Industry.

**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 Border Furni-
ture Manufacturing Industry—

(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) in die landdrosdistrikte Albert, Aliwal-Noord, Oos-Londen, Fort Beaufort, Queenstown en Stutterheim.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarvolgens vasgestel nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel en bly van krag vir die tydperk wat op 20 Maart 1985 eindig of vir dié tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalinge soos vervat in klousules 9 (4) (c), 20, 22, 23 (soos gewysig by klousule 7 hieronder) en 28 van Deel I en klousule 3 (6) (b) van Deel III van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1648 van 6 Augustus 1982 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op sowel werkgewers as werknemers.

4. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3 tot en met 9 (4) (b), 9 (4) (d) tot en met 11, 12 (soos gewysig by klousule 5 hieronder), 13 tot en met 16, 17 (soos gewysig by klousule 6 hieronder), 18, 19, 21, 24 tot en met 27, 29 tot en met 33 en 34 (soos gewysig by klousule 8 hieronder) van Deel I, Deel II (soos gewysig by klousule 10 hieronder) en klousules 1, 2 (soos gewysig by klousule 11 hieronder), 3 (1) tot en met 3 (6) (a) en 3 (6) (c) tot en met 12 van Deel III van die Vorige Ooreenkoms is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 12 VAN DEEL I VAN DIE VORIGE OOREENKOMS.—VAKANSIEDAE EN VAKANSIEFONDS

Voeg die volgende subklousule in na subklousule (6):

"(7) (a) Aan elke werkgewer wat aan die Raad en tot sy tevredenheid 'n waarborg gee deur 'n geregistreerde bankier en/of versekeringsmaatskappy verskaf vir die volle bedrag van sy jaarlikse verpligtings ingevolge hierdie klousule, kan daar, sonder om op enige wyse sy aanspreeklikheid teenoor sy werknemers te beperk, vrystelling verleen word van sy betaling aan die Raad op die wyse soos in subklousule (6) (a) van hierdie klousule voorgeskryf: Met dien verstande dat die vrystelling onderworpe is aan dié bepalinge en voorwaardes wat die Raad van tyd tot tyd daarop van toepassing maak en dat die staat soos in subklousule (6) (a) voorgeskryf maandeliks voorgelê moet word.

Die waarborg(e) ingevolge hierdie klousule verskaf, moet jaarliks vooruit bevestig word en van krag bly tot die einde van Desember elke jaar.

(b) Die feit dat 'n werkgewer 'n waarborg(e) aan die Raad gegee het, stel dié werkgewer hoegenaamd nie vry van sy aanspreeklikheid teenoor sy werknemers vir die betaling van die vakansiefondsbonusse soos ooreenkomstig hierdie klousule bereken nie."

6. KLOUSULE 17 VAN DEEL I VAN DIE VORIGE OOREENKOMS.—REGISTRASIE VAN WERKGEWERS EN WERKNEMERS

Vervang klousule 17 deur die volgende:

"17. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS

(1) Elke werkgewer wat dit nie reeds ingevolge 'n vorige ooreenkoms gedoen het nie, moet binne een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree en elke werkgewer wat ná daardie datum tot die Nywerheid toetree, moet binne een maand vanaf die datum waarop hy met werksaamhede begin aan die Sekretaris van die Raad die volgende besonderhede stuur wat skriftelik en deur die werkgewer onderteken moet wees:

(a) Sy naam voluit (ingeval die onderneming 'n maatskappy of 'n vennootskap is, moet die naam van die verantwoordelike bestuurder en/of vennote voluit verstrek word);

(b) sy adres waar die besigheid gedryf word en die woonadresse van die persone wat in paragraaf (a) bedoel word;

(c) die ambag of ambagte wat hy in die Nywerheid beoefen;

(d) die name van sy werknemers en die beroepe waarin hulle werksaam is.

(2) Ingeval die werkgewer 'n vennootskap is, moet die inligting verstrek word wat ooreenkomstig subklousule (1) in verband met elk van die vennote vereis word, en ook die naam waaronder die vennootskap sake doen.

(3) Elke werkgewer moet die Raad skriftelik in kennis stel van alle veranderinge ten opsigte van besonderhede wat ingevolge subklousule (1) verstrek word, en daar moet binne 14 dae vanaf so 'n verandering kennis daarvan gegee word.

(b) within the Magisterial Districts of Albert, Aliwal North, East London, Fort Beaufort, Queenstown and Stutterheim.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in this Agreement;

(b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in operation for the period ending 20 March 1985 or such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions contained in clauses 9 (4) (c), 20, 22, 23 (as amended by clause 7 hereunder), and 28 of Part I and clause 3 (6) (b) of Part III of the Agreement published under Government Notice R. 1648 of 6 August 1982 (hereinafter referred to as the "Former Agreement") shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 9 (4) (b) inclusive, 9 (4) (d) to 11 inclusive, 12 (as amended by clause 5 hereunder), 13 to 16 inclusive, 17 (as amended by clause 6, hereunder), 18, 19, 21, 24 to 27 inclusive, 29 to 33 inclusive and 34 (as amended by clause 8 hereunder) of Part I, Part II (as amended by clause 10 hereunder) and clauses 1, 2 (as amended by clause 11 hereunder), 3 (1) to 3 (6) (a) inclusive and 3 (6) (c) to 12 inclusive of Part III of the Former Agreement shall apply to employers and employees.

5. CLAUSE 12 OF PART I OF THE FORMER AGREEMENT.—HOLIDAYS AND HOLIDAY FUND

Insert the following subclause after subclause (6):

"(7) (a) Every employer who supplies the Council with a guarantee by a registered banker and/or insurance company satisfactory to the Council for the total of annual commitments under this clause may without in any way limiting his liability towards his employees, be granted exemption from making payment to the Council in the manner prescribed in subclause 6 (a) of this clause: Provided that the exemption shall be subject to such terms and conditions made applicable thereto by the Council from time to time, and that the statement as prescribed in subclause (6) (a) be submitted monthly. The guarantee/guarantees furnished in terms of this clause shall be established annually in advance, and be effective until the end of December each year.

(b) The fact that an employer has furnished a guarantee/guarantees to the Council shall in no way absolve such employer from his liability towards his employees for payment of holiday bonuses calculated in accordance with the provisions of this clause."

6. CLAUSE 17 OF PART I OF THE FORMER AGREEMENT.—REGISTRATION OF EMPLOYERS AND EMPLOYEES

Substitute the following for clause 17:

"17. REGISTRATION OF EMPLOYERS AND EMPLOYEES

(1) Every employer who has not already done so in pursuance of any previous agreement shall within one month from the date on which this Agreement comes into operation and every employer entering the Industry, after that date shall within one month of commencement of operations by him, forward to the Secretary of the Council the following particulars, which shall be in writing and signed by the employer:

(a) His full name (where the business is a company or partnership, the full name of the responsible manager and/or partners must be furnished);

(b) his address where the business is carried on and the residential addresses of the persons referred to in paragraph (a);

(c) the trade or trades carried on by him in the Industry;

(d) the names of his employees and the occupations in which they are employed.

(2) Where the employer is a partnership, information in accordance with subclause (1) regarding each of the partners, as well as the title under which the partnership operates, shall be furnished.

(3) Written notification shall be sent to the Council by every employer of an alteration in respect of any details supplied in terms of subclause (1) and such notification shall be given within 14 days of such alteration.

(4) Elke werkgever in die Nywerheid moet op die datum van inwerking-trede van hierdie Ooreenkoms, en elke werkgever wat ná dié datum tot die Nywerheid toetree, moet, binne sewe dae ná dié datums of op die datum waarop die werkgever met sy werksaamhede begin, na gelang van die geval, 'n kontant bedrag of 'n waarborg wat vir die Raad aanvaarbaar is by die Raad inbetal om die uitbetaling van die volgende uitgawes aan sy werknemers te dek:

- (a) Een week se lone;
- (b) 13 weke se heffings en bydraes ten opsigte van—
 - (i) vakansiebonusfondsooreenkoms ingevolge klousule 12;
 - (ii) heffings aan die Raad ingevolge klousule 16;
 - (iii) opleidingsfondsooreenkoms ingevolge klousule 4 van die Opleidingsfondsooreenkoms;
 - (iv) Voorsorgfondsooreenkoms ingevolge klousule 7 van die Voorsorgfondsooreenkoms.

(5) As die kontantbedrag of die waarborg wat deur 'n werkgever inbetal of gegee is onvoldoende is om die uitbetaling te dek van die lone en heffings/bydraes in subklousule (4) bedoel, moet die werkgever die kontantbedrag of die waarborg op aanvraag van die Raad verhoog tot 'n bedrag wat voldoende is om sodanige uitbetaling te dek. 'n Werkgever moet toegelaat word om die kontantbedrag of die waarborg te verminder as 'n vermindering van die getal werknemers in diens van so 'n werkgever 'n vermindering regverdig. Met dien verstande dat daar geen vermindering van die kontantbedrag of die waarborg binne tussenposes van minder as ses maande vereis of toegelaat mag word nie. Voorts met dien verstande dat die minimum bedrag op 'n bepaalde tydstop minstens R500 moet wees.

(6) Die Raad is daarop geregtig om 'n kontantbedrag of 'n waarborg wat ingevolge subklousule (4) deur 'n werkgever by die Raad inbetal of gegee is, aan te wend om dié bedrag uit te betaal wat so 'n werkgever ten opsigte van heffings en bydraes aan die Raad verskuldig is of om die lone te betaal wat so 'n werkgever aan een of meer werknemers verskuldig is, as die Raad daarvan oortuig is dat sodanige lone deur die betrokke werkgever aan die betrokke werknemers verskuldig en betaalbaar is: Met dien verstande dat die totale eis ten opsigte van een of meer werknemers hoogstens die totale kontantbedrag of die waarborg mag wees wat by die Raad inbetal of gegee is: Voorts met dien verstande dat die bedrag wat 'n werknemer as loon kan eis hoogstens daardie gedeelte van die kontantbedrag of die waarborg mag wees wat by die Raad inbetal of gegee is en wat lone verteenwoordig.

7. KLOUSULE 23 VAN DEEL I VAN DIE VORIGE OOREENKOMS.—INDIENSNEMING VAN VAKVERENIGINGARBEID

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

“(1) Geen werkgever 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 die vakvereniging 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 inwerkingtrede van die Ooreenkoms geskied, lid van die vakvereniging word nie; en geen lid van die vakvereniging mag in diens bly by 'n werkgever 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 inwerkingtrede van hierdie Ooreenkoms geskied, lid van die werkgewersorganisasie word nie.”

(2) Vervang subklousule (5) deur die volgende:

“(5) Hierdie klousule is nie ten opsigte van 'n immigrant van toepassing 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 klousule onmiddellik in werking tree.”

(3) Voeg die volgende subklousule in na subklousule (6):

“(7) Afgesien van die regte van 'n persoon ingevolge artikel 51 (10) van die Wet op Arbeidsverhoudinge kan die Raad om 'n afdoende rede vrystelling van subklousule (1) verleen en is genoemde subklousule voorts nie van toepassing nie op persone wat na die mening van die Raad lidmaatskap van 'n party by hierdie Ooreenkoms sonder redelike gronde geweier is en wat sodanige weiering binne 14 dae daarna aan die Raad gerapporteer het.”

8. KLOUSULE 34 VAN DEEL I VAN DIE VORIGE OOREENKOMS.—ONDERHOUDSTOELAE

Vervang klousule 34 deur die volgende:

“34. ONDERHOUDSTOELAE

Wanneer die werk van 'n werknemer vir wie 'n loon in klousule 10 (5) van Deel II voorgeskryf word, hom verhoed om vir sy nagrus na sy tuiste terug te keer, moet hy benevens sy gewone besoldiging minstens die volgende onderhoudstoelae betaal word:

- (a) Wanneer dit vir die werknemer nodig om aandete en bed te verkry: R5,50;
- (b) wanneer dit vir die werknemer nodig is om aandete, bed en ontbyt te verkry: R6;

(4) Every employer in the Industry, at the date of coming into operation of this Agreement, and every employer who enters the Industry after that date, shall, within seven days of such dates or on the date on which such employer commences operations, as the case may be, lodge with the Council a cash amount or guarantee acceptable to the Council to cover the payment in respect of his employees as follows:

- (a) One week's wages;
- (b) 13 weeks' levies and contributions in respect of—
 - (i) Holiday Bonus Fund contributions in terms of clause 12;
 - (ii) levies to the Council in terms of clause 16;
 - (iii) Training Fund contributions in terms of clause 4 of the Training Fund Agreement;
 - (iv) Provident Fund contributions in terms of clause 7 of the Provident Fund Agreement.

(5) Where the cash amount or guarantee lodged by any employer is insufficient to cover the payment of wages and levies/contributions referred to in subclause (4), the employer shall on demand by the Council increase the cash amount or guarantee to an amount sufficient to cover such payment.

An employer shall be permitted to reduce the amount of his cash amount or guarantee where a reduction in the number of employees engaged by such employer warrants a reduction: Provided that no reduction of the amount of any cash amount or guarantee shall be required or permitted at intervals of less than six months: Provided further that the minimum amount shall not be less than R500 at any given time.

(6) The Council shall be entitled to utilise any cash amount or guarantee lodged by an employer with the Council in terms of subclause (4), to pay any amount which may be due to the Council by such employer in respect of levies and contributions or to pay any wages which may be due to any one or more employees of such employer, where the Council is satisfied that such wages are due and payable to the employees concerned by the employer involved: Provided that the total claim in respect of any one or more employees shall not exceed the total amount of the cash amount or guarantee lodged with the Council: Provided further that the amount any employee is entitled to claim as wages shall not exceed that portion of the cash amount or guarantee lodged with the Council which represents wages.”

7. CLAUSE 23 OF PART I OF THE FORMER AGREEMENT.—EMPLOYMENT OF TRADE UNION LABOUR

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

“(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.”

(2) Substitute the following for subclause (5):

“(5) The provisions of this clause shall not apply in respect of an immigrant during the first year after the date of his 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 to a member of it, the provisions of this clause shall immediately come into operation.”

(3) Insert the following subclause after subclause (6):

“(7) Apart from any person's right in terms of section 51 (10) of the Labour Relations Act, the Council may grant exemption from the provisions of subclause (1) for any good and sufficient reason and, further, the said subclause shall not apply to persons who, in the opinion of the Council, have been refused membership of a party to this Agreement without reasonable cause and who have reported such refusal to the Council within 14 days thereof.”

8. CLAUSE 34 OF PART I OF THE FORMER AGREEMENT.—SUBSISTENCE ALLOWANCE

Substitute the following for clause 34:

“34. SUBSISTENCE ALLOWANCE

Whenever the work of an employee for whom wages are prescribed in clause 10 (5) of Part II precludes him from returning to his home for his night's rest, he shall be paid in addition to his ordinary remuneration a subsistence allowance of not less than—

- (a) where it is necessary for the employee to obtain an evening meal and bed: R5,50;
- (b) where it is necessary for the employee to obtain an evening meal, bed and breakfast: R6;

(c) wanneer dit vir die werknemer nodig is om bed, ontbyt, middagete en aandete te verkry: R7."

9. Voeg die volgende klousule in na klousule 34:

"35. ULTRA VIRE

Indien 'n bepaling van dié Ooreenkoms deur 'n bevoegde hof *ultra vires* verklaar word, word die ander bepalings van die Ooreenkoms geag die Ooreenkoms uit te maak en bly dit van krag vir die onverstreke termyn van hierdie Ooreenkoms."

10. DEEL II VAN VORIGE OOREENKOMS.—LONE

Vervang Deel II deur die volgende:

"DEEL II

LONE

Graad I

1. Werknemers in enigen van of al die werksaamhede wat in die Meubelnywerheid verrig word, met uitsondering van die werknemers in klousules 5 tot 15 van hierdie Deel gemeld, maar met inbegrip van voormanne en/of toesighouers:

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 239

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

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

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

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 manlike 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 minimum loon voorgeskryf vir volwasse werknemers indien werksaam in dieselfde klas werk.

4. (a) Werknemers wat metaalstelselwerk verrig, uitgesonderd puntsweilwerk:

(b) Werknemers wat masjinerie onderhou:

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 239

Graad II

5. (a) Werknemers wat die volgende werk verrig:

(1) Die vervaardiging van beddegoed, d.w.s. die vervaardiging met die hand of meganiese toestel, hetsy in die geheel of in dele, van alle soorte matrassie gevul met klapperhaar, haarvulsel, vlok, kapok, katoenwatte, hare, vesel, wol, vere, gras, kaf, strooi, rubber of 'n ander soortgelyke stof; of 'n kombinasie van veerbinnewerk, alle soorte draadvere, ketting-en/of spiraalvere, volspiraalvere, maasvere, heliese vere, alle soorte vere en/of veereenhede, kopkussings, stoelkussingspeule, bomatrassie, bed-spreie, die vasslaan en/of vashaak van veermatrasdrade, kettingveermase, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd die diverse werksaamhede in subklousules (b) en (c) bedoel;

(2) veermaaswerk vleg;

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

(4) sye stik;

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

(6) 'n randstikmasjien bedien;

(7) 'n topstikmasjien bedien;

(8) rame en rollers vir die topstikmasjien gereed maak;

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

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

(11) vulsel op 'n veereenheid spreid;

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

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

(c) where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal: R7."

9. Insert the following clause after clause 34:

"35. ULTRA VIRE

Should any provision of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of this Agreement shall be deemed to be the Agreement and shall remain in operation for the unexpired period of this Agreement."

10. PART II OF THE FORMER AGREEMENT.—WAGES

Substitute the following for Part II:

"PART II

WAGES

Grade I

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 5 to 15 of this Part, but including foremen and/or supervisors:

Cents per
hour

During the period ending 19 March 1985 239

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;

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 wage prescribed in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the wage 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. (a) Employees engaged in the welding of metal other than spot welding:

(b) Employees engaged in the maintenance of machinery:

Cents per
hour

During the period ending 19 March 1985 239

Grade II

5. (a) Employees engaged in—

(1) 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, cushion bolsters, over-lays, 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 subclauses (b) and (c);

(2) weaving of spring mesh;

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

(4) side stitching;

(5) tufting, whether by hand or machine;

(6) operating a border quilting machine;

(7) operating a top quilting machine;

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

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

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

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

(12) securing mattress tops, whether quilted or not, in a position for building a prebuilt interior or spring mattress;

(13) tape ending a spring interior mattress;

(14) rolkantwerk met die hand of 'n masjien doen:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 19 Maart 1985	175

(b) Werknemers wat puntsweiswerk verrig:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 19 Maart 1985	175

(c) Werknemers in diens as versendingsklerke of magasynmanne:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 19 Maart 1985	175

(d) Leerlinge in diens om die klasse werk te leer in klousule 5 (a) bedoel.

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Vir die eerste ses maande diens: 60 persent van die loon in klousule 5 (a) voorgeskrif;

vir die tweede ses maande diens: 65 persent van die loon in klousule 5 (a) voorgeskrif;

vir die derde ses maande diens: 75 persent van die loon in klousule 5 (a) voorgeskrif;

vir die vierde ses maande diens: 85 persent van die loon in klousule 5 (a) voorgeskrif;

daarna, die loon voorgeskrif vir 'n werknemer in diens op werk in klousule 5 (a) bedoel.

6. Werknemers wat die volgende werk verrig:

Alle masjiene bedien waar sodanige masjiene deur 'n masjienopsteller of 'n toesighouer ingestel is, alle herhalingsstofeerwerk (maar nie herstoffeerwerk, prototipes en enkeltype vervaardiging nie), bediening van spuittoestelle, gordyne en rolwielletjies, en alle herhalingsmonteerwerksaamhede.

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 19 Maart 1985	175

7. Leerlinge in diens om die werksaamhede te leer soos in klousule 6 bedoel:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Vir die eerste nege maande diens: 60 persent van die loon in klousule 6 voorgeskrif;

vir die tweede nege maande diens: 65 persent van die loon in klousule 6 voorgeskrif;

vir die derde nege maande diens: 75 persent van die loon in klousule 6 voorgeskrif;

vir die vierde nege maande diens: 85 persent van die loon in klousule 6 voorgeskrif;

daarna, die loon voorgeskrif vir 'n werknemer in diens op werk in klousule 6 bedoel.

Gedurende die tweede jaar waarin hierdie Ooreenkoms bindend is:

Vir die eerste ses maande diens: 60 persent van die loon in klousule 6 voorgeskrif;

vir die tweede ses maande diens: 65 persent van die loon in klousule 6 voorgeskrif;

vir die derde ses maande diens: 75 persent van die loon in klousule 6 voorgeskrif;

vir die vierde ses maande diens: 85 persent van die loon in klousule 6 voorgeskrif;

daarna, die loon voorgeskrif vir 'n werknemer in diens op werk in klousule 6 bedoel.

Graad III

8. Werknemers wat die volgende werk verrig:

(1) 'n Werksaamheid of proses, hetsy in die geheel of gedeeltelik, met die hand of meganiese toestel, in glipsteek, stik en/of aanmekaarvoeg van oortreksels, klappe, stoelkussings, koorde, gordynkappe of peule, maar uitgesonderd die uitsny van oortreksels;

(2) knope aan verwyderbare en/of los stoelkussings vaswerk;

(3) gimp en/of galon en/of platplooierwerk vassit, maar uitgesonderd vaskram en/of met hegspykers vassit.

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 19 Maart 1985	125

(14) roll edging by hand or machine:

	<i>Cents per hour</i>
During the period ending 19 March 1985	175

(b) Employees engaged in spot welding:

	<i>Cents per hour</i>
During the period ending 19 March 1985	175

(c) Employees employed as despatch clerks or storemen:

	<i>Cents per hour</i>
During the period ending 19 March 1985	175

(d) Learners employed in learning the classes of work referred to in clause 5 (a):

During the first year in which this Agreement comes into operation:

Per week:

For the first six months of employment: 60 per cent of the wage prescribed in clause 5 (a);

for the second six months of employment: 65 cents per cent of the wage prescribed in clause 5 (a);

for the third six months of employment: 75 per cent of the wage prescribed in clause 5 (a);

for the fourth six months of employment: 85 per cent of the wage prescribed in clause 5 (a);

thereafter, the wage prescribed for an employee engaged on work referred to in clause 5 (a).

6. Employees engaged in—

operating all machines where such machines have been set by a setter or supervisor, all repetitive upholstery work (but excluding re-upholstery, prototype and one off work), operating spray guns, curtain and roller casters and all repetitive assembly operations;

	<i>Cents per hour</i>
During the period ending 19 March 1985	175

7. Learners employed in learning the operations referred to in clause 6:

During the first year in which this Agreement comes into operation:

Per week:

For the first nine months of employment: 60 per cent of the wage prescribed in clause 6;

for the second nine months of employment: 65 per cent of the wage prescribed in clause 6;

for the third nine months of employment: 75 per cent of the wage prescribed in clause 6;

for the fourth nine months of employment: 85 per cent of the wage prescribed in clause 6;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

During the second year in which this Agreement is effective:

For the first six months: 60 per cent of the wage prescribed in clause 6;

for the second six months: 65 cent of the wage prescribed in clause 6;

for the third six months: 75 per cent of the wage prescribed in clause 6;

for the fourth six months: 85 per cent of the wage prescribed in clause 6;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

Grade III

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 bolters, but shall exclude the cutting of covers;

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

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

	<i>Cents per hour</i>
During the period ending 19 March 1985	125

9. Werknemers wat die volgende werk verrig:

- (1) Alle stikwerk nodig by die vervaardiging van toppe, rande, matrasslope, ateljeerusbankoortreksels en -onderdele;
- (2) matrashandvatsels aan rande stik;
- (3) gestikte rande aan matrassenhede stik vóór die stik van kantbande;
- (4) die bek van die matras met die hand of 'n masjien toewerk;
- (5) randlengtes saamvoeg;
- (6) kopkussings, stoelkussings en peule toewerk;
- (7) toppe, rande en slope uitsny;

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 125

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

Per week:

Vir die eerste ses maande diens: 60 persent van die loon in klousules 8 en 9 voorgeskryf;

vir die tweede ses maande diens: 65 persent van die loon in klousules 8 en 9 voorgeskryf;

vir die derde ses maande diens: 75 persent van die loon in klousules 8 en 9 voorgeskryf;

vir die vierde ses maande diens: 85 persent van die loon in klousules 8 en 9 voorgeskryf;

daarna, die loon voorgeskryf vir 'n werknemer in diens op werk in klousules 8 en 9 bedoel.

11. Werknemers wat die volgende werk verrig:

- (1) Klaargemaakte rottangmatte vassit;
- (2) 'n enkelrolskuurder, oopskryfskuurder, 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) hangerboute insteek en 'n poot vasbout of 'n poot vasskroef, maar uitgesonderd die vassit van die plaat en/of aanhegting aan die raam wat die hangerbout moet neem;
- (9) 'n randfineermasjien bedien, maar nie randbande aansit nie;
- (10) met 'n masjien skuur, uitgesonderd met twee- en drierol- en kombinasierol- en bandskuurder;
- (11) hout- en metaallatte en dwarsstawe aan rame vir stoffeerwerk in posisie plaas;

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 125

Graad IV

12. 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 gereed gemaak word;
- (10) met gips of 'n ander vulsel vul;
- (11) meubels met sure of 'n ander bleikmiddel bleik;
- (12) 'n gepoleerde oppervlak stippel;
- (13) slegs met die hand beits, olie, vul en/of hernuwe;
- (14) seilbande en/of plaasvervangers aansit maar uitgesonderd die vasbind van spiraalvere;
- (15) laaghout of hardbord aan los sitplekke vir stoffeerwerk vasspyker;
- (16) metaal bespuit;
- (17) riempiewerk;

9. Employees engaged in—

- (1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;
- (2) sewing mattress handles to border;
- (3) sewing quilted borders onto mattress units prior to tape edging;
- (4) closing up by hand or machine the mouth of mattress;
- (5) joining border lengths;
- (6) closing pillows, cushions, bolsters;
- (7) cutting tops, borders and cases;

Cents per
hour

During the period ending 19 March 1985 125

10. Learners employed in learning the class of work referred to in clauses 8 and 9:

Per week:

For the first six months of employment: 60 per cent of the wage prescribed in clauses 8 and 9;

for the second six months of employment: 65 per cent of the wage prescribed in clauses 8 and 9;

for the third six months of employment: 75 per cent of the wage prescribed in clauses 8 and 9;

for the fourth six months of employment: 85 per cent of the wage prescribed in clauses 8 and 9;

thereafter, the wage prescribed for an employee engaged on work referred to in clauses 8 and 9.

11. Employees engaged in—

- (1) fixing up of ready made 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 cushions 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, excluding double and triple drum and combination drum and belt sander;
- (11) positioning of wooden and metal laths and cross bars to frames for upholstery;

Cents per
hour

During the period ending 19 March 1985 125

Grade IV

12. 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) stippling of polished surface;
- (13) staining, oiling, filling and/or reviving by hand only;
- (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) heliese vere en/of ketting- en/of sigsag- of nie-sak-tipe veerwerk aanhaak;

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

(20) die agtergrond van houtsnijwerk stippel en pons;

(21) T- en G-kantstrok 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 handskuuraksie;

(25) rolle stoffeermateriaal, goiing, kaliko, crownflex en dergelike stowwe opmaak 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, boute en moere en skroefboute deur vooraf geboorde gate vasheg;

(27) spieëls deur middel van kleefband vassit;

(28) opknapwerk by die op- en/of aflaaipak;

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 105

13. Werknemers wat die volgende werk verrig:

(1) Bedmatrasrame, ateljeerbankrame en bababeddens met die hand vasbout;

(2) spoel vir 'n randstikmasjien gereed maak;

(3) gestikte rande volgens lengte sny;

(4) gate in matrasrande pons;

(5) ventileerders en handvatsels aan matrasrande aanbring;

(6) 'n deurvlegmasjien voer;

(7) kussinkies uitsny en maak, ongeag die materiaal gebruik;

(8) latte en dwarsstawe in posisie plaas of vlegwerk aan matras- of bedrame heg;

(9) matrasrame beits;

(10) hingsels aan matrasrame het;

(11) 'n maas aan 'n matrasraam in posisie plaas en vasheg;

(12) lusse aan naalde en 'n drukdeurstikmasjien hang;

(13) 'n dockspreimasjien laai, stoot en bedien;

(14) 'n pluismasjien bedien;

(15) 'n lusmaakmasjien bedien;

(16) lusse, knope of klossies vasheg;

(17) rame vir beddegoed met die hand beits en/of vernis;

(18) geweepte draadmaas en kettingveermaas aan rame vir beddegoed inmeekaarsit, vasslaan of vashaak, afgesien van die materiale waarvan die rame gemaak is;

(19) bedysters aanbring;

(20) veereenhede aan bedrame vasheg;

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 105

14. 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 aflewer;

(9) grondstowwe uitpak, baal en ontbaal;

(10) uitrustings skoonmaak en skoonblaas;

(11) 'n stoomketel, verbrander en/of oond bedien;

(12) droogoonde laai en ontlaa;

(13) tee of ander dergelike drankte maak;

(14) hout vir presevering behandel;

(15) artikels in kartonne en/of kartonhouers verpak;

(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 carbing;

(21) knocking on of T & 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 interior 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 prebored holes;

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

(28) touching up at the point of loading and/or off-loading;

Cents per
hour

During the period ending 19 March 1985 105

13. Employees engaged in—

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

(2) preparing spools for a border quilting machine;

(3) cutting quilted borders to length;

(4) punching holes in mattress borders;

(5) fitting ventilators and handles to mattress borders;

(6) feeding the interlacing machine;

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

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

(9) staining mattress frames;

(10) affixing lugs to mattress frames;

(11) positioning and securing a mesh to a mattress frame;

(12) hanging loops on needles in compression tufting;

(13) loading, wheeling, and operating a cloth-spreading machine;

(14) operating a teasing machine;

(15) attending a loop making machine;

(16) attaching loops or buttons or tufts;

(17) staining and/or varnishing frames for bedding by hand;

(18) 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;

(19) fixing bed irons;

(20) attaching spring units to bed frames;

Cents per
hour

During the period ending 19 March 1985 105

14. 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) 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) artikels in kartonne en/of kartonhouers verpak en daarna dié kartonne en kartonhouers vul en sluit;

(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, metaalbuise, metaalstrookies, ketting, draad, hoepelyster en ander dergelike materiale sny;

(21) ysterboute en -stawe vasklink of skroefdraad daarin sny;

(22) enige soort pers bedien;

(23) stoffeerspringvere baal en indompel;

(24) sorg vir die stofsakke en/of siklone van skuurmasjiene;

(25) skuurpapierskywe vaslym;

(26) in papier of karton toedraai;

(27) rubbereenhede in matrasslope insit;

(28) rubber of plaasvervangers daarvan uitsny en aanmekeer vaslym;

(29) fineerhout met band vassit en 'n fineerpers bedien;

(30) lym en papier van geperste fineerhout verwyder, afwas en/of skoonmaak;

(31) hoepelyster wat vir vlegwerk gebruik word, reguit maak en/of sny;

(32) kopkussings, stoelkussings en peule met stowwe of materiaal vul, behalwe veerbinnewerk en/of veereenhede;

(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 ander materiaal met die hand uitpluis;

(37) beddegoed uitmekaarhaal;

(38) lym van meubels verwyder;

(39) metaaldele buig, pons, vasklink, boor en/of inmekeersit;

(40) lym meng, massameet en voorberei;

(41) lym en lymverhardmiddels met die hand, kwas of masjien aansit en/of spreï, maar uitdruklik nie meubelonderdele inmekeersit of monteer nie. Hierdie uitsondering is nie van toepassing op die werknemers in subklousule (45) hieronder bedoel nie;

(42) 'n tapplaatdrukmasjien bedien;

(43) met 'n patroonplaat, patroon en/of setmaat afmerk ter voorbereiding vir masjinerie;

(44) 'n patroon, patroonplaat en/of setmaat afmerk;

(45) meubelonderdele wat gekramp, geklamp of geper moet word, inmekeersit of monteer: Met dien verstande dat die getalsverhouding van werknemers wat dié werk uitvoer tot werknemers wat die loon ontvang wat in kousule 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 vir perswerk;

(49) verbandlose laswerk met 'n masjien;

(50) enige soort vakuumsak en pers laai en ontlai;

(51) gom- of ander bande was;

(52) onderdele ná perswerk opstapel;

(53) 'n stoffeerder help deur oortreksel vas te hou;

(54) gomblokke aansmeer;

(55) geriffelde vasmakers insit in die proses om rame inmekeer te sit;

(56) oortollige fineer met die hand of handgereedskap afwerk nadat fineer aangesit is;

(57) skroewe in reeds geboorde gate insit voordat daar vasgeskroef word;

(58) moere en/of moerdoppies aan boutte vassit;

(59) handvatsels vasbout;

(60) glas in vooraf vervaardigde groewe of sponnings laat sak, maar uitgesonderd glas met kraallyswerk in posisie vassit en/of glas op 'n ander manier vassit;

(61) randfineerwerk met die hand doen;

(62) skuimrubber en/of dergelike stowwe na fatsoen en/of grootte sny;

(63) 'n skuimaalmasjien bedien;

(64) karton in die stoffeerseksie met die hand en/of valmes sny, maar uitgesonderd die gebruik van 'n ander masjien of die sny van karton in 'n ander afdeling;

(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 on cardboard;

(27) inserting rubber units into mattress cases;

(28) cutting and glueing together of rubber or substitute materials;

(29) taping of veneers and attending veneers press;

(30) removing, washing and/or cleaning off 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) mixing, mass-measuring and preparing glue;

(41) applying and/or spreading 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 subclause (45) hereunder;

(42) operating tenon squashing machine;

(43) marking off by template, pattern and/or jig in preparation for machining;

(44) marking of pattern, template and/or jig;

(45) 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 veneers, 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 off gum or other tapes;

(52) stacking parts after pressing;

(53) assisting upholsterer in holding cover;

(54) rubbing on glue blocks;

(55) inserting corrugated fasteners in the process of assembling frames;

(56) trimming away by hand or hand tool of excess veneer after affixing of veneer;

(57) inserting screws into pre-bored holes preparatory to screwing;

(58) affixing 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) cutting foam rubber and/or similar substances to shape and/or size;

(63) operating a foam mincing machine;

(64) cutting 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) los stoelkussingslope met vulmateriaal volmaak;
 (66) houttappen met die hand inslaan;
 (67) skuimrubber en/of soortgelyke stowwe vaslym aan oortrekmateriaal slegs vir deurstikwerk:

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 105

15. (a) Werknemers in diens as opsigters of wagte:

Rand per
week

Gedurende die tydperk eindigende 19 Maart 1985 54,25

- (b) (i) Werknemers in diens as verpakkers;
 (ii) werknemers in diens as kantoorbodes;
 (iii) los werknemers:

Sent per
uur

Gedurende die tydperk eindigende 19 Maart 1985 105''.

11. KLOUSULE 2 VAN DEEL III VAN DIE VORIGE OOREENKOMS.—LONE

(1) Vervang paragraaf (a) van subklousule (1) 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 voertuig getrek word—

- (i) hoogstens 2 722 kg is:
 120c per uur gedurende die tydperk eindigende 19 Maart 1985;
 (ii) meer as 2 722 kg maar hoogstens 4 536 kg is:
 142c per uur gedurende die tydperk eindigende 19 Maart 1985;
 (iii) meer as 4 536 kg is:
 150c per uur gedurende die tydperk eindigende 19 Maart 1985."

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

"(a) Wanneer dit vir die werknemer nodig is om aandete en bed te verkry: R5,50;

(b) wanneer dit vir die werknemer nodig is om aandete, bed en ontbyt te verkry: R6;

(c) wanneer dit vir die werknemer nodig is om bed, ontbyt, middagete en aandete te verkry: R7."

Namens die partye op hede die 27ste dag van Februarie 1984 te Oos-Londen onderteken.

P. W. MACKIE, Voorsitter van die Raad.

M. LALARAM, Ondervoorsitter van die Raad.

C. G. POTGIETER, Sekretaris van die Raad.

No. R. 1231

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (RUSTENBURG).—VERLENGING VAN OOREENKOMS

Ek, Jacob Salmon Herselman, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermenskennisgewings R. 372 van 25 Februarie 1983 en R. 2142 van 30 September 1983, met 'n verdere tydperk wat op 31 Desember 1984 eindig.

J. S. HERSELMAN, Direkteur: Mannekrag.

No. R. 1236

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORYWERHEID.—VERLENGING VAN HOOFOOREENKOMS

Ek, Jacob Salmon Herselman, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermenskennisgewing R. 1574 van 30 Julie 1982, R. 1450 van 1 Julie 1983, R. 2533 van 18 November 1983 en R. 760 van 19 April 1984, met 'n verdere tydperk wat op 31 Desember 1984 eindig.

J. S. HERSELMAN, Direkteur: Mannekrag.

- (65) filling loose cushion cases with filling material;
 (66) knocking in wooden dowels by hand;
 (67) glueing foam rubber and/or similar substances to cover material for quilting only:

Cents per
hour

During the period ending 19 March 1985 105

15. (a) Employees employed as caretakers or watchmen:

Rand per
week

During the period ending 19 March 1985 54,25

- (b) (i) Employees employed as packers;
 (ii) employees employed as office messengers;
 (iii) casual employees:

Cents per
hour

During the period ending 19 March 1985 105''.

11. CLAUSE 2 OF PART III OF THE FORMER AGREEMENT.—WAGES

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

"(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 of trailers drawn by such vehicle—

- (i) does not exceed 2 722 kg:
 120c per hour during the period ending 19 March 1985;
 (ii) exceeds 2 722 kg but does not exceed 4 536 kg:
 142c per hour during the period ending 19 March 1985;
 (iii) exceeds 4 536 kg:
 150c per hour during the period ending 19 March 1985."

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

"(a) where it is necessary for the employee to obtain an evening meal and bed: R5,50;

(b) where it is necessary for the employee to obtain an evening meal, bed and breakfast: R6;

(c) where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal: R7."

Signed at East London, on behalf of the parties, this 27th day of February 1984.

P. W. MACKIE, Chairman of the Council.

M. LALARAM, Vice-Chairman of the Council.

C. G. POTGIETER, Secretary of the Council.

No. R. 1231

22 June 1984

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG).—EXTENSION OF AGREEMENT

I, Jacob Salmon Herselman, Director: Manpower, duly authorised thereto by the 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. 372 of 25 February 1983 and R. 2142 of 30 September 1983, by a further period ending 31 December 1984.

J. S. HERSELMAN, Director: Manpower.

No. R. 1236

22 June 1984

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY.—EXTENSION OF MAIN AGREEMENT

I, Jacob Salmon Herselman, Director: Manpower, duly authorised thereto by the 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. 1574 of 30 July 1982, R. 1450 of 1 July 1983, R. 2533 of 18 November 1983 and R. 760 of 19 April 1984, by a further period ending 31 December 1984.

J. S. HERSELMAN, Director: Manpower.

No. R. 1245

22 Junie 1984

WET OP BASIESE DIENSVOORWAARDES, 1983

VRYSTELLING.—BROOD- EN BANKETNYWERHEID

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, stel hierby, kragtens artikel 34 van die Wet op Basiese Diensvoorwaardes, 1983 (hierna "die Wet" genoem), alle werkgewers in die Brood- en Banketnywerheid in die Republiek van Suid-Afrika vry van die bepalings van artikels 2 (2) (a) en 10 (1) (a) en (2) van die Wet ten opsigte van bakhuiswerknemers, uitgesonderd sodanige werknemers vir wie die bepalings van 'n nywerheidsraafooreenkoms ingevolge die Wet op Arbeidsverhoudinge, 1956, of 'n loonvasstelling ingevolge die Loonwet, 1957, bindend is.

Hierdie vrystelling word met ingang van die datum van publikasie van hierdie kennisgewing verleen vir 'n onbepaalde tydperk in die mate dat die maksimum weeklikse gewone werkure in artikel 2 (1) (b) van die Wet bepaal, werk op 'n Sondag kan insluit, op voorwaarde dat—

(a) die werknemer teen minstens twee maal sy gewone skaal van besoldiging betaal word vir die totale tydperk, insluitende oortyd, wat hy op 'n Sondag gewerk het; en

(b) aan hom 'n weeklikse vry tydperk van minstens 24 agtereenvolgende ure toegestaan word, welke tydperk duidelik getoon moet word in die aantekeninge wat ingevolge artikel 20 van die Wet voorgeskryf word, of in enige ander aantekeninge wat deur 'n inspekteur goedgekeur is, en geen werk mag normaalweg deur hom gedurende sodanige tydperk verrig word nie: Met dien verstande dat wanneer daar van hom vereis word of hy toegelaat word om gedurende sy vry tydperk te werk, sy werkgewer aan hom—

(i) indien hy hoogstens vier uur gewerk het, 'n bedrag moet betaal wat nie minder is as die loon betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat gewoonlik deur hom op 'n weekdag gewerk word;

(ii) indien hy langer as vier uur gewerk het, 'n bedrag moet betaal wat nie minder is as of 'n bedrag bereken teen dubbel sy loonskaal ten opsigte van die volle tyd wat hy gedurende sodanige vry tydperk gewerk het, of 'n bedrag gelyk aan dubbel die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat gewoonlik deur hom op 'n weekdag gewerk word, watter bedrag ook al die grootste is.

Goewermentskennisgewing R. 1894 van 3 Desember 1965 word hierby met ingang van die datum van publikasie van hierdie kennisgewing ingetrek.

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

No. R. 1260

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—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 1 Julie

No. R. 1245

22 June 1984

BASIC CONDITIONS OF EMPLOYMENT ACT, 1983

EXEMPTION.—BREAD AND CONFECTIONERY INDUSTRY

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 34 of the Basic Conditions of Employment Act, 1983 (hereinafter referred to as "the Act"), exempt all employers in the Bread and Confectionery Industry in the Republic of South Africa from the provisions of sections 2 (2) (a) and 10 (1) (a) and (2) of the Act in respect of bakehouse employees, except such employees for whom the provisions of an industrial council agreement in terms of the Labour Relations Act, 1956, or a wage determination in terms of the Wage Act, 1957, are binding.

This exemption is granted with effect from the date of publication of this notice for an indefinite period to the extent that the maximum weekly ordinary working hours fixed in section 2 (1) (b) of the Act may include work on a Sunday, on condition that—

(a) the employee is paid at a rate of not less than double his ordinary rate of remuneration in respect of the total period, including overtime, worked by him on a Sunday; and

(b) he is granted a weekly free period of not less than 24 consecutive hours, which period shall be clearly indicated in the records prescribed in terms of section 20 of the Act, or any other records approved by an inspector, and no work shall ordinarily be performed by him during such period: Provided that whenever he is required or permitted to work during his free period his employer shall pay to him—

(i) if he has worked for not more than four hours, an amount of not less than the wage payable in respect of the time (excluding overtime) ordinarily worked by him on a week-day;

(ii) if he has worked for longer than four hours, an amount which shall not be less than either an amount calculated at double his wage rate in respect of the whole time worked by him during such free period, or an amount equal to double the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a week-day, whichever amount is the greater.

Government Notice R. 1894 of 3 December 1965 is hereby withdrawn with effect from the date of publication of this notice.

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

No. R. 1260

22 June 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—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 1 July 1984 and for the period

1984 en vir die tydperk wat op 12 Desember 1984 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies 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), met ingang van 1 Julie 1984 en vir die tydperk wat op 12 Desember 1984 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 KLERASIENYWERHEID (KAAP)

OOREENKOMS

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

Cape Clothing Manufacturers' Association

en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap), om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1373 van 1 Julie 1983 soos gewysig by Goewermentskennisgewing R. 2658 van 2 Desember 1983, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landroosdistrikte—

(i) Die Kaap, Simonstad, Goodwood, Bellville, Somerset-Wes, Strand en Worcester deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede vermeld in paragraaf (a) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979;

(ii) Wynberg deur werkgewers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede vermeld in paragraaf (a) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979; en

(iii) Malmesbury deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede vermeld in paragraaf (a) (uitgesluit belde wat van leer of van sintetiese materiaal gemaak word) of (b) van die omskrywing van die "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone minstens R7 200 per jaar bedra nie;

(c) nie van toepassing op werkgewers en werknemers wat betrokke is by of in diens is in die Brei-afdeling nie.

2. KLOUSULE 4.—LONE

Vervang subklousule (1) deur die volgende:

"(1) Die minimum lone wat betaal moet word aan en aangeneem mag word deur ondergenoemde klasse werknemers is soos volg:

ending 12 December 1984, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations 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), shall be binding, with effect from 1 July 1984 and for the period ending 12 December 1984, 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 CLOTHING INDUSTRY (CAPE)

AGREEMENT

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

Cape Clothing Manufacturers' Association

and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

being the parties to the Industrial Council for the Clothing Industry (Cape),

to amend the Agreement published under Government Notice R. 1373 of 1 July 1983 as amended by Government Notice R. 2658 of 2 December 1983.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and the trade union respectively;

(b) in the Magisterial Districts of—

(i) The Cape, Simon's Town, Goodwood, Bellville, Somerset West, Strand and Worcester by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in Clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979;

(ii) Wynberg by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979; and

(iii) Malmesbury by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) (excluding belts made from leather or synthetic material) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) not apply to employees and working directors whose wages are not less than R7 200 per annum;

(c) not apply to employers and employees engaged or employed in the Knitting Division.

2. CLAUSE 4.—WAGES

Substitute the following for subclause (1):

"(1) The minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

DEEL A

Per week

Snyafdeling:

Hoofsnyer 137,00

Patroonmaker:

(a) Gekwalifiseer 137,00

(b) Leerling:

Eerste jaar

Eerste ses maande ondervinding 38,00

Tweede ses maande ondervinding 50,40

Tweede jaar

Eerste ses maande ondervinding 62,70

Tweede ses maande ondervinding 75,10

Derde jaar

Eerste ses maande ondervinding 87,50

Tweede ses maande ondervinding 99,90

Vierde jaar

Eerste ses maande ondervinding 112,20

Tweede ses maande ondervinding 124,60

Daarna, die loon voorgeskryf in (a), d.w.s. 137,00

Patroongradeerder:

(a) Gekwalifiseer 108,00

(b) Leerling:

Eerste jaar

Eerste ses maande ondervinding 38,00

Tweede ses maande ondervinding 46,70

Tweede jaar

Eerste ses maande ondervinding 55,50

Tweede ses maande ondervinding 64,20

Derde jaar

Eerste ses maande ondervinding 73,00

Tweede ses maande ondervinding 81,70

Vierde jaar

Eerste ses maande ondervinding 90,50

Tweede ses maande ondervinding 99,20

Daarna, die loon voorgeskryf in (a), d.w.s. 108,00

Snyer, snylaagpatroonoplêer:

(a) Gekwalifiseer 104,00

(b) Leerling:

Eerste jaar

Eerste ses maande ondervinding 38,00

Tweede ses maande ondervinding 46,20

Tweede jaar

Eerste ses maande ondervinding 54,20

Tweede ses maande ondervinding 62,70

Derde jaar

Eerste ses maande ondervinding 71,00

Tweede ses maande ondervinding 79,20

Vierde jaar

Eerste ses maande ondervinding 87,50

Tweede ses maande ondervinding 95,70

Daarna, die loon voorgeskryf in (a), d.w.s. 104,00

Tussenvoeringsnyer, voeringwerker, leersnyer en dassnyer:

(a) Gekwalifiseer 71,00

(b) Leerling:

Eerste jaar

Eerste ses maande ondervinding 38,00

Tweede ses maande ondervinding 42,10

Tweede jaar

Eerste ses maande ondervinding 46,20

Tweede ses maande ondervinding 50,40

Derde jaar

Eerste ses maande ondervinding 54,50

Tweede ses maande ondervinding 58,60

Vierde jaar

Eerste ses maande ondervinding 62,70

Tweede ses maande ondervinding 66,90

Daarna, die loon voorgeskryf in (a), d.w.s. 71,00

(c) Indien bevorder tot leerlingsnyer:

Eerste ses maande na datum van bevordering 75,00

Tweede ses maande na datum van bevordering 89,50

Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s. 104,00

	Per week R
Laagopplêr:	
(a) Gekwalifiseer.....	52,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	40,80
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	43,60
Tweede ses maande ondervinding	46,40
<i>Derde jaar</i>	
Eerste ses maande ondervinding	49,20
Daarna, die loon voorgeskryf in (a), d.w.s.	52,00
(c) Indien bevorder tot leerlingsnyer:	
Eerste ses maande na datum van bevordering	52,00
Tweede ses maande na datum van bevordering	65,00
Derde ses maande na datum van bevordering	78,00
Vierde ses maande na datum van bevordering	91,00
Daarna, die loon vir 'n gekwalifiseerde snyder voorgeskryf, d.w.s.	104,00
(d) Indien bevorder tot leerlingtussenvoeringsnyer, -voeringswerker, -leersnyer en -dassnyer:	
Eerste ses maande na datum van bevordering	52,00
Tweede ses maande na datum van bevordering	61,50
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde tussenvoeringsnyer, voeringswerker, leersnyer en dassnyer, d.w.s.	71,00
(e) Indien bevorder tot saampasser:	
Eerste ses maande na datum van bevordering	52,00
Tweede ses maande na datum van bevordering	57,80
Derde ses maande na datum van bevordering	63,60
Vierde ses maande na datum van bevordering	69,40
Vyfde ses maande na datum van bevordering	75,20
Daarna, die loon vir 'n saampasser voorgeskryf, d.w.s.	81,00
Perssnyer:	
(a) Gekwalifiseer.....	73,00
(b) Leerling:	
Eerste jaar ondervinding	38,00
Tweede jaar ondervinding	46,70
Derde jaar ondervinding	55,50
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	64,20
Daarna, die loon voorgeskryf in (a), d.w.s.	73,00
Natrekker:	
(a) Gekwalifiseer.....	67,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	42,80
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	47,70
Tweede ses maande ondervinding	52,50
<i>Derde jaar</i>	
Eerste ses maande ondervinding	57,30
Tweede ses maande ondervinding	62,20
Daarna, die loon voorgeskryf in (a) d.w.s.	67,00
DEEL B	
Fabriekswerkers:	
Klerasiemasjienwerktuigkundige:	
(a) Gekwalifiseer.....	137,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	50,40
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	62,70
Tweede ses maande ondervinding	75,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	87,50
Tweede ses maande ondervinding	99,90
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	112,20
Tweede ses maande ondervinding	124,60
Daarna, die loon voorgeskryf in (a) d.w.s.	137,00

	Per week R
Klerasietegnikus:	
(a) Gekwalifiseer.....	137,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	50,40
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	62,70
Tweede ses maande ondervinding	75,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	87,50
Tweede ses maande ondervinding	99,90
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	112,20
Tweede ses maande ondervinding	124,60
Daarna, die loon voorgeskryf in (a) d.w.s.	137,00
Werknemer graad A:	
(a) Gekwalifiseer.....	81,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	44,10
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	50,30
Tweede ses maande ondervinding	56,40
<i>Derde jaar</i>	
Eerste ses maande ondervinding	62,60
Tweede ses maande ondervinding	68,70
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	74,90
Daarna, die loon voorgeskryf in (a) d.w.s.	81,00
Werknemer graad B:	
(a) Gekwalifiseer.....	58,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	42,00
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	46,00
Tweede ses maande ondervinding	50,00
<i>Derde jaar</i>	
Eerste ses maande ondervinding	54,00
Daarna, die loon voorgeskryf in (a) d.w.s.	58,00
(c) Indien bevorder tot werknemer graad A:	
Eerste ses maande vanaf datum van bevordering	58,00
Tweede ses maande vanaf datum van bevordering	65,70
Derde ses maande vanaf datum van bevordering	73,30
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	81,00
(d) Indien bevorder tot leerlingtoesighouer:	
Eerste ses maande na datum van bevordering	58,00
Tweede ses maande na datum van bevordering	70,00
Daarna, die loon vir 'n gekwalifiseerde toesighouer voorgeskryf, d.w.s.	82,00
(e) Indien bevorder van spanleier tot leerlingtoesighouer:	
Eerste ses maande na datum van bevordering	60,00
Tweede ses maande na datum van bevordering	70,00
Daarna, die loon vir 'n gekwalifiseerde toesighouer voorgeskryf, d.w.s.	82,00
Werknemer graad C:	
(a) Gekwalifiseer.....	48,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	40,10
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	42,20
Tweede ses maande ondervinding	44,30
<i>Derde jaar</i>	
Eerste ses maande ondervinding	46,40
Daarna, die loon voorgeskryf in (a) d.w.s.	48,50

	Per week R
(c) Indien bevorder tot werknemer graad B:	
Eerste ses maande vanaf datum van bevordering	48,50
Tweede ses maande vanaf datum van bevordering	53,20
Daarna, die loon vir 'n gekwalifiseerde werknemer graad B voorgeskryf, d.w.s.	58,00
Voorparser, blokker:	
(a) Gekwalifiseer	52,00
(b) Leerling:	
Eerste jaar	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	39,70
Tweede jaar	
Eerste ses maande ondervinding	41,50
Tweede ses maande ondervinding	43,20
Derde jaar	
Eerste ses maande ondervinding	45,00
Tweede ses maande ondervinding	46,70
Vierde jaar	
Eerste ses maande ondervinding	48,50
Tweede ses maande ondervinding	50,20
Daarna, die loon voorgeskryf in (a) d.w.s.	52,00
(c) Indien bevorder tot leerlingparser:	
Eerste ses maande na datum van bevordering	52,00
Tweede ses maande na datum van bevordering	66,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	81,00

DEEL C

Klerke:	
Klerk:	
Eerste jaar ondervinding	46,00
Tweede jaar ondervinding	57,00
Derde jaar ondervinding	67,00
Vierde jaar ondervinding	79,00
Daarna	90,50
Fabrieksklerk:	
Eerste jaar ondervinding	38,00
Tweede jaar ondervinding	43,70
Derde jaar ondervinding	49,50
Vierde jaar ondervinding	55,20
Daarna	61,00

DEEL D

Algemeen:	
Ketelbediener	53,00
Versendingsverpakker	56,00
Algemene werker	48,00
Arbeider	50,00
Drywer van motorvoertuig waarvan die onbelaste massa tesame met die onbelaste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—	
(a) hoogstens 1 360 kg is	56,00
(b) meer as 1 360 kg maar hoogstens 2 720 kg is	61,00
(c) meer as 2 720 kg is	79,00
Toesighouer, gehaltebeheerder en instrukteur:	
(a) Gekwalifiseer	82,00
(b) Leerling:	
Eerste ses maande ondervinding	58,00
Tweede ses maande ondervinding	70,00
Daarna, die loon voorgeskryf in (a), d.w.s.	82,00
Handelsreisiger se drywer	61,00
Wag of opsigter	66,00

3. KLOUSULE 5.—BETALING VAN LONE

Vervang die tabel in subklousule (1) (b) deur die volgende:

	"Loon per week			
	A	B	C	D
	Soos op 12 Desember 1982	Vanaf 1 Julie 1983 tot 12 Desember 1983	Vanaf 13 Desember 1983 tot 30 Junie 1984	Vanaf 1 Julie 1984
	R	R	R	R
Toesighouers, gehaltebeheerders en instrukteurs	87,20	96,00	102,00	108,00
Werknemers graad A:				
Masjienwerkers, skuinsbandsnyers, rygers, hersnyers en patroonkopieerders	64,50	70,00	76,00	82,00
Fabrieksklerke	63,20	69,00	73,00	78,00
Voorparsers	54,80	59,00	62,00	67,00
Werknemers graad B:				
Kartonmakers, skuinsbandsnyers, voorparser en blokkers van mans- en seunspette, monstersnyers, pethegters, etiketdrukkers, tafelwerkers, leerkerwers en vouers	42,80	51,50	54,00	58,00

PART A

	Per week R
Cutting Department:	
Head cutter.....	137,00
Pattern maker:	
(a) Qualified.....	137,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience.....	50,40
<i>Second year</i>	
First six months of experience.....	62,70
Second six months of experience.....	75,10
<i>Third year</i>	
First six months of experience.....	87,50
Second six months of experience.....	99,90
<i>Fourth year</i>	
First six months of experience.....	112,20
Second six months of experience.....	124,60
Thereafter, the wage specified in (a), i.e.	137,00
Pattern grader:	
(a) Qualified.....	108,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience.....	46,70
<i>Second year</i>	
First six months of experience.....	55,50
Second six months of experience.....	64,20
<i>Third year</i>	
First six months of experience.....	73,00
Second six months of experience.....	81,70
<i>Fourth year</i>	
First six months of experience.....	90,50
Second six months of experience.....	99,20
Thereafter, the wage specified in (a), i.e.	108,00
Cutter, lay-maker:	
(a) Qualified.....	104,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience.....	46,20
<i>Second year</i>	
First six months of experience.....	54,20
Second six months of experience.....	62,70
<i>Third year</i>	
First six months of experience.....	71,00
Second six months of experience.....	79,20
<i>Fourth year</i>	
First six months of experience.....	87,50
Second six months of experience.....	95,70
Thereafter, the wage specified in (a), i.e.	104,00
Interlining cutter, trimmer, leather cutter and tie cutter:	
(a) Qualified.....	71,00
(b) Learner:	
<i>First year</i>	
First six months experience.....	38,00
Second six months of experience.....	42,10
<i>Second year</i>	
First six months of experience.....	46,20
Second six months of experience.....	50,40
<i>Third year</i>	
First six months of experience.....	54,50
Second six months of experience.....	58,60
<i>Fourth year</i>	
First six months of experience.....	62,70
Second six months of experience.....	66,90
Thereafter, the wage specified in (a), i.e.	71,00
(c) If advanced to learner cutter:	
First six months from date of advancement.....	75,00
Second six months from date of advancement.....	89,50
Thereafter the wage specified for a qualified cutter, i.e.	104,00

	Per week R
Layer-up:	
(a) Qualified	52,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	40,80
<i>Second year</i>	
First six months of experience	43,60
Second six months of experience	46,40
<i>Third year</i>	
First six months of experience	49,20
Thereafter, the wage specified in (a), i.e.	52,00
(c) If advanced to learner cutter:	
First six months from date of advancement	52,00
Second six months from date of advancement	65,00
Third six months from date of advancement	78,00
Fourth six months from date of advancement	91,00
Thereafter, the wage specified for qualified cutter, i.e.	104,00
(d) If advanced to learner interlining cutter, trimmer, leather cutter or tie cutter:	
First six months from date of advancement	52,00
Second six months from date of advancement	61,50
Thereafter, the wage specified for qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	71,00
(e) If advanced to fitter-up:	
First six months from date of advancement	52,00
Second six months from date of advancement	57,80
Third six months from date of advancement	63,60
Fourth six months from date of advancement	69,40
Fifth six months from date of advancement	75,20
Thereafter, the wage specified for fitter-up, i.e.	81,00
Clicker:	
(a) Qualified	73,00
(b) Learner:	
First year of experience	38,00
Second year of experience	46,70
Third year of experience	55,50
<i>Fourth year</i>	
First six months of experience	64,20
Thereafter, the wage specified in (a), i.e.	73,00
Tracer:	
(a) Qualified	67,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	42,80
<i>Second year</i>	
First six months of experience	47,70
Second six months of experience	52,50
<i>Third year</i>	
First six months of experience	57,30
Second six months of experience	62,20
Thereafter, the wage specified in (a), i.e.	67,00

PART B**Factory operatives:****Clothing machine mechanic:**

(a) Qualified	137,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	50,40
<i>Second year</i>	
First six months of experience	62,70
Second six months of experience	75,10
<i>Third year</i>	
First six months of experience	87,50
Second six months of experience	99,90
<i>Fourth year</i>	
First six months of experience	112,20
Second six months of experience	124,60
Thereafter, the wage specified in (a), i.e.	137,00

Clothing technician:

(a) Qualified	137,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	50,40

	Per week R
<i>Second year</i>	
First six months of experience.....	62,70
Second six months of experience	75,10
<i>Third year</i>	
First six months of experience.....	87,50
Second six months of experience	99,90
<i>Fourth year</i>	
First six months of experience.....	112,20
Second six months of experience	124,60
Thereafter, the wage specified in (a), i.e.	137,00
Grade A employee:	
(a) Qualified	81,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience	44,10
<i>Second year</i>	
First six months of experience.....	50,30
Second six months of experience	56,40
<i>Third year</i>	
First six months of experience.....	62,60
Second six months of experience	68,70
<i>Fourth year</i>	
First six months of experience.....	74,90
Thereafter, the wage specified in (a), i.e.	81,00
Grade B employee:	
(a) Qualified	58,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience	42,00
<i>Second year</i>	
First six months of experience.....	46,00
Second six months of experience	50,00
<i>Third year</i>	
First six months of experience.....	54,00
Thereafter, the wage specified in (a) i.e.	58,00
(c) If advanced to Grade A employee:	
First six months from date of advancement.....	58,00
Second six months from date of advancement	65,70
Third six months from date of advancement	73,30
Thereafter, the wage specified for qualified Grade A employee, i.e.	81,00
(d) If advanced to learner supervisor:	
First six months from date of advancement.....	58,00
Second six months from date of advancement	70,00
Thereafter, the wage specified for qualified supervisor, i.e.	82,00
(e) If advanced from set leader to learner supervisor:	
First six months from date of advancement.....	60,00
Second six months from date of advancement	70,00
Thereafter, the wage specified for qualified supervisor, i.e.	82,00
Grade C employee:	
(a) Qualified	48,50
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience	40,10
<i>Second year</i>	
First six months of experience.....	42,20
Second six months of experience	44,30
<i>Third year</i>	
First six months of experience.....	46,40
Thereafter, the wage specified in (a), i.e.	48,50
(c) If advanced to Grade B employee:	
First six months from date of advancement.....	48,50
Second six months from date of advancement	53,20
Thereafter, the wage specified for qualified Grade B employee, i.e.	58,00
Under-presser, blocker:	
(a) Qualified	52,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	38,00
Second six months of experience	39,70
<i>Second year</i>	
First six months of experience.....	41,50
Second six months of experience	43,20

Per week

R

Third year

First six months of experience.....	45,00
Second six months of experience	46,70

Fourth year

First six months of experience.....	48,50
Second six months of experience	50,20
Thereafter, the wage specified in (a), i.e.	52,00

(c) If advanced to learner presser:

First six months from date of advancement.....	52,00
Second six months from date of advancement	66,50
Thereafter, the wage specified for qualified Grade A employee, i.e.	81,00

PART C**Clerical employees:****Clerk:**

First year of experience	46,00
Second year of experience	57,00
Third year of experience	67,00
Fourth year of experience	79,00
Thereafter	90,50

Factory clerk:

First year of experience	38,00
Second year of experience	43,70
Third year of experience	49,50
Fourth year of experience	55,20
Thereafter	61,00

PART D**General:**

Boiler attendant	53,00
Despatch packer.....	56,00
General worker.....	48,00
Labourer.....	50,00

Motor vehicle driver of a vehicle, the unladen mass of which together with the unladen mass of any trailer or trailers drawn by such vehicle—

(a) does not exceed 1 360 kg	56,00
(b) exceeds 1 360 kg but not 2 720 kg	61,00
(c) exceeds 2 720 kg.....	79,00

Supervisor, quality controller and instructor:

(a) Qualified	82,00
(b) Learner:	
First six months of experience.....	58,00
Second six months of experience	70,00
Thereafter, the wage specified in (a), i.e.	82,00

Traveller's driver.....	61,00
Watchman or caretaker.....	66,00"

3. CLAUSE 5.—PAYMENT OF WAGES

Substitute the following for the table in subclause (1) (b):

	"Wage rate per week			
	A	B	C	D
	As at 12 December 1982	From 1 July 1983 to 12 December 1983	From 13 December 1983 to 30 June 1984	From 1 July 1984
	R	R	R	R
Supervisors, quality controllers and instructors.....	87,20	96,00	102,00	108,00
Grade A employees:				
Machinists, passers, basters, re-cutters and pattern copiers.....	64,50	70,00	76,00	82,00
Factory clerks.....	63,20	69,00	73,00	78,00
Under-pressers	54,80	59,00	62,00	67,00
Grade B employees:				
Box assemblers, bias binding cutters, under-pressers and blockers of men's and boy's caps, swatch cutters, cap fasteners, label printers, table-hands, skivers and folders	42,80	51,50	54,00	58,00"

Namens eie partye op hede die 10de dag van Mei 1984 te Soutrivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

Signed at Salt River on behalf of the parties, this 10th day of May 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

No. R. 1261

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN OOREENKOMS VIR DIE PLATTELANDSE GEBIEDE

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 1 Julie 1984 en vir die tydperk wat op 31 Desember 1984 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies 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), met ingang van 1 Julie 1984 en vir die tydperk wat op 31 Desember 1984 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 KLERASIENYWERHEID (KAAP)

OOREENKOMS

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

Cape Clothing Manufacturers' Association

en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap), om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1375 van 1 Julie 1983 soos gewysig by Goewermentskennisgewing R. 2659 van 2 Desember 1983, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrostdistrik George.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone minstens R7 200 per jaar bedra nie;

(c) nie van toepassing op werkgewers en werknemers wat betrokke is by of in diens is in die Brei-afdeling nie.

2. KLOUSULE 4.—LONE

Vervang subklousule (1) deur die volgende:

"(1) Die minimum lone wat betaal moet word aan en aangeneem mag word deur ondergenoemde klasse werknemers is soos volg:

No. R. 1261

22 June 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF AGREEMENT FOR THE COUNTRY AREAS

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 1 July 1984 and for the period ending 31 December 1984, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation 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), shall be binding, with effect from 1 July 1984 and for the period ending 31 December 1984, 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 CLOTHING INDUSTRY (CAPE)

AGREEMENT

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

Cape Clothing Manufacturers' Association

and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

being the parties to the Industrial Council for the Clothing Industry (Cape), to amend the Agreement published under Government Notice R1375 of 1 July 1983 as amended by Government Notice R. 2659 of 2 December 1983.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The term of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and the trade union respectively;

(b) in the Magisterial District of George.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) not apply to employees and working directors whose wages are not less than R7 200 per annum;

(c) not apply to employers and employees engaged or employed in the Knitting Division.

2. CLAUSE 4.—WAGES

Substitute the following for subclause (1):

"(1) The minimum wages that shall be paid to and be accepted by the undermentioned classes of employees shall be as follows:

DEEL A

	Per week R
Snyafdeling:	
Hoofsnier	105,00
Patroonmaker:	
(a) Gekwalifiseer	105,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	39,40
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	48,70
Tweede ses maande ondervinding	58,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	67,50
Tweede ses maande ondervinding	76,90
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	86,20
Tweede ses maande ondervinding	95,60
Daarna, die loon voorgeskryf in (a), d.w.s.	105,00
Patroongradeerder:	
(a) Gekwalifiseer	75,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	35,70
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	41,40
Tweede ses maande ondervinding	47,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	52,70
Tweede ses maande ondervinding	58,40
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	64,10
Tweede ses maande ondervinding	69,80
Daarna, die loon voorgeskryf in (a), d.w.s.	75,50
Snyer, snylaagpatroonoplêer:	
(a) Gekwalifiseer	75,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	35,70
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	41,40
Tweede ses maande ondervinding	47,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	52,70
Tweede ses maande ondervinding	58,40
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	64,10
Tweede ses maande ondervinding	69,80
Daarna, die loon voorgeskryf in (a), d.w.s.	75,50
Tussenvoeringsnyer, voeringwerker, leersny en dassnyer:	
(a) Gekwalifiseer	50,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	32,50
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	35,00
Tweede ses maande ondervinding	37,50
<i>Derde jaar</i>	
Eerste ses maande ondervinding	40,00
Tweede ses maande ondervinding	42,50
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	45,00
Tweede ses maande ondervinding	47,50
Daarna, die loon voorgeskryf in (a), d.w.s.	50,00
(c) Indien bevorder tot leerlingsnyer:	
Eerste ses maande na datum van bevordering	50,00
Tweede ses maande na datum van bevordering	62,70
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.	75,50

	Per week R
Laagoplêër:	
(a) Gekwalifiseer.....	39,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	31,80
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	33,60
Tweede ses maande ondervinding	35,40
<i>Derde jaar</i>	
Eerste ses maande ondervinding	37,20
Daarna, die loon voorgeskryf in (a), d.w.s.	39,00
(c) Indien bevorder tot leerlingsnyer:	
Eerste ses maande na datum van bevordering	39,00
Tweede ses maande na datum van bevordering	48,10
Derde ses maande na datum van bevordering	57,20
Vierde ses maande na datum van bevordering	66,40
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.	75,50
Perssnyer:	
(a) Gekwalifiseer.....	58,00
(b) Leerling:	
Eerste jaar ondervinding	30,00
Tweede jaar ondervinding	37,00
Derde jaar ondervinding	44,00
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	51,00
Daarna, die loon voorgeskryf in (a), d.w.s.	58,00
Natrekker:	
(a) Gekwalifiseer.....	46,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	32,70
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	35,50
Tweede ses maande ondervinding	38,20
<i>Derde jaar</i>	
Eerste ses maande ondervinding	41,00
Tweede ses maande ondervinding	43,70
Daarna, die loon voorgeskryf in (a), d.w.s.	46,50

DEEL B**Fabriekswerkers:****Klerasiemasjienwerktuigkundige:**

(a) Gekwalifiseer.....	105,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	39,40
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	48,70
Tweede ses maande ondervinding	58,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	67,50
Tweede ses maande ondervinding	76,90
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	86,20
Tweede ses maande ondervinding	95,60
Daarna, die loon voorgeskryf in (a), d.w.s.	105,00
Werknemer graad A:	
(a) Gekwalifiseer.....	60,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	34,30
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	38,60
Tweede ses maande ondervinding	42,90
<i>Derde jaar</i>	
Eerste ses maande ondervinding	47,10
Tweede ses maande ondervinding	51,40
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	55,70
Daarna, die loon voorgeskryf in (a), d.w.s.	60,00

	Per week R
Werknemer graad B:	
(a) Gekwalifiseer.....	43,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	32,70
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	35,40
Tweede ses maande ondervinding	38,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	40,80
Daarna, die loon voorgeskryf in (a), d.w.s.	43,50
(c) Indien bevorder tot werknemer graad A:	
Eerste ses maande vanaf datum van bevordering	43,50
Tweede ses maande vanaf datum van bevordering	49,00
Derde ses maande vanaf datum van bevordering	54,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	60,00
(d) Indien bevorder tot leerlingtoesighouer:	
Eerste ses maande vanaf datum van bevordering	43,50
Tweede ses maande vanaf datum van bevordering	61,00
Daarna, die loon vir 'n gekwalifiseerde toesighouer voorgeskryf, d.w.s.	78,50
Werknemer graad C:	
(a) Gekwalifiseer.....	36,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	31,30
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	32,60
Tweede ses maande ondervinding	33,90
<i>Derde jaar</i>	
Eerste ses maande ondervinding	35,20
Daarna, die loon voorgeskryf in (a), d.w.s.	36,50
(c) Indien bevorder tot werknemer graad B:	
Eerste ses maande vanaf datum van bevordering	36,50
Tweede ses maande vanaf datum van bevordering	40,00
Daarna, die loon vir 'n gekwalifiseerde werknemer graad B voorgeskryf, d.w.s.	43,50
Voorparser, blokker:	
(a) Gekwalifiseer.....	48,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	30,00
Tweede ses maande ondervinding	32,30
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	34,60
Tweede ses maande ondervinding	36,90
<i>Derde jaar</i>	
Eerste ses maande ondervinding	39,20
Tweede ses maande ondervinding	41,60
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	43,90
Tweede ses maande ondervinding	46,20
Daarna, die loon voorgeskryf in (a), d.w.s.	48,50
(c) Indien bevorder tot leerlingparser:	
Eerste ses maande vanaf datum van bevordering	48,50
Tweede ses maande vanaf datum van bevordering	54,20
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	60,00

DEEL C**Klerke:****Klerk:**

Eerste jaar ondervinding	42,20
Tweede jaar ondervinding	52,00
Derde jaar ondervinding	61,80
Vierde jaar ondervinding	71,70
Daarna	81,50

Fabrieksklerk:

Eerste jaar ondervinding	38,00
Tweede jaar ondervinding	43,00
Derde jaar ondervinding	48,00
Vierde jaar ondervinding	53,00
Daarna	58,00

DEEL D

	Per week R
Algemeen:	
Ketelbediener.....	43,50
Versendingsverpakker.....	41,00
Algemene werker.....	37,50
Arbeider.....	38,50
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—	
onder 2 720 kg is.....	49,50
2 720 kg en meer is.....	53,00
Toesighouer, gehaltebeheerder en instrukteur:	
(a) Gekwalifiseer.....	78,50
(b) Leerling:	
Eerste ses maande ondervinding.....	58,00
Tweede ses maande ondervinding.....	68,20
Daarna, die loon voorgeskryf in (a), d.w.s.....	78,50
Handelsreisiger se drywer.....	47,00
Wag op opsigter.....	48,00

PART A

	Per week R
Cutting Department:	
Head cutter.....	105,00
Pattern maker:	
(a) Qualified.....	105,00
(b) Learner:	
First year	
First six months of experience.....	30,00
Second six months of experience.....	39,40
Second year	
First six months of experience.....	48,70
Second six months of experience.....	58,10
Third year	
First six months of experience.....	67,50
Second six months of experience.....	76,90
Fourth year	
First six months of experience.....	86,20
Second six months of experience.....	95,60
Thereafter, the wage specified in (a), i.e.....	105,00
Pattern grader:	
(a) Qualified.....	75,50
(b) Learner:	
First year	
First six months of experience.....	30,00
Second six months of experience.....	35,70
Second year	
First six months of experience.....	41,40
Second six months of experience.....	47,10
Third year	
First six months of experience.....	52,70
Second six months of experience.....	58,40
Fourth year	
First six months of experience.....	64,10
Second six months of experience.....	69,80
Thereafter, the wage specified in (a), i.e.....	75,50
Cutter, lay-maker:	
(a) Qualified.....	75,50
(b) Learner:	
First year	
First six months of experience.....	30,00
Second six months of experience.....	35,70
Second year	
First six months of experience.....	41,40
Second six months of experience.....	47,10
Third year	
First six months of experience.....	52,70
Second six months of experience.....	58,40
Fourth year	
First six months of experience.....	64,10
Second six months of experience.....	69,80
Thereafter, the wage specified in (a) i.e.....	75,50

	Per week R
Interlining cutter, trimmer, leather cutter and tie cutter:	
(a) Qualified	50,00
(b) Learner:	
<i>First year</i>	
First six months of experience	30,00
Second six months of experience	32,50
<i>Second year</i>	
First six months of experience	35,00
Second six months of experience	37,50
<i>Third year</i>	
First six months of experience	40,00
Second six months of experience	42,50
<i>Fourth year</i>	
First six months of experience	45,00
Second six months of experience	47,50
Thereafter, the wage specified in (a), i.e.	50,00
(c) If advanced to learner cutter:	
First six months from date of advancement	50,00
Second six months from date of advancement	62,70
Thereafter, the wage specified for a qualified cutter, i.e.	75,50
Layer-up:	
(a) Qualified	39,00
(b) Learner:	
<i>First year</i>	
First six months of experience	30,00
Second six months of experience	31,80
<i>Second year</i>	
First six months of experience	33,60
Second six months of experience	35,40
<i>Third year</i>	
First six months of experience	37,20
Thereafter, the wage specified in (a), i.e.	39,00
(c) If advanced to learner cutter:	
First six months from date of advancement	39,00
Second six months from date of advancement	48,10
Third six months from date of advancement	57,20
Fourth six months from date of advancement	66,40
Thereafter, the wage specified for a qualified cutter, i.e.	75,50
Clicker:	
(a) Qualified	58,00
(b) Learner:	
First year of experience	30,00
Second year of experience	37,00
Third year of experience	44,00
<i>Fourth year</i>	
First six months of experience	51,00
Thereafter, the wage specified in (a) i.e.	58,00
Tracer:	
(a) Qualified	46,50
(b) Learner:	
<i>First year</i>	
First six months of experience	30,00
Second six months of experience	32,70
<i>Second year</i>	
First six months of experience	35,50
Second six months of experience	38,20
<i>Third year</i>	
First six months of experience	41,00
Second six months of experience	43,70
Thereafter, the wage specified in (a), i.e.	46,50

PART B**Factory operatives:****Clothing machine mechanic:**

(a) Qualified	105,00
(b) Learner:	
<i>First year</i>	
First six months of experience	30,00
Second six months of experience	39,40
<i>Second year</i>	
First six months of experience	48,70
Second six months of experience	58,10
<i>Third year</i>	
First six months of experience	67,50
Second six months of experience	76,90

	Per week R
<i>Fourth year</i>	
First six months of experience.....	86,20
Second six months of experience.....	95,60
Thereafter, the wage specified in (a), i.e.	105,00
Grade A employee:	
(a) Qualified	60,00
(b) Learner:	
<i>First year</i>	
First six months of experience.....	30,00
Second six months of experience	34,30
<i>Second year</i>	
First six months of experience.....	38,60
Second six months of experience	42,90
<i>Third year</i>	
First six months of experience.....	47,10
Second six months of experience	51,40
<i>Fourth year</i>	
First six months of experience.....	55,70
Thereafter, the wage specified in (a), i.e.	60,00
Grade B employee:	
(a) Qualified	43,50
(b) Learner:	
<i>First year</i>	
First six months of experience.....	30,00
Second six months of experience	32,70
<i>Second year</i>	
First six months of experience.....	35,40
Second six months of experience	38,10
<i>Third year</i>	
First six months of experience.....	40,80
Thereafter, the wage specified in (a), i.e.	43,50
(c) If advanced to Grade A employee:	
First six months from date of advancement.....	43,50
Second six months from date of advancement	49,00
Third six months from date of advancement	54,50
Thereafter, the wage specified for qualified Grade A employee, i.e.	60,00
(d) If advanced to learner supervisor:	
First six months from date of advancement.....	43,50
Second six months from date of advancement	61,00
Thereafter, the wage specified for qualified supervisor, i.e.	78,50
Grade C employee:	
(a) Qualified	36,50
(b) Learner:	
<i>First year</i>	
First six months of experience.....	30,00
Second six months of experience	31,30
<i>Second year</i>	
First six months of experience.....	32,60
Second six months of experience	33,90
<i>Third year</i>	
First six months of experience.....	35,20
Thereafter, the wage specified in (a), i.e.	36,50
(c) If advanced to Grade B employee:	
First six months from date of advancement.....	36,50
Second six months from date of advancement	40,00
Thereafter, the wage specified for qualified Grade B employee, i.e.	43,50
Under-presser, blocker:	
(a) Qualified	48,50
(b) Learner:	
<i>First year</i>	
First six months of experience.....	30,00
Second six months of experience	32,30
<i>Second year</i>	
First six months of experience.....	34,60
Second six months of experience	36,90
<i>Third year</i>	
First six months of experience.....	39,20
Second six months of experience	41,60
<i>Fourth year</i>	
First six months of experience.....	43,90
Second six months of experience	46,20
Thereafter, the wage specified in (a), i.e.	48,50

Per week
R

(c) If advanced to learner presser:

First six months from date of advancement.....	48,50
Second six months from date of advancement.....	54,20
Thereafter, the wage specified for qualified Grade A employee, i.e.....	60,00

PART C

Clerical employees:

Clerk:

First year of experience.....	42,20
Second year of experience.....	52,00
Third year of experience.....	61,80
Fourth year of experience.....	71,70
Thereafter.....	81,50

Factory clerk:

First year of experience.....	38,00
Second year of experience.....	43,00
Third year of experience.....	48,00
Fourth year of experience.....	53,00
Thereafter.....	58,00

PART D

General:

Boiler attendant.....	43,50
Despatch packer.....	41,00
General worker.....	37,50
Labourer.....	38,50

Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle, is as follows:

Under 2 720 kg.....	49,50
2 720 kg and over.....	53,00

Supervisor, quality controller and instructor:

(a) Qualified.....	78,50
(b) Learner:	

First six months of experience.....	58,00
Second six months of experience.....	68,20
Thereafter, the wage specified in (a) i.e.....	78,50

Traveller's driver.....

Watchman or caretaker.....	47,00
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Namens die partye op hede 10de dag van Mei 1984 te Soutrivier onder-

teken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

Signed at Salt River on behalf of the parties, this 10th day of May 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

No. R. 1262

22 Junie 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN OOREENKOMS VIR DIE BREI-AFDELING

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 1 Julie 1984 en vir die tydperk wat op 12 Desember 1984 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies 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), met ingang van 1 Julie 1984 en vir die tydperk wat op 12 Desember 1984 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.

No. R. 1262

22 June 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF AGREEMENT FOR THE KNITTING DIVISION

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 1 July 1984 and for the period ending 12 December 1984, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations 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), shall be binding, with effect from 1 July 1984 and for the period ending 12 December 1984, 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.

BYLAE

**NYWERHEIDSRaad VIR DIE KLERASIENYWERHEID (KAAP)
OOREENKOMS**

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aange-
gaan tussen die

Cape Clothing Manufacturers' Association
en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap),
om die Ooreenkoms van die Raad, gepubliseer by Goewernmentskennis-
gewing R. 1374 van 1 Julie 1983, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Brei-afdeling van die Klerasie-
nywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat onderskeidelik lede
van die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrosdistrikte Die Kaap, Wynberg, Simonstad, Good-
wood, Bellville, Somerset-Wes, Strand, Malmesbury, Worcester en
George.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing ten opsigte van werknemers vir wie lone in
hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing op werknemers en werkende direkteure wat
lone van minstens R7 200 per jaar ontvang nie.

2. KLOUSULE 4.—LONE

Vervang subklousule (1) deur die volgende:

"(1) Die minimum lone wat betaal moet word aan en aangeneem mag
word deur ondergenoemde klasse werknemers is soos volg:

DEEL A

Klerke:

Klerk:

	Per week R
Eerste jaar ondervinding	46,00
Tweede jaar ondervinding	57,00
Derde jaar ondervinding	67,00
Vierde jaar ondervinding	79,00
Daarna	90,50

Fabrieksklerk:

Eerste jaar ondervinding	38,00
Tweede jaar ondervinding	43,70
Derde jaar ondervinding	49,50
Vierde jaar ondervinding	55,20
Daarna	61,00

DEEL B

Algemeen:

Ketelbediener	53,00
Versendingsverpakker	56,00
Voetbaltruisnyer:	
(a) Gekwalifiseer	71,00
(b) Leerling:	
Eerste jaar	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	42,10
Tweede jaar	
Eerste ses maande ondervinding	46,20
Tweede ses maande ondervinding	50,40
Derde jaar	
Eerste ses maande ondervinding	54,50
Tweede ses maande ondervinding	58,60
Vierde jaar	
Eerste ses maande ondervinding	62,70
Tweede ses maande ondervinding	66,90
Daarna, die loon in (a) voorgeskryf, d.w.s.	71,00
Algemene werker	48,00

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE CLOTHING
INDUSTRY (CAPE)**
AGREEMENT

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

Cape Clothing Manufacturers' Association
and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

being the parties to the Industrial Council for the Clothing Industry (Cape),
to amend the Agreement of the Council published under Government
Notice R. 1374 of 1 July 1983.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Knitting Divi-
sion of the Clothing Industry—

(a) by the employers and the employees who are members of the
employers' organisations and the trade union respectively;

(b) in the Magisterial Districts of The Cape, Wynberg, Simon's
Town, Goodwood, Bellville, Somerset West, Strand, Malmesbury,
Worcester and George.

(2) Notwithstanding the provisions of subclause (1), the terms of this
Agreement shall—

(a) only apply in respect of employees for whom wages are prescribed
in this Agreement;

(b) not apply to employees and working directors whose wages are not
less than R7 200 per annum.

2. CLAUSE 4.—WAGES

Substitute the following for subclause (1):

"(1) The minimum wage which an employer shall pay to each member
of the undermentioned classes of his employees shall be as set out here-
under:

	Per week R
Werknemer graad A:	
(a) Gekwalifiseer.....	81,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	44,10
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	50,30
Tweede ses maande ondervinding	56,40
<i>Derde jaar</i>	
Eerste ses maande ondervinding	62,60
Tweede ses maande ondervinding	68,70
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	74,90
Daarna, die loon in (a) voorgeskryf, d.w.s.	81,00
Werknemer graad B:	
(a) Gekwalifiseer.....	58,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	42,00
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	46,00
Tweede ses maande ondervinding	50,00
<i>Derde jaar</i>	
Eerste ses maande ondervinding	54,00
Daarna, die loon in (a) voorgeskryf, d.w.s.	58,00
(c) Indien bevorder tot werknemer graad A:	
Eerste ses maande vanaf datum van bevordering	58,00
Tweede ses maande vanaf datum van bevordering	65,70
Derde ses maande vanaf datum van bevordering	73,30
Daarna	81,00
Werknemer graad C:	
(a) Gekwalifiseer.....	48,50
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	40,10
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	42,20
Tweede ses maande ondervinding	44,30
<i>Derde jaar</i>	
Eerste ses maande ondervinding	46,40
Daarna, die loon in (a) voorgeskryf, d.w.s.	48,50
(c) Indien bevorder tot werknemer graad B:	
Eerste ses maande vanaf datum van bevordering	48,50
Tweede ses maande vanaf datum van bevordering	53,20
Daarna	58,00
Arbeider	50,00
Laagopléer:	
(a) Gekwalifiseer.....	52,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	40,80
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	43,60
Tweede ses maande ondervinding	46,40
<i>Derde jaar</i>	
Eerste ses maande ondervinding	49,20
Daarna, die loon voorgeskryf in (a), d.w.s.	52,00
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—	
(a) hoogstens 1 360 kg is.....	56,00
(b) meer as 1 360 kg maar hoogstens 2 720 kg is.....	61,00
(c) meer as 2 720 kg is.....	79,00
Patroongradeerder:	
(a) Gekwalifiseer.....	108,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	46,70

	Per week R
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	55,50
Tweede ses maande ondervinding	64,20
<i>Derde jaar</i>	
Eerste ses maande ondervinding	73,00
Tweede ses maande ondervinding	81,70
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	90,50
Tweede ses maande ondervinding	99,20
Daarna, die loon voorgeskryf in (a), d.w.s.	108,00
Patroonmaker:	
(a) Gekwalifiseer	137,00
(b) Leerling:	
<i>Eerste jaar</i>	
Eerste ses maande ondervinding	38,00
Tweede ses maande ondervinding	50,40
<i>Tweede jaar</i>	
Eerste ses maande ondervinding	62,70
Tweede ses maande ondervinding	75,10
<i>Derde jaar</i>	
Eerste ses maande ondervinding	87,50
Tweede ses maande ondervinding	99,00
<i>Vierde jaar</i>	
Eerste ses maande ondervinding	112,20
Tweede ses maande ondervinding	124,60
Daarna, die loon voorgeskryf in (a), d.w.s.	137,00
Toesighouer, gehaltebeheerder en instrukteur:	
(a) Gekwalifiseer	82,00
(b) Leerling:	
Eerste ses maande ondervinding	58,00
Tweede ses maande ondervinding	70,00
Daarna, die loon voorgeskryf in (a), d.w.s.	82,00
Handelsreisiger se drywer	61,00
Wag of opsigter	66,00

3. KLOUSULE 5.—BETALING VAN LONE

Vervang die tabel in subklousule (1) (b) deur die volgende:

	"Loon per week			
	A	B	C	D
	Soos op 12 Desember 1982	Vanaf 1 Julie 1983 tot 12 Desember 1983	Vanaf 13 Desember 1983 tot 30 Junie 1984	Vanaf 1 Julie 1984
	R	R	R	R
Toesighouers, gehaltebeheerders en instrukteurs	87,20	96,00	102,00	108,00
Werknemers graad A:				
Masjienwerkers, nasieners, en breiwerkfatsoeneerders	64,50	70,00	76,00	82,00
Fabrieksklerke	63,20	69,00	73,00	78,00
Werknemers graad B:				
Staaftvullers, skuinsbandsnyers, trekdraadwerkers, fatsoeneerders, monstersnyers, skeringopstellers en wikkelaars	42,80	51,50	54,00	58,00

PART A

	Per week R
<i>Clerical employees:</i>	
Clerk:	
First year of experience	46,00
Second year of experience	57,00
Third year of experience	67,00
Fourth year of experience	79,00
Thereafter	90,50
<i>Factory clerk:</i>	
First year of experience	38,00
Second year of experience	43,70
Third year of experience	49,50
Fourth year of experience	55,20
Thereafter	61,00

PART B

	Per week R
<i>General:</i>	
Boiler attendant	53,00
Despatch packer	56,00
Football jersey cutter:	
(a) Qualified	71,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	42,10
<i>Second year</i>	
First six months of experience	46,20
Second six months of experience	50,40
<i>Third year</i>	
First six months of experience	54,50
Second six months of experience	58,60
<i>Fourth year</i>	
First six months of experience	62,70
Second six months of experience	66,90
Thereafter, the wage specified in (a), i.e.	71,00
General worker	48,00
<i>Grade A employee:</i>	
(a) Qualified	81,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	44,10
<i>Second year</i>	
First six months of experience	50,30
Second six months of experience	56,40
<i>Third year</i>	
First six months of experience	62,60
Second six months of experience	68,70
<i>Fourth year</i>	
First six months of experience	74,90
Thereafter, the wage specified in (a), i.e.	81,00
<i>Grade B employee:</i>	
(a) Qualified	58,00
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	42,00
<i>Second year</i>	
First six months of experience	46,00
Second six months of experience	50,00
<i>Third year</i>	
First six months of experience	54,00
Thereafter, the wage specified in (a), i.e.	58,00
(c) If advanced to Grade A employee:	
First six months from date of advancement	58,00
Second six months from date of advancement	65,70
Third six months from date of advancement	73,30
Thereafter	81,00
<i>Grade C employee:</i>	
(a) Qualified	48,50
(b) Learner:	
<i>First year</i>	
First six months of experience	38,00
Second six months of experience	40,10
<i>Second year</i>	
First six months of experience	42,20
Second six months of experience	44,30
<i>Third year</i>	
First six months of experience	46,40
Thereafter, the wage specified in (a), i.e.	48,50
(c) If advanced to Grade B employee:	
First six months from date of advancement	48,50
Second six months from date of advancement	53,20
Thereafter	58,00
Labourer	50,00
<i>Layer-up:</i>	
(a) Qualified	52,00

	Per week R
(b) Learner:	
First year	
First six months of experience.....	38,00
Second six months of experience.....	40,80
Second year	
First six months of experience.....	43,60
Second six months of experience.....	46,40
Third year	
First six months of experience.....	49,20
Thereafter, the wage specified in (a), i.e.	52,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 1 360 kg.....	56,00
(b) exceed 1 360 kg but not 2 720 kg.....	61,00
(c) exceeds 2 720 kg.....	79,00
Pattern grader:	
(a) Qualified.....	108,00
(b) Learner:	
First year	
First six months of experience.....	38,00
Second six months of experience.....	46,70
Second year	
First six months of experience.....	55,50
Second six months of experience.....	64,20
Third year	
First six months of experience.....	73,00
Second six months of experience.....	81,70
Fourth year	
First six months of experience.....	90,50
Second six months of experience.....	99,20
Thereafter, the wage specified in (a), i.e.	108,00
Pattern maker:	
(a) Qualified.....	137,00
(b) Learner:	
First year	
First six months of experience.....	38,00
Second six months of experience.....	50,40
Second year	
First six months of experience.....	62,70
Second six months of experience.....	75,10
Third year	
First six months of experience.....	87,50
Second six months of experience.....	99,90
Fourth year	
First six months of experience.....	112,20
Second six months of experience.....	124,60
Thereafter, the wage specified in (a), i.e.	137,00
Supervisor, quality controller and instructor:	
(a) Qualified.....	82,00
(b) Learner:	
First six months of experience.....	58,00
Second six months of experience.....	70,00
Thereafter, the wage specified in (a), i.e.	82,00
Traveller's driver.....	61,00
Watchman or caretaker.....	66,00

3. CLAUSE 5.—PAYMENT OF WAGES

Substitute the following for the table in subclause (1) (b):

	**Wage rates per week			
	A	B	C	D
	As at 12 December 1982	From 1 July 1983 to 12 December 1983	From 13 December 1983 to 30 June 1984	From 1 July 1984
Supervisors, quality controllers and instructors.....	R 87,20	R 96,00	R 102,00	R 108,00
Grade A employees:				
Machinists, passers and knitting shapers.....	64,50	70,00	76,00	82,00
Factory clerks.....	63,20	69,00	73,00	78,00
Grade B employees:				
Bar fillers, bias binding cutters, draw-thread operators, formers, swatch cutters, warp- ers and winders.....	42,80	51,50	54,00	58,00

Namens die partye op hede 10de dag van Mei 1984 te Soutrivier onder-
teken.A. M. ROSENBERG, Voorsitter van die Raad.
L. A. PETERSEN, Ondervoorsitter van die Raad.
G. J. NEL, Sekretaris van die Raad.

Signed at Salt River on behalf of the parties, this 10th day of may 1984.

A. M. ROSENBERG, Chairman of the Council.
L. A. PETERSEN, Vice-Chairman of the Council.
G. J. NEL, Secretary of the Council.

No. R. 1240

22 Junie 1984

DEPARTEMENT VAN NYWERHEIDSWESE EN HANDEL

WET OP DIE BEHEER VAN EIENDOMSTYDSDELING, 1983

Die Adjunk-minister van Nywerheidswese, Handel en Toerisme, handelende namens die Minister van Nywerheidswese, Handel en Toerisme, wysig hierby Goewermenskennisgewing R. 327 van 24 Februarie 1984, uitgevaardig kragtens artikel 12 van die Wet op die Beheer van Eiendomstydse deling, 1983 (Wet 75 van 1983), soos in die Bylae uiteengesit.

BYLAE

Regulasie 2 word hierby gewysig deur die syfers "6, 7, 8, 9, 10, 11, 12 en 13" tussen die woord "Regulasie . . ." en woorde ". . . van hierdie regulasies . . ." te vervang met die syfers "6, 7, 8, 9, 10, 11, 12, 13 en 14".

No. R. 1243

22 Junie 1984

WET OP PRYSBEHEER, 1964

AANWYSING VAN ADJUNK-PRYSKONTROLEUR

Ek, Gerrit Johannes Jacobus Breyl, Pryscontroleur, maak hierby vir algemene inligting bekend dat ek, handelende kragtens die bevoegdheid my verleen by artikel 3 van die Wet op Prysbeheer, 1964 (Wet 25 van 1964), Guillaume Pretorius as Adjunk-pryskontroleur aangewys het.

Goewermenskennisgewing R. 145 van 20 Januarie 1978 word hierby met ingang van 22 Junie 1984 ingetrek.

G. J. J. BREYL, Pryscontroleur.

No. R. 1263

22 Junie 1984

WET OP EIENDOMSAGENTE, 1976

WYSE WAAROP 'N AANKLAG VAN ONBEHOORLIKE GEDRAG TEEN 'N EIENDOMSAGENT INGE- BRING EN ONDERSOEK MOET WORD

Die Adjunk-minister van Nywerheidswese, Handel en Toerisme, handelende namens die Minister van Nywerheidswese, Handel en Toerisme, het, na oorleg met die Raad vir Eiendomsagente, kragtens artikel 33 (1) (h) van die Wet op Eiendomsagente, 1976 (Wet 112 van 1976), die regulasies soos in die Bylae uiteengesit, uitgevaardig.

BYLAE

1. In hierdie regulasies het 'n woord of uitdrukking wat in die Wet omskryf is, die betekenis wat aldus daaraan geheg is en, tensy uit die samehang anders blyk, beteken—

"aanklag" 'n aanklag bedoel in regulasie 2 (1);

"die bestuurder", die bestuurder of sekretaris van die Raad;

"die klaer" enige persoon wat 'n aanklag teen 'n eiendomsagent gemaak het;

"Die Wet" die Wet op Eiendomsagente, 1976 (Wet 112 van 1976);

"die respondent" 'n eiendomsagent teen wie 'n aanklag ingedien is;

"onbehoorlike gedrag" onbehoorlike gedrag soos beoog in artikel 30 (1) van die Wet;

"ondersoek" 'n ondersoek soos beoog in regulasie 5 (1);

No. R. 1240

22 June 1984

DEPARTMENT OF INDUSTRIES AND COMMERCE

PROPERTY TIME-SHARING CONTROL ACT, 1983

The Deputy Minister of Industries, Commerce and Tourism, acting on behalf of the Minister of Industries, Commerce and Tourism, do hereby amend Government Notice R. 327 of 24 February 1984, promulgated in terms of section 12 of the Property Time-Sharing Control Act, 1983 (Act 75 of 1983), as set out in the Schedule.

SCHEDULE

Regulation 2 is hereby amended by the substitution for the figures "6, 7, 8, 9, 10, 11, 12 and 13" of the figures "6, 7, 8, 9, 10, 11, 12, 13 and 14" between the word "Regulation . . ." and the word ". . . of these regulations . . .".

No. R. 1243

22 June 1984

PRICE CONTROL ACT, 1964

DESIGNATION OF DEPUTY PRICE CONTROLLER

I, Gerrit Johannes Jacobus Breyl, Price Controller, do hereby notify for general information that, acting in terms of the powers vested in me by section 3 of the Price Control Act, 1964 (Act 25 of 1964), I have designated Guillaume Pretorius Deputy Price Controller.

Government Notice R. 145 of 20 January 1978 is hereby withdrawn with effect from 22 June 1984.

G. J. J. BREYL, Price Controller.

No. R. 1263

22 June 1984

ESTATE AGENTS ACT, 1976

MANNER IN WHICH A CHARGE OF IMPROPER CONDUCT AGAINST ANY ESTATE AGENT SHALL BE BROUGHT AND INVESTIGATED

The Deputy Minister of Industries, Commerce and Tourism, acting on behalf of the Minister of Industries, Commerce and Tourism, has, after consultation with the Estate Agents Board, in terms of section 33 (1) (h) of the Estate Agents Act, 1976 (Act 112 of 1976), promulgated the regulations set out in the Schedule.

SCHEDULE

1. In these regulations any word or expression defined in the Act shall bear the meaning so assigned to it and, unless the context otherwise indicates—

"charge" means a charge referred to in regulation 2 (1);

"complainant" means any person who has laid a charge against an estate agent;

"disciplinary committee" means a disciplinary committee designated in terms of regulation 2 (4) (a);

"improper conduct" means improper conduct as contemplated in section 30 (1) of the Act;

"inquiry" means an inquiry as contemplated in regulation 5 (1);

"party" in relation to an inquiry, means the respondent or the *pro forma* prosecutor;

"party", met betrekking tot 'n ondersoek, die respondent of die *pro forma*-aanklaer;

"*pro forma*-aanklaer" iemand wat ingevolge regulasie 2 (4) (b) aangestel is;

"straf" enige optrede beoog in artikel 30 (3) van die Wet;

"tugkomitee" 'n tugkomitee wat ingevolge regulasie 2 (4) (a) aangewys is.

2. (1) Enigiemand, insluitende enige lid van die raad of die bestuurder, wat hom veronreg voel deur 'n handeling wat deur 'n eiendomsagent verrig is of deur 'n versuim van 'n eiendomsagent om 'n handeling te verrig, kan by wyse van 'n beëdigde verklaring wat die besonderhede bedoel in subregulasie (2) bevat, 'n aanklag van onbehoorlike gedrag teen daardie eiendomsagent by die raad indien: Met dien verstande dat geen sodanige beëdigde verklaring, maar slegs 'n skriftelike mededeling vereis word in die geval van 'n aanklag [uitgesonderd 'n aanklag ingevolge artikel 30 (1) (e) van die Wet] wat deur 'n lid van die raad of die bestuurder aanhangig gemaak word.

(2) 'n Beëdigde verklaring bedoel in subregulasie (1) moet die volgende besonderhede bevat:

(a) Die volledige naam en adres van die klaer en die betrokke eiendomsagent;

(b) 'n volledige uiteensetting van die handeling of versuim wat daardie eiendomsagent ten laste gelê word;

(c) enige ander feit of inligting wat op die aanklag betrekking het.

(3) Indien 'n aanklag teen 'n respondent ingedien is, moet die bestuurder binne 30 dae nadat die aanklag ingedien is, die respondent—

(a) skriftelik verwittig dat daardie aanklag teen hom ingedien is;

(b) van 'n afskrif van hierdie regulasies voorsien;

(c) skriftelik inlig oor die aard van die handeling of versuim wat hom in daardie aanklag ten laste gelê word;

(d) skriftelik uitnood om binne 'n vermelde tydperk, maar minstens 21 dae na die datum waarop hy aldus uitgenood is, die raad by wyse van 'n beëdigde verklaring van sy kommentaar op daardie aanklag te voorsien;

(e) inlig dat hy nie verplig is om enige kommentaar soos in paragraaf (d) voorsien, te lewer nie en dat enige kommentaar wat hy aan die raad lewer as getuienis teen hom by enige ondersoek van daardie aanklag gebruik kan word; en

(f) skriftelik uitnood om binne 'n vermelde tydperk, maar minstens 21 dae na die datum waarop hy aldus uitgenood is, die raad van 'n beëdigde verklaring waarin versagtende omstandighede uiteengesit word te voorsien indien hy van voornemens is om kragtens regulasie 4 die aanklag te erken of om kragtens regulasie 9 (1) skuldig te pleit op die aanklag.

(4) Die raad—

(a) kan van tyd tot tyd sodanige tugkomitees aanwys as wat hy mag goedgevind, welke tugkomitees bevoeg is om enige klagte kragtens hierdie regulasies te ondersoek;

(b) is geregtig om 'n bevoegde persoon aan te stel om die bevoegdheid en pligte ingevolge hierdie regulasies van 'n *pro forma*-aanklaer uit te oefen en te verrig.

(5) 'n Tugkomitee stel een van sy lede aan as voorsitter van sodanige komitee.

(6) Die verrigtinge voor 'n tugkomitee word deur 'n personeelid van die raad genoteuleer.

"penalty" means any action contemplated in section 30 (3) of the Act;

"*pro forma* prosecutor" means any person appointed in terms of regulation 2 (4) (b);

"the Act" means the Estate Agents Act, 1976 (Act 112 of 1976);

"the manager" means the manager or the secretary of the board;

"the respondent" means an estate agent against whom a charge has been laid.

2. (1) Any person, including any member of the board or the manager, who feels aggrieved by any act performed by an estate agent or by an omission of an estate agent to perform any act may, by way of an affidavit containing the particulars referred to in subregulation (2), lay a charge of improper conduct with the board against such estate agent: Provided that no such affidavit but merely a written notification shall be required in the case of a charge [excluding a charge under section 30 (1) (e) of the Act] laid by a member of the board or the manager.

(2) An affidavit referred to in subregulation (1) shall contain the following particulars, namely:

(a) The full name and address of the complainant and of the estate agent concerned;

(b) a full exposition of the act or omission with which such estate agent is charged;

(c) any other fact or information relating to the charge.

(3) If a charge is laid against a respondent, the manager shall within 30 days after the laying of such charge—

(a) notify the respondent in writing that such charge has been laid against him;

(b) furnish the respondent with a copy of these regulations;

(c) inform the respondent in writing of the nature of the act or omission with which he is charged;

(d) invite the respondent in writing to furnish the board with an affidavit setting forth his comments on such charge, within a specified period, being not less than 21 days after the date on which he is so invited;

(e) inform the respondent in writing that he is under no obligation to make any comments envisaged in paragraph (d) and that any comments furnished to the board may be used as evidence against him at any inquiry; and

(f) invite the respondent in writing to furnish the board within a specified period, being not less than 21 days after the date on which he is so invited, with an affidavit setting forth any mitigating circumstances if he intends admitting the charge in terms of regulation 4 or intends pleading guilty on the charge in terms of regulation 9 (1).

(4) The board—

(a) may from time to time appoint such disciplinary committees as it deems fit, which disciplinary committees shall have the power to inquire into and decide upon any charge in terms of these regulations;

(b) shall be entitled to appoint a competent person to exercise and perform the powers and duties of a *pro forma* prosecutor in terms of these regulations.

(5) A disciplinary committee shall appoint one of its members as chairman of such committee.

(6) The proceedings before a disciplinary committee shall be recorded by a staff member of the board.

(7) 'n Tugkomitee kan vir die behoorlike verrigting van sy werksaamhede ingevolge hierdie regulasies, regs- of ander advies inwin, of die persone raadpleeg wat hy nodig of dienstig ag.

3. (1) 'n Beëdigde verklaring bedoel in regulasie 2 (1), 2 (3) (d) en (f), as daar is, moet deur die bestuurder aan die tugkomitee vir dié se aandag oorhandig word.

(2) Indien 'n tugkomitee, na oorweging van die inhoud van 'n beëdigde verklaring bedoel in regulasie 2 (1) of 2 (3) (d), van oordeel is dat—

(a) die handeling of versuim wat die respondent ten laaste gelê word, nie onbehoorlike gedrag deur die respondent uitmaak nie; of

(b) daar geen redelike vooruitsig is om die aanklag teen die respondent te bewys nie;

moet hy die respondent en die klaer onverwyld skriftelik in kennis stel dat die handeling of versuim wat die respondent ten laaste gelê is nie onbehoorlike gedrag uitmaak nie of dat daar geen redelike vooruitsig is om die aanklag teen die respondent te bewys nie, na gelang van die geval, en dat daar nie met die ondersoek van die aanklag voortgegaan word nie.

4. Sou die respondent in sy kommentaar, bedoel in regulasie 2 (3) (d), erken dat hy 'n handeling verrig het, of versuim het om 'n handeling te verrig, soos hom in die aanklag ten laaste gelê is, en die tugkomitee oortuig is dat daardie handeling of versuim onbehoorlike gedrag deur die respondent uitmaak, moet die tugkomitee na inagneming van die inhoud van die beëdigde verklaring, indien enige, soos na verwys in regulasie 2 (3) (f), die boete wat opgelê staan te word vasstel en by skriftelike kennisgewing, deur die pos bestel of aan die respondent oorhandig, die respondent sowel as die klaer in kennis stel—

(a) dat hy die respondent aan onbehoorlike gedrag skuldig vind; en

(b) van die straf wat die respondent opgelê is.

5. (1) Ingeval 'n aanklag nie kragtens regulasie 3 of 4 afgehandel kan word nie, moet die tugkomitee die respondent dagvaar om, vir doeleindes van 'n ondersoek, op die tyd en plek in die dagvaarding vermeld, voor die tugkomitee te verskyn en om enige boek of ander stuk in die dagvaarding vermeld wat die respondent in sy besit of bewaring of onder sy beheer het of wat die tugkomitee vermoed of glo hy in sy besit of bewaring of onder sy beheer het en wat op daardie aanklag betrekking het, by bedoelde ondersoek oor te lê.

(2) 'n Dagvaarding bedoel in subregulasie (1), moet—

(a) so na as moontlik in die vorm wees soos uiteengesit in Bylae A;

(b) deur die bestuurder onderteken wees;

(c) op die respondent bestel word deur dit aan hom persoonlik te oorhandig of aan te bied, of deur dit per vooruitbetaalde aangetekende pos te stuur aan die respondent by sy adres bedoel in artikel 29 (a) van die Wet, of by sy aan die raad laasbekende adres.

6. (1) 'n Tugkomitee kan uit eie beweging of op versoek van die respondent of die *pro forma*-aanklaer enige persoon dagvaar om, op die tyd en plek in die dagvaarding vermeld, by 'n ondersoek aanwesig te wees ten einde getuienis af te lê, en om enige boek of ander stuk in die dagvaarding vermeld wat so 'n persoon in sy besit of bewaring of onder sy beheer het of vermoed word dat hy dit in sy besit of bewaring of onder sy beheer het en wat op die aanklag wat die onderwerp van sodanige ondersoek uitmaak betrekking het, by bedoelde ondersoek oor te lê.

(7) A disciplinary committee may for the proper performance of its functions in terms of these regulations obtain such legal or other advice and consult such persons as it may deem necessary or expedient.

3. (1) The manager shall deliver to the disciplinary committee, for its attention, an affidavit referred to in regulation 2 (1), 2 (3) (d) and (f), if any.

(2) If a disciplinary committee, having considered the contents of an affidavit referred to in regulation 2 (1) or 2 (3) (d), is of the opinion that—

(a) the act or omission with which the respondent is charged does not constitute improper conduct by the respondent; or

(b) there is no reasonable prospect of proving the charge against the respondent;

it shall forthwith notify the respondent as well as the complainant that the act or omission with which the respondent has been charged does not constitute improper conduct by the respondent or that there is no reasonable prospect of proving the charge against the respondent, as the case may be, and that the investigation of the charge shall not be proceeded with.

4. Should a respondent in his comments, referred to in regulation 2 (3) (d), admit that he performed or failed to perform any act as charged and the disciplinary committee is satisfied that such act or omission constitutes improper conduct by the respondent, the disciplinary committee shall after considering the contents of the affidavit, if any, referred to in regulation 2 (3) (f), determine the penalty to be imposed and shall by notice in writing, sent by post or delivered to the respondent—

(a) notify the respondent and the complainant that it finds the respondent guilty of improper conduct; and

(b) notify the respondent and the complainant of the penalty it has imposed on the respondent.

5. (1) In the event of a charge not being disposed of in terms of regulation 3 or 4, a disciplinary committee shall summon the respondent to appear before it at a time and place specified in the summons for the purpose of an inquiry and to produce at such inquiry any book or other document specified in the summons which the respondent has in his possession or custody or under his control or which is suspected or believed to be in his possession or custody or under his control and which has a bearing on such charge.

(2) A summons referred to in subregulation (1), shall be—

(a) as nearly as possible in the form specified in Schedule A;

(b) signed by the manager;

(c) served on the respondent by delivering or tendering it to the respondent personally or by sending it to the respondent by prepaid registered post at his address referred to in section 29 (a) of the Act, or at his address last known to the board.

6. (1) A disciplinary committee may of its own accord or at the instance of the respondent or the *pro forma* prosecutor summon any person to be present at an inquiry in order to give evidence and to produce at such inquiry any book or other document which such person has in his possession or custody or under his control or which is suspected or believed to be in his possession or custody or under his control and which has a bearing on the charge which is a subject matter of such inquiry.

(2) 'n Dagvaarding bedoel in subregulasie (1) moet—

(a) so na as moontlik in die vorm wees soos uiteengesit in Bylae B;

(b) deur die bestuurder onderteken wees;

(c) op die betrokke persoon bestel word deur dit aan hom persoonlik te oorhandig of aan te bied of deur dit per vooruitbetaalde aangetekende pos aan hom by sy sake-adres of by sy aan die raad laasbekende adres te stuur.

(3) Die raad betaal aan 'n getuie wat by 'n ondersoek aanwesig is, die gelde wat deur die raad van tyd tot tyd in die algemeen of in 'n besondere geval bepaal word, onderhewig aan die raad se diskresie om sodanige betaling of enige gedeelte daarvan te weier indien, in die opinie van die tugkomitee, die getuie van sodanige getuie of sy teenwoordigheid by die ondersoek onbevredigend was.

7. Indien die respondēt nadat die dagvaarding bedoel in regulasie 5 (1) aan hom bestel is, maar voor die aanvang van die ondersoek, die tugkomitee skriftelik in kennis stel dat hy skuldig pleit op die aanklag soos in daardie dagvaarding uiteengesit, en die tugkomitee oortuig is dat die aanklag teen die respondēt afgehandel kan word sonder dat 'n ondersoek gehou word, stel die tugkomitee die respondēt en die klaer en enige persoon aan wie 'n dagvaarding ingevolge regulasie 6 bestel is, skriftelik in kennis dat die betrokke ondersoek nie meer gehou sal word nie, en daarop is die bepalings van regulasie 4 *mutatis mutandis* ten opsigte van sodanige aanklag van toepassing.

8. (1) Indien 'n party voornemens is om by die ondersoek getuieis by wyse van 'n beëdigde verklaring aan te voer, kan hy minstens 21 dae voor die aanvang van die ondersoek aan die ander party en aan die bestuurder, vir oorhandiging aan die tugkomitee, afskrifte van daardie beëdigde verklaring oorhandig of per geregistreerde pos stuur tesame met 'n kennisgewing waarin daardie party versoek word om, indien hy besware daarteen het dat daardie beëdigde verklaring as getuieis by die ondersoek toegelaat word, sodanige besware minstens sewe dae voor die aanvang van die ondersoek skriftelik aan hom te verstrek en 'n afskrif daarvan by die tugkomitee in te dien.

(2) Indien 'n party ingevolge subregulasie (1) beswaar gemaak het, word die betrokke beëdigde verklaring nie as getuieis by die ondersoek toegelaat nie, tensy daardie party tydens die ondersoek instem dat daardie beëdigde verklaring as getuieis aangebied kan word.

(3) Indien 'n party nie ingevolge subregulasie (1) beswaar gemaak het nie, word die betrokke beëdigde verklaring by die ondersoek as getuieis toegelaat tensy daardie party die tugkomitee by die ondersoek oortuig dat hy gegronde redes gehad het waarom hy nie aldus beswaar gemaak het nie en dat dit nie as getuieis gebruik behoort te word nie.

(4) 'n Beëdigde verklaring wat nie ingevolge subregulasie (1) aan die ander party oorhandig of gestuur is nie en nie by die tugkomitee ingedien is nie, word slegs as getuieis by die ondersoek toegelaat indien daardie party en die *pro forma*-aanklaer by die ondersoek instem dat daardie beëdigde verklaring as getuieis aangebied kan word.

9. (1) By die aanvang van 'n ondersoek moet die voorsitter van die tugkomitee die aanklag, soos uiteengesit in die dagvaarding bedoel in regulasie 5 (1), aan die respondēt voorlees en die respondēt vra om skuldig of onskuldig daarop te pleit.

(2) Indien die respondēt weier of in gebreke bly om by die ondersoek op die aanklag te pleit, word daar aangeteken dat hy onskuldig gepleit het en daarop word die ondersoek dan voortgesit asof die respondēt in der waarheid onskuldig gepleit het op die aanklag.

(3) 'n Respondēt is geregtig om by 'n ondersoek deur sy regsadviseur bygestaan te word.

(2) A summons referred to in subregulation (1) shall be—

(a) as nearly as possible in the form specified in Schedule B;

(b) signed by the manager;

(c) served on the person concerned by delivering or tendering it to him personally or by sending it to him by prepaid registered post at his business address or at his address last known to the board.

(3) The board shall pay a witness summoned and present at an inquiry, such fees as the board may from time to time determine generally, or in any particular case, subject to the board's right to disallow such payment or any portion thereof, if in the opinion of the disciplinary committee, such witness's evidence or presence at the inquiry was unsatisfactory.

7. If the respondent, after the summons referred to in regulation 5 (1) has been served on him but before the commencement of the inquiry, notifies the disciplinary committee in writing that he pleads guilty to the charge as set out in such summons and the disciplinary committee is satisfied that the charge against the respondent can be disposed of without the holding of an inquiry, the disciplinary committee shall in writing notify the respondent and the complainant and any person on whom a summons has been served in terms of regulation 6, that the inquiry in question will no longer be held, and thereupon the provisions of regulation 4 shall *mutatis mutandis* apply in respect of such charge.

8. (1) If any party proposes adducing evidence at the inquiry by way of an affidavit, he may at least 21 days before the commencement of the inquiry, deliver or send by registered post copies of such affidavit to the other party and the manager for transmission to the disciplinary committee, together with a notice requesting such other party, if he objects to such affidavit being admitted as evidence at the inquiry, to furnish him in writing with such objection at least seven days before the commencement of the inquiry and to lodge a copy thereof with the disciplinary committee.

(2) If any party has objected in terms of subregulation (1), the affidavit in question shall not be admitted as evidence at the inquiry unless such party agrees at the inquiry to such affidavit being tendered as evidence.

(3) If any party has not objected in terms of subregulation (1), the affidavit in question shall be admitted as evidence at the inquiry unless such party satisfies the disciplinary committee that he had sound reasons for not so objecting and that same should not be admitted as evidence.

(4) An affidavit not delivered or sent to the other party and not lodged with the disciplinary committee in terms of subregulation (1) shall be admitted as evidence at the inquiry only if such party agrees and the *pro forma* prosecutor agrees at the inquiry to such affidavit being tendered as evidence.

9. (1) At the commencement of an inquiry the chairman of the disciplinary committee shall read the charge as set out in the summons, referred to in regulation 5 (1), to the respondent and shall ask the respondent to plead guilty or not guilty thereto.

(2) If the respondent refuses or fails to plead to the charge at the inquiry, it shall be recorded that he pleaded not guilty, and thereupon the inquiry shall be proceeded with as if the respondent had in fact pleaded not guilty to the charge.

(3) A respondent shall be entitled to the assistance of his legal adviser at an inquiry.

10. (1) Behoudens die bepalings van hierdie regulasies, word getuienis by 'n ondersoek mondelings afgelê of by wyse van beëdigde verklaring aangebied.

(2) Die voorsitter van 'n tugkomitee moet iemand wat by 'n ondersoek geroep word om mondelings getuienis af te lê, 'n eed opleë of 'n bevestiging van hom aanneem.

11. Wanneer die respondent kragtens regulasie 9 (1) skuldig gepleit het op 'n aanklag—

(a) en die tugkomitee oortuig is dat die respondent aan onbehoorlike gedrag skuldig is, kan die tugkomitee met die instemming van die respondent besluit om geen verdere getuienis in verband met die aanklag aan te hoor of te ontvang nie;

(b) kan die tugkomitee en moet dit op versoek van die respondent, ongeag of die tugkomitee oortuig is dat die respondent aan onbehoorlike gedrag skuldig is al dan nie, enige verdere getuienis in verband met die aanklag aanhoor of ontvang.

12. (1) Wanneer die respondent kragtens regulasie 9 (1) onskuldig gepleit het op die aanklag, of wanneer die tugkomitee kragtens regulasie 11 (b) besluit het om verdere getuienis in verband met die aanklag aan te hoor of te ontvang, gee die tugkomitee aan die *pro forma*-aanklaer die geleentheid om getuienis ter stawing van die aanklag aan te voer.

(2) Nadat die *pro forma*-aanklaer kragtens subregulasie (1) getuienis ter stawing van die aanklag aangevoer het, gee die tugkomitee aan die respondent die geleentheid om getuienis ter verdediging teen die aanklag aan te voer.

(3) Die tugkomitee kan op enige stadium tydens die ondersoek enige persoon, behalwe die respondent, tensy hy reeds mondelings by die ondersoek getuig het of tensy 'n beëdigde verklaring deur hom reeds as getuienis toegelaat is, as getuie roep en hom ondervra of, indien hy reeds getuienis afgelê het, herondervra.

(4) Nadat die respondent kragtens subregulasie (2) getuienis in sy verweer teen die aanklag aangevoer het, kan die tugkomitee die *pro forma*-aanklaer toelaat om getuienis aan te voer wat betrekking het op 'n aangeleentheid wat vir die eerste keer in die getuienis vir die respondent ter sprake gekom het, en moet daarna aan die respondent die geleentheid gee om getuienis aan te voer ter weerlegging van die getuienis wat aldus deur die *pro forma*-aanklaer aangevoer is.

(5) 'n Getuie wat deur die *pro forma*-aanklaer geroep is, kan deur die respondent kruis ondervra word en ook deur die tugkomitee ondervra word.

(6) 'n Getuie wat deur die respondent geroep is, kan deur die *pro forma*-aanklaer kruis ondervra word en ook deur die tugkomitee ondervra word.

(7) 'n Getuie wat deur die tugkomitee geroep is, kan deur die respondent en deur die *pro forma*-aanklaer kruis ondervra word.

(8) Nadat 'n getuie kruis ondervra is, kan hy deur die party wat hom geroep het, herondervra word, maar slegs ten opsigte van 'n aangeleentheid wat vir die eerste keer in sy kruisondervraging aan die lig gekom het of ter opheldering van 'n aangeleentheid wat in sy kruisondervraging ter sprake gekom het.

13. 'n Tugkomitee kan 'n ondersoek te eniger tyd op goeie gronde verdaag tot 'n datum wat deur hom bepaal word.

14. (1) Nadat al die getuienis in verband met 'n aanklag aangevoer is of indien 'n tugkomitee kragtens regulasie 11 (a) besluit het om geen verdere getuienis in verband met die aanklag aan te hoor of te ontvang nie, kan die *pro forma*-aanklaer die tugkomitee toespreek, en daarna kan die respondent die tugkomitee toespreek.

10. (1) Subject to the provisions of these regulations, evidence at an inquiry shall be given orally or be tendered by way of affidavits.

(2) The chairman of a disciplinary committee shall administer an oath to or accept an affirmation from any person called to give evidence orally at an inquiry.

11. Whenever the respondent has pleaded guilty to a charge in terms of regulation 9 (1)—

(a) and the disciplinary committee is satisfied that the respondent is guilty of improper conduct, the disciplinary committee, with the concurrence of the respondent, may decide not to hear or accept any further evidence in connection with the charge;

(b) the disciplinary committee may and at the instance of the respondent shall hear or accept further evidence in connection with the charge, irrespectively of whether or not the disciplinary committee is satisfied that the respondent is guilty of improper conduct.

12. (1) Whenever the respondent has pleaded not guilty to the charge in terms of regulation 9 (1) or whenever the disciplinary committee has decided to hear or accept further evidence in connection with the charge in terms of regulation 11 (b), the disciplinary committee shall give the *pro forma* prosecutor the opportunity of adducing evidence in support of the charge.

(2) After the *pro forma* prosecutor has adduced evidence in support of the charge in terms of subregulation (1), the disciplinary committee shall give the respondent the opportunity to adduce evidence in his defence against the charge.

(3) The disciplinary committee may at any stage of the inquiry call any person except the respondent, unless he has already given evidence orally at the inquiry or unless an affidavit by him has already been admitted as evidence, as a witness and examine or, if he has already given evidence, re-examine him.

(4) After the respondent has adduced evidence in his defence against the charge in terms of subregulation (2), the disciplinary committee may allow the *pro forma* prosecutor to adduce evidence in relation to a matter raised for the first time in the evidence for the respondent, and thereafter shall give the respondent the opportunity to adduce evidence in rebuttal of the evidence so adduced by the *pro forma* prosecutor.

(5) A witness called by the *pro forma* prosecutor may be cross-examined by the respondent and may also be examined by the disciplinary committee.

(6) A witness called by the respondent may be cross-examined by the *pro forma* prosecutor and may also be examined by the disciplinary committee.

(7) A witness called by the disciplinary committee may be cross-examined by the respondent and by the *pro forma* prosecutor.

(8) After a witness has been cross-examined he may be re-examined by the party who called him but only in respect of a matter revealed for the first time in his cross-examination or to explain any matter raised in his cross-examination.

13. A disciplinary committee may at any time, for sufficient cause, adjourn the inquiry to a date determined by it.

14. (1) After all the evidence in connection with a charge has been adduced or if the disciplinary committee has decided in terms of regulation 11 (a) not to hear or accept any further evidence in connection with the charge, the *pro forma* prosecutor may address the disciplinary committee and thereafter the respondent may address the disciplinary committee.

(2) Die *pro forma*-aanklaer kan repliek lewer op 'n regs-aangeleentheid wat die respondent in sy toespraak geopper het en kan met instemming van die tugkomitee repliek lewer op 'n feite-aangeleentheid wat die respondent in sy toespraak geopper het.

15. (1) Nadat die *pro forma*-aanklaer en die respondent die tugkomitee kragtens regulasie 14 toegesprek het, moet die tugkomitee die getuienis wat by die ondersoek toegelaat is, oorweeg ten einde tot 'n besluit te kom of die respondent aan onbehoorlike gedrag, soos in die aanklag uiteengesit, skuldig bevind moet word, of vrygesprek moet word en is geregtig om die ondersoek te verdaag vir doeleindes daarvan om tot sodanige besluit te kom.

(2) 'n Besluit wat kragtens subregulasie (1) deur 'n tugkomitee geneem is, word direk na die verhoor monderlings deur die voorsitter of per geregistreerde pos aan die respondent en die klaer meegedeel.

16. (1) Indien die tugkomitee kragtens regulasie 15 (1) besluit het dat die respondent aan onbehoorlike gedrag skuldig bevind moet word, gee dit—

(a) die *pro forma*-aanklaer die geleentheid om te bewys of die respondent voorheen deur die raad of 'n tugkomitee aan onbehoorlike gedrag skuldig bevind is; en

(b) die respondent die geleentheid om getuienis ter versagting aan te voer, en die respondent en die *pro forma*-aanklaer die geleentheid om hom toe te spreek in verband met die straf wat dit die respondent moet opleë.

(2) 'n Sertifikaat wat deur die bestuurder onderteken is en voorgee 'n uittreksel uit die notule van die verrigtinge van die raad of 'n tugkomitee te wees, en waarin die besonderhede van die aanklag wat teen die respondent ingebring is, die skuldigebevinding van die respondent deur die raad of 'n tugkomitee en die straf wat die respondent deur die raad of 'n tugkomitee opgelê is, aangegee word, is by blote voorlegging deur die *pro forma*-aanklaer aan 'n tugkomitee voldoende bewys dat die respondent voorheen aan onbehoorlike gedrag skuldig bevind is, totdat die respondent bewys dat hy nie aldus skuldig bevind was nie.

(3) Nadat die bepalinge van subregulasie (1) nagekom is, moet die tugkomitee die klaer en die respondent meedeel watter straf die respondent opgelê is.

17. Indien die respondent nie kragtens artikel 8 (B) of 31 van die Wet teen sy skuldigebevinding aan onbehoorlike gedrag of die oplegging van die straf kragtens hierdie regulasies appél aangeteken het nie, kan die raad 'n kennisgewing in beide amptelike tale in die *Staatskoerant* publiseer waarin dit bekend gemaak word dat die respondent aan onbehoorlike gedrag skuldig bevind is, asook die bepaalde artikel van die Wet, of die bepaalde regulasie wat kragtens die Wet uitgevaardig is, ingevolge waarvan die respondent skuldig bevind is asook die straf wat hom opgelê is.

18. (1) Enigiemand wat die raad skriftelik om redes vir 'n beslissing van 'n tugkomitee versoek, moet 'n bedrag van R10 aan die raad betaal en sodanige versoek word aan die bestuurder gerig binne 30 dae vanaf die datum van sodanige beslissing.

(2) Die raad het die reg om 'n fooi wat die Raad van tyd tot tyd mag bepaal, te hef vir die verskaffing van 'n afskrif van die oorkonde van die verrigtinge van 'n ondersoek.

19. Niemand mag nadat hy—

(a) behoorlik gedagvaar is om by 'n ondersoek aanwesig te wees, sonder wettige rede in gebreke bly om aldus aanwesig te wees nie;

(b) as 'n getuie by 'n ondersoek geroep is, sonder wettige rede weier om beëdig te word of 'n bevestiging te doen of om 'n boek of ander stuk oor te lê of 'n vraag te beantwoord wat hy aangesê word om oor te lê of te beantwoord nie.

(2) The *pro forma* prosecutor may reply on any matter of law raised by the respondent in his address and may with the concurrence of the disciplinary committee reply on any matter or fact raised by the respondent in his address.

15. (1) After the *pro forma* prosecutor and the respondent have addressed the disciplinary committee in terms of regulation 14, the disciplinary committee shall consider the evidence submitted at the inquiry, in order to come to a decision whether the respondent should be convicted of improper conduct as specified in the charge, or acquitted and shall be entitled to adjourn the inquiry for the purpose of coming to such decision.

(2) A decision made by a disciplinary committee in terms of subregulation (1) shall be conveyed to the respondent and the complainant by the chairman immediately after the hearing, either verbally or by registered post.

16. (1) If the disciplinary committee had decided in terms of regulation 15 (1) that the respondent be convicted of improper conduct, it shall give—

(a) the *pro forma* prosecutor the opportunity of proving whether the respondent has previously been convicted of improper conduct by the board, or by a disciplinary committee; and

(b) the respondent the opportunity of adducing evidence in mitigation and the respondent and the *pro forma* prosecutor the opportunity of addressing it in connection with the penalty which the disciplinary committee should impose upon the respondent.

(2) A certificate signed by the manager and purporting to be an extract from the minutes of the proceedings of the board or a disciplinary committee stating the particulars of the charge brought against the respondent, the conviction of the respondent by the board or a disciplinary committee, and the penalty imposed upon the respondent by the board or a disciplinary committee, shall, upon its mere production by the *pro forma* prosecutor to a disciplinary committee, be sufficient proof that the respondent had previously been convicted of improper conduct until the respondent proves that he had not been so convicted.

(3) After the provisions of subregulation (1) have been complied with, the disciplinary committee shall convey to the complainant and the respondent the penalty imposed upon the respondent.

17. If the respondent has not filed an appeal in terms of section 8B or 31 of the Act, against his conviction on a charge of improper conduct or the imposition of a penalty in terms of these regulations, the board may publish a notice in the *Gazette* in both official languages announcing the conviction of the respondent of improper conduct, as well as the specific section of the Act or the specific regulation promulgated in terms of the Act and in pursuance of which the respondent was convicted as well as the penalty imposed upon him.

18. (1) Any person who requests the board in writing to furnish him with reasons for a decision of a disciplinary committee shall pay an amount of R10 to the board and such request shall be made to the manager within 30 days of the date of such decision.

(2) The board shall be entitled to make such charge for the furnishing of a copy of the record of the proceedings of an inquiry, as the Board may determine from time to time.

19. No person—

(a) having been duly summoned to be present at an inquiry, shall without lawful excuse fail so to appear;

(b) having been called as a witness at an inquiry, shall without lawful excuse refuse to be sworn or to make an affirmation or to produce any book or other document or to answer any question which he may be required to produce or answer.

20. Goewermentskennisgewing R. 1471 van 29 Julie 1977, R. 446 van 12 Maart 1982 en R. 1895 van 3 September 1982 word hierby ingetrek.

BYLAE A

WET OP EIENDOMSAGENTE, 1976 (WET 112 VAN 1976)

Vorm van dagvaarding bedoel in regulasie 5 (2)

Aan.....

U word hierby gedagvaar om op 19..... om
.....h..... te voor 'n tugkomitee van die Raad vir Eiendomsagente te
verskyn vir doeileindes van 'n ondersoek na onbehoorlike gedrag deur u en
om die volgende boeke en stukke op voormelde tyd en plek oor te lê.....

Die aanklag wat op voormelde plek en tyd teen u ondersoek sal word en
waarvan u reeds skriftelik op deur die Raad
verwittig is, is die volgende

Indien u versuim on sonder wettige rede op die plek en tyd hierbo
vermeld, aanwesig te wees, begaan u 'n misdryf kragtens artikel 34 van die
Wet op Eiendomsagente, 1976, en is u by skuldigbevinding strafbaar met
'n boete van hoogstens R5 000 of met gevangenisstraf vir 'n tydperk van
hoogstens 5 jaar, of met sowel daardie boete as daardie gevangenisstraf.

Geteken te op 19.....

*Bestuurder
Raad vir Eiendomsagente*

BYLAE B

WET OP EIENDOMSAGENTE, 1976 (WET 112 VAN 1976)

Vorm van dagvaarding bedoel in regulasie 6 (2)

Aan.....

U word hierby gedagvaar om op 19..... om
.....h..... te voor 'n
tugkomitee van die Raad vir Eiendomsagente te verskyn ten einde getuie-
nis af te lê by 'n ondersoek van onbehoorlike gedrag deur
..... en om die volgende boeke en stukke op voormelde
tyd en plek oor te lê

Indien u versuim om sonder wettige rede op die plek en tyd hierbo
vermeld, aanwesig te wees, begaan u 'n misdryf ingevolge artikel 34 van
die Wet op Eiendomsagente, 1976, en is u by skuldigbevinding strafbaar
met 'n boete van hoogstens R5 000 of met gevangenisstraf vir 'n tydperk
van hoogstens 5 jaar, of met sowel daardie boete as daardie gevangenis-
straf.

Geteken te op 19.....

*Bestuurder
Raad vir Eiendomsagente*

DEPARTEMENT VAN POS- EN TELE- KOMMUNIKASIEWESE

No. R. 1229

22 Junie 1984

WYSIGING VAN DIE POSSPAARBANKREGULASIES

Die Minister van Pos- en Telekommunikasiewese, han-
delende kragtens artikel 77E van die Poswet, 1958 (Wet 44
van 1958), het die regulasies uitgevaardig wat in die Bylae
uiteengesit is.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk,
beteken "die regulasies" die Posspaarbankregulasies afge-
kondig by Goewermentskennisgewing R. 1687 van 6
Augustus 1982.

2. Regulasie 29 van die regulasies word hierby gewysig
deur elk van die twee syfers "R100" in subregulasie (1)
met die syfer "R50" te vervang.

3. Regulasie 31 van die regulasies word hierby gewysig
deur die syfer "R100" in subregulasies (1) en (2) met die
syfer "R50" te vervang.

4. Hierdie regulasies tree op 1 Julie 1984 in werking.

20. Government Notices R. 1471 of 29 July 1977, R. 446
of 12 March 1982 and R. 1895 of 3 September 1982 are
hereby withdrawn.

SCHEDULE A

ESTATE AGENTS ACT, 1976 (ACT 112 OF 1976)

Form of summons referred to in regulation 5 (2)

To

You are hereby summoned to appear on 19..... at
.....h.....at before a disciplinary committee of the Estate Agents Board for the pur-
poses of an inquiry into improper conduct by you and to produce the
following books and documents at the said time and place

The charge against you which will be inquired into at the said time and
place and of which you have already been notified in writing by the board
on is the following

If you fail, without lawful excuse, to be present at the time and place
stated above, you will be guilty of an offence in terms of section 34 of the
Estate Agents Act, 1976, and liable on conviction to a fine not exceeding
R5 000 or to imprisonment for a period not exceeding five years, or to both
such fine and such imprisonment.

Signed at on 19.....

*Manager
Estate Agents Board*

SCHEDULE B

ESTATE AGENTS ACT, 1976 (ACT 112 OF 1976)

Form of summons referred to in regulation 6 (2)

To

You are hereby summonsd to appear on 19..... at
.....h.....at before a disciplinary committee of the Estate Agents Board in order to give
evidence at an inquiry into improper conduct by and to produce the following
books and documents at the said time and place

If you fail, without lawful excuse, to be present at the time and place
stated above, you will be guilty of an offence in terms of section 34 of the
Estate Agents Act, 1976, and liable on conviction to a fine not exceeding
R5 000 or to imprisonment for a period not exceeding five years or to both
such fine and such imprisonment.

Signed at on 19.....

*Manager
Estate Agents Board*

DEPARTMENT OF POSTS AND TELE- COMMUNICATIONS

No. R. 1229

22 June 1984

AMENDMENT OF THE POST OFFICE SAVINGS BANK REGULATIONS

The Minister of Posts and Telecommunications, acting
under section 77E of the Post Office Act, 1958 (Act 44 of
1958), has made the regulations set out in the Schedule.

SCHEDULE

1. In this Schedule, unless inconsistent with the context,
"the regulations" shall mean the Post Office Savings Bank
Regulations promulgated under Government Notice R.
1687 of 6 August 1982.

2. Regulation 29 of the regulations is hereby amended by
substituting the figure "R50" for each of the two figures
"R100" in subregulation (1).

3. Regulation 31 of the regulations is hereby amended by
substituting the figure "R50" for the figure "R100" in
subregulations (1) and (2).

4. These regulations shall take effect on 1 July 1984.

DEPARTEMENT VAN SAMEWERKING EN ONTWIKKELING

No. R. 1239

22 Junie 1984

VERKLARING VAN ADMINISTRASIEGEBIEDE.—
WYSIGING VAN GOEWERMENSKENNISGEWING
1001 VAN 15 JUNIE 1973

Ek, George de Villiers Morrison, Adjunk-minister van Samewerking, namens en in opdrag van die Minister van Samewerking en Ontwikkeling, kragtens die bevoegdheid hom verleen by artikel 3 (1) van die Wet op die Ontwikkeling van Swart Gemeenskappe, 1984 (Wet 4 van 1984), wysig hierby Goewermenskennisgewing 1001 van 15 Junie 1973 deur—

(a) oral in die vermelde kennisgewing die woorde “administrasiegebied” en “administrasieraad” te vervang deur die woorde “ontwikkelingsraadsgebied” en “ontwikkelingsraad” respektiewelik; en

(b) in Bylae D van die vermelde kennisgewing die woorde “Port Natal Administrasieraad” te vervang deur die woorde “Natalia Ontwikkelingsraadsgebied”.

G. DE V. MORRISON, Adjunk-minister van Samewerking.

(Lêer A1/1/3/24)

No. R. 1253

22 Junie 1984

VERORDENINGE BETREFFENDE DIE VOORKOMING VAN SLUMS

Ek, George de Villiers Morrison, Adjunk-minister van Samewerking, handelende namens en in opdrag van die Minister van Samewerking en Ontwikkeling, vaardig hierby kragtens die bevoegdheid hom verleen by artikel 27 (2A) van die Wet op Swart Plaaslike Besture, 1982 (Wet 102 van 1982), die verordeninge in die Bylae hiervan vervat, uit.

G. DE V. MORRISON, Adjunk-minister van Samewerking.

(Lêer A2/17/B)

BYLAE

Woordomskrywing en toepassing

1. (1) In hierdie verordeninge, tensy uit die samehang anders blyk, beteken—

- (i) “buitegeboue”, met betrekking tot ’n perseel, gemakhuise, garages, pakkamers, steenkool- en houtkamers en skure en ook enige ander bygebou wat nie ’n woning is nie;
- (ii) “die Wet” die Wet op Swart Plaaslike Besture, 1982 (Wet 102 van 1982);
- (iii) “eienaar”, “gebou”, “grond”, en “woning” wat hulle in die betrokke omskrywings in die Slumswet beteken;
- (iv) “geneeskundige gesondheidsbeampte” ’n beampte wat as sodanig deur ’n plaaslike bestuur aangestel is of iemand wat gemagtig is om as sodanig op te tree;
- (v) “hoofgesondheidsinspekteur” die beampte wat as sodanig deur die plaaslike bestuur aangestel is of iemand wat gemagtig is om as sodanig op te tree;
- (vi) “okkupeerder”, met betrekking tot ’n perseel—
 - (a) enigeen wat sodanige perseel werklik okkupeer; of
 - (b) enigeen wat wetlik geregtig is om sodanige perseel te okkupeer; of
 - (c) enigeen onder wie se toesig of bestuur sodanige perseel staan, en omvat dit die agent van sodanige persoon tydens sy afwesigheid uit die Republiek of wanneer sy verblyfplek onbekend is;

DEPARTMENT OF CO-OPERATION AND DEVELOPMENT

No. R. 1239

22 June 1984

DETERMINATION OF ADMINISTRATION AREAS.—
AMENDMENT OF GOVERNMENT NOTICE 1001 OF
15 JUNE 1973

I, George de Villiers Morrison, Deputy Minister of Co-operation, acting on behalf and by direction of the Minister of Co-operation and Development, by virtue of the powers vested in him by section 3 (1) of the Black Communities Development Act, 1984 (Act 4 of 1984), hereby amend Government Notice 1001 of 15 June 1973 by—

(a) the substitution for the words “administration area” and “administration board” of the word “development board’s area” and “development board” respectively wherever it appears in the said notice; and

(b) the substitution for the words “Port Natal Administration Area” of the words “Natalia Development Board’s Area” in Schedule D of the said notice.

G. DE V. MORRISON, Deputy Minister of Co-operation.

(File A1/1/3/24)

No. R. 1253

22 June 1984

BY-LAWS RELATING TO THE CONTROL OF SLUMS

I, George de Villiers Morrison, Deputy Minister of Co-operation, acting on behalf and by direction of the Minister of Co-operation and Development, do hereby, by virtue of the powers vested in him by section 27 (2A) of the Black Local Authorities Act, 1982 (Act 102 of 1982), make the by-laws contained in the Schedule hereto.

G. DE V. MORRISON, Deputy Minister of Co-operation.

(File A2/17/B)

SCHEDULE

Definitions and application

1. (1) In these by-laws, unless the context otherwise indicates—

- (i) “building”, “dwelling”, “land”, and “owner” shall have the meanings assigned to them in the Slums Act;
- (ii) “chief health inspector” shall mean the officer appointed as such by the local authority, or any person authorised to act as such;
- (iii) “medical officer of health” shall mean an officer appointed as such by a local authority, or any person authorised to act as such;
- (iv) “occupier”, in relation to any premises, shall mean—
 - (a) any person in actual occupation of such premises; or
 - (b) any person legally entitled to occupy such premises; or
 - (c) any person having charge or management of such premises, and shall include the agent of any such person when he is absent from the Republic or when his whereabouts is unknown;
- (v) “outbuildings”, in relation to any premises, shall mean outhouses, garages, store-rooms, coal and wood sheds and sheds and shall include any other subsidiary building not being a dwelling;

(vii) "perseel" 'n perseel soos omskryf in die Slumswet, binne die regsgebied van 'n plaaslike bestuur;

(viii) "regulasie" ook 'n verordening;

(ix) "Slumswet" die Slumswet, 1979 (Wet 76 van 1979);

en het enige ander woord of uitdrukking waaraan in die Wet 'n betekenis geheg is, dieselfde betekenis.

(2) Hierdie verordeninge is van toepassing in die regsgebied van elke plaaslike bestuur tot tyd en wyl die plaaslike bestuur sy eie verordeninge betreffende die beheer oor slums gemaak het ingevolge artikel 27 (1) van die Wet.

TOESTANDE WAT OP PERSELE VEREIS WORD

2. Niemand mag 'n perseel of gedeelte daarvan verhuur of okkupeer of toelaat dat dit geokkupeer word nie indien daar toestande wat nie aan die volgende vereistes voldoen nie, in of op sodanige perseel of gedeelte daarvan bestaan:

Betreffende vloer- en lugruimte

(a) (i) Elke kamer wat in geheel of gedeeltelik gebruik word of bedoel is om gebruik te word vir woon- of slaapdoeleindes, moet 'n vloeroppervlakte van minstens 8,5 m² en 'n hoogte van minstens 2,5 m hê.

(ii) Geen kamer wat in geheel of gedeeltelik deur mense as slaapplek gebruik word, mag deur soveel persone geokkupeer word dat daar minder as 12 m³ vrye lugruimte en 4 m² vloerruimte vir elke persoon van 10 jaar of ouer en minder as 6 m³ vrye lugruimte en 2 m² vloerruimte vir elke persoon onder 10 jaar beskikbaar is nie: Met dien verstande dat 'n latrine, gang, trap, trapportaal, badkamer, muurkas, buitegebou, garage, stal, pakkamer, afdak, skuur, kelder, solder, tent of karavaan of ander voertuig onder geen omstandighede deur mense as slaapplek gebruik mag word nie tensy die gebruik daarvan vir daardie doel deur die plaaslike bestuur goedgekeur is.

Betreffende verligting

(b) Elke kamer moet onbelemmerde natuurlike lig kry deur 'n glasvenster of -vensters wat regstreeks na buite oopmaak, en die vensteroppervlakte, met uitsluiting van raamkosyne, moet altesaam minstens een tiende van die vloeroppervlakte van sodanige kamer wees.

Betreffende ventilasie

(a) Elke kamer wat in geheel of gedeeltelik vir woon- of slaapdoeleindes gebruik word, moet—

(i) kruisventilasie hê—

(aa) deur middel van vensters wat in twee of meer buitemure geleë is en vir minstens die helfte van hul oppervlakte regstreeks na buite oopmaak; of

(ab) deur middel van 'n venster of vensters in 'n buitemuur teenoor 'n bolig wat oopgemaak kan word, hetsy geleë bo 'n deur al dan nie, en wat op 'n geventileerde gang oopmaak; of

(ac) deur middel van 'n venster of vensters in 'n buitemuur teenoor 'n deur wat na buite of op 'n geventileerde gang oopmaak; of

(ad) deur middel van vensters of boligte wat, tensy hulle in teenoorgestelde mure geleë is, so geplaas moet wees dat die maksimum hoeveelheid kruisventilasie verkry kan word, en wel so dat 'n gedeelte van 'n venster of bolig in elke muur minstens driekwart van die lengte van daardie muur, gemeet van die hoek wat gevorm word deur die twee aangrensende mure waarin die vensters of boligte geleë is, van daardie hoek af is; en

(vi) "premises" shall mean premises as defined in the Slums Act, within the area of jurisdiction of a local authority;

(vii) "regulation" shall include a by-law;

(viii) "Slums Act" shall mean the Slums Act, 1979 (Act 76 of 1979);

(ix) "the Act" shall mean the Black Local Authorities Act, 1982 (Act 102 of 1982);

and any other word or expression to which a meaning has been assigned in the Act shall have the meaning so assigned.

(2) These by-laws shall apply in the area of jurisdiction of every local authority until such local authority has made its own by-laws relating to the control of slums in terms of section 27 (1) of the Act.

CONDITIONS REQUIRED IN PREMISES

2. No persons shall let or occupy or allow to be occupied any premises or part thereof if any condition which does not conform to the following requirements exists in or upon such premises or part thereof:

As regards floor space and air space

(a) (i) Each room wholly or partly used or intended to be used for living or sleeping purposes shall have a minimum floor space of 8,5 m² and a minimum height of 2,5 m.

(ii) No room wholly or partly used by human beings for sleeping in shall be occupied by any greater number of persons than will allow 12 m³ of free air space and 4 m² of floor space for each person aged 10 years or more, and 6 m³ of free air space and 2 m² of floor space for each person less than 10 years of age: Provided that no toilet, passage, staircase, landing, bathroom, cupboard, outbuilding, garage, stable, store-room, lean-to, shed, cellar, loft, tent or caravan or any other vehicle shall under any circumstances be used for sleeping in by any human being, unless its use for that purpose has been approved by the local authority.

As regards lighting

(b) Every room shall be provided with unobstructed natural light by means of a glazed window or windows opening directly into the external air, the total window space area exclusive of window frames to be not less than one-tenth of the floor area of such room.

As regards ventilation

(c) Every room wholly or partly used for living or sleeping purposes shall be provided with—

(i) cross ventilation—

(aa) by means of windows which shall be capable of being opened for at least half of their area and shall open directly into the air on two or more external walls; or

(ab) by means of a window or windows in an external wall opposite to a fanlight capable of being opened, whether situated above a door or not, and opening into a ventilated passage; or

(ac) by means of a window or windows in an external wall opposite to a door which opens into the external air or into a ventilated passage; or

(ad) by means of windows or fanlights which, unless situated in opposite walls, shall be so placed that the maximum amount of cross ventilation may be obtained, and so that a part of a window or fanlight in each wall shall be at least three-quarters of the length along that wall, measured from the angle formed by the two adjacent walls in which the windows or fanlights are situated; and

- (ii) toereikende en beskermende ventilasie hê van die ondervloerse ruimte van alle kamers waarvan die onderkant of onderbalke of steunbalke van die vloere van hout is.

BYKOMENDE VEREISTES WAAR KAMERS VERHUUR WORD

3. Niemand mag kamers of stelle kamers in of op 'n perseel verhuur of okkupeer of toelaat dat dit geokkupeer word nie, of toelaat dat 'n perseel deur meer as een gesin geokkupeer word nie, sodat in of op sodanige perseel toestand geskep word wat nie aan die volgende vereistes voldoen nie:

Betreffende skeiding tussen die geslagte

(a) Geen woning of 'n gedeelte daarvan mag deur soveel persone geokkupeer word nie dat die slaapplek onvoldoende is om persone van teenoorgestelde geslag wat ouer as 10 jaar is, behalwe persone wat as man en vrou saamleef, af te sonder in kamers wat van mekaar geskei is deur steenmure of afskortings wat aan die bouverordeninge van die plaaslike bestuur voldoen, wat van die vloer tot die plafon strek en wat so gemaak is dat hulle sodanige afsondering redelik doeltreffend maak.

Betreffende latrines

(b) (i) Elke woning moet vir elke geslag voorsien word van minstens een afsonderlike latrine vir elke 12 of minder persone wat sodanige woning okkupeer, en die latrines moet so geleë wees dat hulle vir al die okkuperders redelik toeganklik is, moet ten opsigte van die twee geslagte van mekaar afgeskort wees en moet voorsien wees van geskikte tekens op 'n opvallende plek, wat aandui vir watter geslag die latrines bestem is: Met dien verstande dat as sodanige latrines nie deel van 'n waterrioleringsstelsel uitmaak nie, daar vir elke geslag minstens een latrine vir elke agt of minder persone moet wees: Met dien verstande voorts dat waar daar, na die mening van die geneeskundige gesondheidsbeampte, afsonderlike latrines vir elke huurder of onderhuurder nodig is, sodanige addisionele latrines deur die eienaar van die woning verskaf moet word wanneer hy by 'n kennisgewing aangesê word om dit te doen.

(ii) Alle latrines moet voorsien wees van geskikte middele om die deure van binne te sluit en van geskikte en voldoende middels vir verligting.

Betreffende die bereiding en gaarmaak van voedsel

(c) (i) Elke woning of gedeelte daarvan moet voorsien word van 'n geskikte plek vir die bereiding en gaarmaak van voedsel, welke plek ook toegerus is met 'n geskikte opwasbak aangebring ooreenkomstig die bouverordeninge van die plaaslike bestuur, vir gebruik deur en geredelik toeganklik vir elke huurder of onderhuurder wat 'n kamer of kamers in sodanige woning of gedeelte daarvan daarin kragtens afsonderlike huurkontrak of onderhuurkontrak okkupeer, en waar, na die mening van die geneeskundige gesondheidsbeampte, 'n afsonderlike sodanige plek nodig is ten opsigte van elke sodanige huurder of onderhuurder, moet sodanige afsonderlike plek deur die eienaar van sodanige woning of gedeelte daarvan verskaf word wanneer hy by kennisgewing aangesê word om dit te doen.

(ii) Geen kamer wat vir slaapdoeleindes gebruik word, veranda, gang, trapportaal, badkamer, garage, stal, pak-kamer, skuur, kelder of latrine mag gebruik word vir die bereiding, stoor of gaarmaak van voedsel of vir opwasdoeleindes nie.

Betreffende badkamers

(d) Elke woning moet vir elke sewe of minder persone wat sodaige woning okkupeer, voorsien word van minstens een bad, en elke bad moet op 'n geskikte plek in 'n afsonderlike vertrek aangebring wees, moet geredelik toeganklik wees vir alle bewoners van sodanige woning en moet ooreenkomstig die rioleringsverordeninge van die plaaslike bestuur toegerus wees met afvoerpype: Met dien verstande dat elke bad vervang kan word deur 'n goedgekeurde stortbad wat ooreenkomstig die rioleringsverordeninge van die plaaslike bestuur toegerus is met geskikte afvoerpype.

- (ii) adequate and protected ventilation to the subfloor area of all rooms where the underside or bearers or joists of such floors are constructed of wood.

ADDITIONAL REQUIREMENTS WHERE ROOMS ARE LET

3. No person may let or occupy or allow to be occupied rooms or sets of rooms in or upon any premises, or allow any premises to be occupied by more than one family, so as to bring into existence in or upon such premises conditions that do not conform with the following requirements:

As regards the separation of sexes

(a) No dwelling or part thereof shall be occupied by such a number of persons that the sleeping accommodation is insufficient to allow persons of opposite sex over 10 years of age, other than persons living together as husband and wife, to be segregated in rooms separated from one another by brick walls or partitions which shall comply with the building by-laws of the local authority, which shall extend from the floor to the ceiling and which shall be so constructed as to render such segregation reasonably effective.

As regards toilets

(b) (i) Every dwelling shall be provided with at least one separate toilet for every 12 or fewer persons of each sex occupying such dwelling, and the toilets shall be so placed as to be reasonably accessible to all occupants, the toilets for the two sexes shall be screened from one another, with suitable signs in prominent positions to indicate for which sex they are intended: Provided that, if such toilets are not part of a water-borne sewerage system, there shall be at least one toilet for every eight or fewer persons of each sex: Provided further that where, in the opinion of the medical officer of health, separate toilets for each tenant or subtenant are necessary such additional toilets shall be provided by the owner of the dwelling when he is called upon by notice to do so.

(ii) All toilets shall be provided with suitable means for fastening the doors from within and with suitable and sufficient means for lighting.

As regards the preparation and cooking of food

(c) (i) Every dwelling or part thereof shall be provided with a suitable place for the preparation and cooking of food, which place shall also be provided with a sink fitted in accordance with the building by-laws of the local authority, for the use of and readily accessible to each tenant or subtenant occupying any room or rooms in such dwelling or part thereof under separate tenancy or subtenancy, and where, in the opinion of the medical officer of health, a separate such place is necessary in respect of each such tenant or subtenant such separate place shall be provided by the owner of such dwelling or part thereof when he is called upon by notice to do so.

(ii) No room used for sleeping purposes, veranda, passage, landing, bathroom, garage, stable, store-room, shed, cellar or toilet shall be used for the preparation, storage or cooking of food or for washing-up.

As regards bathrooms

(d) Every dwelling shall be provided with at least one bath for every seven or fewer persons occupying such dwelling, each bath suitably placed in a separate room, readily accessible to all occupants of such dwelling and with drainage pipes fitted in accordance with the drainage by-laws of the local authority: Provided that an approved shower with suitable drainage pipes, fitted in accordance with the drainage by-laws of the local authority, may be substituted for each bath.

Betreffende watertoevoer

(e) (i) Elke woning of gedeelte daarvan moet 'n behoorlike, voldoende en gesonde watertoevoer, wat toereikend is vir gebruik deur en wat te alle tye geredelik toeganklik is vir elke huurder of onderhuurder wat 'n kamer of kamers daarin kragtens afsonderlike huurkontrak of onderhuurkontrak okkupeer, binne die gebou hê.

(ii) Voldoende en geskikte voorsiening moet tot tevredenheid van die plaaslike bestuur gemaak word vir die afvoer van alle vuilwater.

KELDERS

4. Niemand mag 'n ondervloer- of fondamentruimte of kelder van 'n gebou as 'n woning gebruik of toelaat dat dit aldus gebruik word nie, tensy skriftelike toestemming van die plaaslike bestuur daarvoor verkry is: Met dien verstande dat die plaaslike bestuur van tyd tot tyd sodanige toestemming kan intrek of wysig.

OKKUPASIE VAN ANDER GEBOUE

5. Geen gebou mag sonder die vooraf verkreeë skriftelike toestemming van die plaaslike bestuur as 'n woning gebruik word nie, tensy dit vir daardie doel opgerig is, welke toestemming onderworpe is aan die aanbring van sodanige veranderinge of aanbouings as wat die plaaslike bestuur vereis.

WAS VAN KLERE

6. Indien die geneeskundige gesondheidsbeampte dit vereis, moet die eienaar van 'n perseel 'n behoorlik geplaveide plek, wat ooreenkomstig die rioleringsverordeninge van die plaaslike bestuur gedreineer word, vir die was van klere verskaf.

SINDELIKHEID VAN PERSEEL

7. Die okkupeerder moet die gedeelte van die perseel wat hy okkupeer, in 'n skoon toestand hou: Met dien verstande dat, in die geval van woonstelle of kamers wat afsonderlik verhuur of gehuur word, die eienaar verantwoordelik is vir die behoorlike sindelikheid en toestand van agterplase, gange, trappe, watervoortjies, trapportale, riole, latrines en alle ander gedeeltes van die perseel wat nie afsonderlik geokkupeer en ooreenkomstig hierdie regulasie deur 'n okkupeerder in stand gehou word nie.

UITROEIING VAN ONGEDIERTES

8. Elke eienaar of okkupeerder moet, sover doenlik, die perseel wat aan hom of haar behoort of deur hom of haar geokkupeer word, vry hou van knaagdiere, weeluisse, muskiete, vlieë, kakkerlakke en ander ongediertes: Met dien verstande dat, ondanks bostaande bepaling, die eienaar of okkupeerder, wanneer daar ongediertes op sodanige perseel aangetref word, aangesê kan word om sodanige spesiale of bykomende maatreëls te tref as wat na die mening van die geneeskundige gesondheidsbeampte nodig is vir die uitroeiing van ongediertes op sodanige perseel: Met dien verstande voorts dat sodanige eienaar of okkupeerder skriftelik van genoemde maatreëls verwittig moet word.

INSTANDHOUDING VAN GEBOUE EN RIOLE

9. Die eienaar moet alle geboue, riole, rioolaansluitings en ander installasies in 'n goeie toestand hou.

AANGRENSENDE KAMERS EN VERLIGTING, VENTILASIE EN TOEGANG

10. Geen eienaar of okkupeerder mag—

- (a) toelaat dat aangrensende kamers met tussenopeninge soos deure, vensters of boligte deur meer as een gesin geokkupeer word nie, tensy elke sodanige kamer afsonderlik ooreenkomstig hierdie regulasies van lig en ventilasie voosien word;
- (b) toelaat dat openinge soos deure, vensters of boligte te eniger tyd op enige wyse betimmer, toegebou of versper word of toelaat dat dit sodanig agteruitgaan dat die verligting, kruisventilasie en toegang soos by hierdie regulasies vereis, belemmer word nie.

As regards water supply

(e) (i) Every dwelling or part thereof shall have a proper, adequate and wholesome water supply within the building, which supply shall be adequate for the use of and readily accessible at all times to each tenant or subtenant occupying any room or rooms therein under separate tenancy or subtenancy.

(ii) Adequate and suitable provision shall be made for the disposal of all waste water to the satisfaction of the local authority.

BASEMENTS

4. No person shall use or allow to be used as a dwelling any subfloor area or foundation area or basement of any building, unless the written permission of the local authority has been obtained: Provided that the local authority may from time to time withdraw or modify such permission.

OCCUPATION OF OTHER BUILDINGS

5. No building shall be used as a dwelling, unless it was erected for that purpose, without the prior written permission of the local authority, which permission shall be subject to such alterations or additions being made as the local authority, may require.

WASHING OF CLOTHES

6. If required to do so by the medical officer of health, the owner of premises shall provide a properly paved area, drained in accordance with the drainage by-laws of the local authority, for the washing of clothes.

CLEANLINESS OF PREMISES

7. The occupier shall maintain that part of the premises occupied by him in a clean condition: Provided that, in the case of flats or rooms let or hired separately, the owner shall be responsible for the proper cleanliness and condition of yards, passages, stairs, gutters, landings, drains, toilets and all other portions of the premises not separately occupied and maintained by any occupier in accordance with this regulation.

EXTERMINATION OF VERMIN

8. Every owner or occupier shall, as far as is practicable, maintain the premises or part thereof which he owns or occupies, free of rodents, bugs, mosquitoes, flies, cockroaches or other vermin: Provided that, notwithstanding the above provision, the owner or occupier shall, when the premises are found to be verminous, be required to take such special or additional measures as, in the opinion of the medical officer of health, may be necessary for the extermination of vermin on such premises: Provided further that such owner or occupier shall be notified of such measures in writing.

MAINTENANCE OF BUILDINGS AND DRAINS

9. The owner shall maintain all buildings, drains, drainage connections and other installations in good repair.

ADJOINING ROOMS AND LIGHTING, VENTILATION AND ACCESS

10. No owner or occupier shall—

- (a) permit adjoining rooms with communicating openings such as doors, windows or fanlights to be occupied by more than one family, unless each such room is independently provided with light and ventilation in accordance with these regulations;
- (b) at any time allow openings such as doors, windows or fanlights to be boarded up, bricked up or obstructed in any way or to deteriorate in such a way as to interfere with the lighting, cross-ventilation or access as required by these regulations.

PLAASLIKE BESTUUR KAN GEBRUIK VAN PERSELE BELET

11. (1) Wanneer die plaaslike bestuur van mening is dat 'n perseel of gedeelte daarvan sodanig gebou is of in so 'n swak toestand of so swak geleë of so vuil of so vol ongediertes is of so gehou word dat dit ongesond, onhigiënies, ongeskik vir bewoning deur mense of waarskynlik nadelig vir die gesondheid van die mense wat dit okkupeer is of die verspreiding van 'n besmetlike siekte kan bevorder, kan die plaaslike bestuur 'n kennisgewing aan die eienaar of okkupeerder laat beteken waarby hy belet word om sodanige perseel vanaf 'n datum genoem in sodanige kennisgewing te gebruik of die gebruik daarvan toe te laat.

(2) Indien daartoe versoek deur die eienaar of okkupeerder van sodanige perseel, kan die plaaslike bestuur in sodanige kennisgewing spesifiseer watter werk gedoen of voorwaardes nagekom moet word ten einde aan hierdie regulasies te voldoen.

(3) Wanneer die eienaar of okkupeerder sodanige werk of voorwaardes tot tevreedenheid van die plaaslike bestuur gedoen of nagekom het, trek die plaaslike bestuur sodanige kennisgewing terug en matig daardeur die gebruik van sodanige perseel.

REG VAN BETREDING

12. (1) Die geneeskundige gesondheidsbeampte of die hoofgesondheidsinspekteur of enige ander persoon wat in die algemeen of spesifiek deur die plaaslike bestuur daartoe gemagtig is, kan te eniger tyd wat redelik is vir die behoorlike nakoming van sy pligte, enige grond of perseel betree om 'n inspeksie uit te voer of enige werk of onderhandeling te verrig waartoe hy by hierdie regulasies verplig of gemagtig is, indien sodanige inspeksie, werk of handeling nodig is vir of voortvloei uit die nakoming van sy pligte of die uitoefening van sy bevoegdhede.

(2) Niemand mag in gebreke bly of weier om toegang tot sodanige grond of perseel aan sodanige beampte te verleen, of sodanige beampte by die uitvoering van sy pligte ingevolge hierdie regulasies belemmer of hinder, of in gebreke bly of weier om aan sodanige beampte inligting wat wettiglik deur sodanige beampte van hom vereis kan word, te verstrek of opsetlik valse of misleidende inligting aan hom verstrek nie.

HIERDIE REGULASIES VUL SEKERE GESONDHEIDSREGULASIES AAN

13. Hierdie regulasies vul enige regulasies aan wat ingevolge die Wet op Gesondheid, 1977 (Wet 63 van 1977), uitgevaardig is, asook enige ander regulasies, en vervang dit nie.

DIENING VAN KENNISGEWINGS

14. (1) Indien die plaaslike bestuur daarvan oortuig is dat 'n oortreding van hierdie regulasies in of op enige perseel plaasgevind het, kan hy aan die eienaar of okkupeerder daarvan 'n kennisgewing laat beteken waarby hy aangesê word om binne 'n bepaalde tyd sodanige werk of handelinge te verrig as wat in sodanige kennisgewing genoem word ten einde aan die vereistes van hierdie regulasies te voldoen.

(2) Elke kennisgewing of bevel of ander sootgelyke dokument wat ingevolge hierdie regulasies uitgereik word, moet deur of namens die geneeskundige gesondheidsbeampte of die hoofgesondheidsinspekteur onderteken word.

STRAWWE

15. Iemand wat regulasie 2, 3, 4, 5, 6, 7, 8, 9, 10 of 12 (2) oortree of dit laat oortree of toelaat dat dit oortree word of wat versuim om te voldoen aan die bedinge van 'n kennisgewing of 'n opdrag kragtens hierdie regulasies uitgereik, is skuldig aan 'n misdryf en by skuldigbevinding strafbaar met 'n boete van hoogstens R40 of gevangenisstraf vir 'n tydperk van hoogstens een maand of sowel sodanige boete as sodanige gevangenisstraf.

LOCAL AUTHORITY MAY PROHIBIT USE OF PREMISES

11. (1) Whenever the local authority is of the opinion that any premises or part thereof is of such poor construction or in such a bad state of repair or so badly situated or so dirty or so verminous or so kept as to be unhealthy, insanitary, unfit for human habitation or likely to be injurious to the health of persons occupying them or liable to favour the spread of any infectious disease, the local authority may cause a notice to be served on the owner or occupier prohibiting him from using or allowing the use of such premises from a date specified in such notice.

(2) The local authority may, if requested to do so by the owner or occupier of such premises, specify in such notice the work to be done or the conditions to be met in order to comply with these regulations.

(3) When the owner or occupier has done such work or met such conditions to the satisfaction of the local authority, the local authority shall rescind such notice, thereby permitting the use of such premises.

RIGHT OF ENTRY

12. (1) The medical officer of health or the chief health inspector or any other person generally or specifically authorised thereto by the local authority may, at any hour reasonable for the proper performance of his duties, enter any land or premises to make any inspection or to perform any work or other act which he is required or authorised by these regulations to do, if such inspection, work or act is necessary for or incidental to the performance of his duties or the exercise of his powers.

(2) No person shall fail or refuse to allow any such officer access to such land or premises, or obstruct or hinder any such officer in the execution of his duties under these regulations, or fail or refuse to give to such officer information that such officer may lawfully require of him, or knowingly give false or misleading information to him.

THESE REGULATIONS ARE SUPPLEMENTARY TO CERTAIN HEALTH REGULATIONS

13. These regulations are supplementary to and do not replace any regulations made under the Health Act, 1977 (Act 63 of 1977), or any other regulations.

SERVICE OF NOTICES

14. (1) If the local authority is satisfied that a contravention of these regulations has occurred in or upon any premises, it may cause a notice to be served on the owner or the occupier thereof requiring him to perform within a specified time such work or other act as may be stated in such notice in order to comply with the requirements of these regulations.

(2) Every notice or order or such other similar document issued under these regulations shall be signed by or on behalf of the medical officer of health or the chief health inspector.

PENALTIES

15. Any person who commits, causes or permits a contravention of regulation 2, 3, 4, 5, 6, 7, 8, 9, 10 or 12 (2) or who fails to comply with the terms of any notice or directive issued under these regulations shall be guilty of an offence and liable on conviction to a fine not exceeding R40 or to imprisonment for a period not exceeding one month or to both such fine and such imprisonment.

**Spaar 'n sent en maak 'n rand —
Spaar 'n druppel en vul die dam**



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