

REPUBLIEK
VAN
SUID-AFRIKA



REPUBLIC
OF
SOUTH AFRICA

Staatskoerant Government Gazette

Verkoopprijs • Selling price
(AVB uitgesluit/GST excluded)
Plaaslik **45c** Local
Buitelands **60c** Other countries
Posvry • Post free

Regulasiekoerant
Regulation Gazette
No. 3952

As 'n Nuusblad by die
Poskantoor geregistreer
Registered at the Post Office
as a Newspaper

Vol. 251

PRETORIA, 16 MEI 1986
MAY

No. 10234

PROKLAMASIE

van die

Staatspresident van die Republiek van Suid-Afrika

No. R. 84, 1986

AANSTELLING EN HERAANSTELLING VAN LEDE VAN DIE SPESIALE HOWE VIR DIE VERHOOR VAN INKOMSTEBELASTINGAPPËLSAKE

Nademaal die persone genoem in Bylae A by hierdie Proklamasie kragtens die bepalings van artikel 83 (5) (a) van die Inkomstebelastingwet, 1962 (Wet 58 van 1962), as lede van die spesiale howe vir die verhoor van inkomstebelastingappëlsake, ingestel kragtens die bepalings van subartikel (3) van daardie artikel, by Proklamasie 16 van 1981 aangestel of heraangestel is;

En nademaal die ampstyd van genoemde lede op 15 Januarie 1986 verstryk het.

So is dit dat ek hierby, kragtens die bevoegdheid my verleen by subartikel 5 (b) van genoemde artikel die persone in Bylae A by hierdie Proklamasie genoem, vir 'n verdere tydperk van vyf jaar met ingang van die datum van hierdie Proklamasie as lede van die genoemde spesiale howe, behoudens die voorbehoudsbepalings van subartikel 5 (a) van genoemde artikel hieraanstel;

En voorts stel ek, ooreenkomstig die bepalings van subartikel 5 (a) van genoemde artikel, die persone genoem in Bylae B by hierdie Proklamasie aan as lede van genoemde spesiale howe.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Negende dag van April Eenduisend Negehoonderd Ses-en-tagtig.

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

B. J. DU PLESSIS,
Minister van die Kabinet.

885—A

PROCLAMATION

by the

State President of the Republic of South Africa

No. R. 84, 1986

APPOINTMENT AND RE-APPOINTMENT OF MEMBERS OF THE SPECIAL COURTS FOR HEARING INCOME TAX APPEALS

Whereas by Proclamation 16 of 1981 the persons mentioned in Schedule A to this Proclamation were appointed or re-appointed under the provisions of section 83 (5) of the Income Tax Act, 1962 (Act 58 of 1962), as members of the special courts for hearing income tax appeals, constituted under the provisions of subsection (3) of the said section;

And whereas the appointments of the said members expired on the 15th January 1986;

Now, therefore, under the powers vested in me by subsection (5) of the said section, I do hereby re-appoint the persons mentioned in Schedule A to this Proclamation as members of the said special courts for a further period of five years from the date of this Proclamation subject to the provisions of the proviso to subsection 5 (a) of the said section;

And further, in terms of the provisions of subsection 5 (a) of the said section, I do hereby appoint as members of the said special courts, the persons mentioned in Schedule B to this Proclamation.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Ninth day of April, One thousand Nine hundred and Eighty-six.

P. W. BOTHA,
State President.

By Order of the State president-in-Cabinet:

B. J. DU PLESSIS,
Minister of the Cabinet.

10234—1

BYLAE A**Rekenmeesterlede**

David Gordon Grant van Johannesburg.
 Jacobus Wilhelmus van Niekerk van Kaapstad.
 Norman John Harris van Port Elizabeth.
 Oscar Trouncer Downes van Durban.
 Pieter Jacobus Alwyn Pienaar van Bethlehem.

Kommersiëlelede

Maximillian Mendel Borkum;
 Willem Hendrik Gravett;
 albei van Johannesburg.
 Dirk Willem Ryk Hertzog;
 Derrik William Yell;
 albei van Kaapstad.
 Johan Bernhard Dempers van Stellenbosch;
 Ian Gordon Halliday;
 Gordon Stuart-Reckling;
 al drie van Durban.
 Cornelius Johannes Visser van Bloemfontein.

BYLAE B**Kommersiëlelede**

John Ironside;
 Roy Blaine Justus;
 albei van Kaapstad.

SCHEDULE A**Accountant members**

David Gordon Grant of Johannesburg.
 Jacobus Wilhelmus van Niekerk of Cape Town.
 Norman John Harris of Port Elizabeth.
 Oscar Trouncer Downes of Durban.
 Pieter Jacobus Alwyn Pienaar of Bethlehem.

Commercial members

Maximillian Mendel Borkum;
 Willem Hendrik Gravett;
 both of Johannesburg.
 Dirk Willem Ryk Hertzog;
 Derrik William Yell;
 both of Cape Town.
 Johan Bernhard Dempers of Stellenbosch;
 Ian Gordon Halliday;
 Gordon Stuart-Reckling;
 all three of Durban.
 Cornelius Johannes Visser of Bloemfontein.

SCHEDULE B**Commercial members**

John Ironside;
 Roy Blaine Justus;
 both of Cape Town.

DEPARTEMENT VAN FINANSIES

No. R. 905

16 Mei 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1230)

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

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel en
 Nywerheid.

DEPARTMENT OF FINANCE

No. R. 905

16 May 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1230)

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

K. D. S. DURR,

Deputy Minister of Finance and of Trade and
 Industry.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV Skaal van Reg	
		Algemeen	M.B.N.
29.31 Deur na subpos No. 29.31.89.10 die volgende in te voeg: "20 Natrium-N-metielditiokarbamaat"	kg	10%''	

Opmerking.—Afsonderlike voorsiening word gemaak vir natrium-N-metielditiokarbamaat en die skaal van reg daarop word van 10 % of 230c per kg min 90 % na 10 % gewysig.

SCHEDULE

I Tariff heading	II Statistical Unit	III IV Rate of Duty	
		General	M.F.N.
29.31 By the insertion after subheading No. 29.31.89.10 of the following: "20 Sodium N-methyl dithiocarbamate"	kg	10%''	

Note.—Separate provision is made for sodium N-methyl dithiocarbamate and the rate of duty thereon is amended from 10 % or 230c per kg less 90 % to 10 %.

No. R. 906

16 Mei 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1231)

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

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel en Nywerheid.

No. R. 906

16 May 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1231)

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

K. D. S. DURR,

Deputy Minister of Finance and of Trade and Industry.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV Skaal van Reg	
		Algemeen	M.B.N.
79.04 Deur tariefpos No. 79.04 deur die volgende te vervang: "79.04 Buis en pype en ru-stukke daarvoor, van sink; holstawe en buis- en pyptoebehore (byvoorbeeld, lasstukke, elmboë, sokke en flense), van sink:			
79.04.15 Buis en pype en ru-stukke daarvoor; buis- en pyptoebehore	kg	20%	
79.04.25 Holstawe	kg	10%	

Opmerking.—Tariefpos No. 79.04 word herskryf om die oorskakeling na die Geharmonieerde Stelsel te vergemaklik.

SCHEDULE

I Tariff Heading	II Statistical Unit	III IV Rate of Duty	
		General	M.F.N.
79.04 By the substitution for tariff heading No. 79.04 of the following: "79.04 Tubes and pipes and blanks therefor, of zinc; hollow bars, and tube and pipe fittings (for example, joints, elbows, sockets and flanges), of zinc:			
79.04.15 Tubes and pipes and blanks therefor; tube and pipe fittings	kg	20%	
79.04.25 Hollow bars	kg	10%	

Note.—Tariff heading No. 79.04 is restated to facilitate the change-over to the Harmonised System.

No. R. 907

16 Mei 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 6 (No. 6/175)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 6 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 21 Februarie 1986, in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel en Nywerheid.

No. R. 907

16 May 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 6 (No. 6/175)

Under section 75 of the Customs and Excise Act, 1964, Schedule 6 to the said Act is hereby amended, with retrospective effect to 21 February 1986, to the extent set out in the Schedule hereto.

K. D. S. DURR,

Deputy Minister of Finance and of Trade and Industry.

BYLAE

I Item	II Tariefitem en Beskrywing	III Mate van Korting	IV Mate van Terugbetaling
603.01	Deur item 603.01.50 deur die volgende te vervang: ".50 117.00 Motorvoertuie, nuut		
		Volle reg	Volle reg"

Opmerking.—Die uitwerking van hierdie kennisgewing is dat dit duidelik gestel word dat 'n terugbetaling van aksynsreg slegs van toepassing is op nuwe motorvoertuie, wat uitgevoer word. Hierdie kennisgewing het terugwerkende krag tot 21 Februarie 1986.

SCHEDULE

I Item	II Tariff Item and Description	III Extent of Rebate	IV Extent of Refund
603.01	By the substitution for item 603.01.50 of the following: ".50 117.00 Motor vehicles, new		
		Full duty	Full duty"

Note.—The effect of this notice is that it is made clear that a refund of the excise duty is only applicable to new motor vehicles, which are exported. This notice has retrospective effect to 21 February 1986.

No. R. 935

16 Mei 1986

DOEANE- EN AKSYNSWET, 1964

BEPALINGS VAN TARIEFINDELING EN VERSTREK-
KING DAARVAN OP KLARINGSBRIEWE (LYS
TAR/157)

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

2. Kragtens artikel 39 (1) (c) van voornoemde Wet word vereis dat die bepalingnommer deur invoerders ten tyde van klaring van sodanige goedere op klaringsbriewe verstrek word.

J. C. J. VISSER,
namens Kommissaris van Doeane- en Aksyns.

Opmerkings:

1. Die beskrywing van die goedere word slegs vir bepalingsdoeleindes verstrek en moet nie as korrek, volledig of bindend vir enige ander doel vertolk word nie.

2. Goedere wat verpak is vir of bemark word vir kleinhandelverkoop word in alle gevalle by die toepaslike tarief-subpos, waar sodanige voorsiening bestaan, ingedeel.

3. Tariefsubposte wat van die massa, afmetings, vorm, waarde, verpakking, ens., van goedere afhang word nie noodwendig aangedui nie.

4. Om moontlike verwarring te vermy is handelsname en in sekere gevalle handelsbeskrywings nie vertaal nie.

5. Aparte reeksnommers is aan bepalings onder elke tariefpos toegeken.

6. Lys TAR/156 is in Goewermentskennisgewing R. 883 van 9 Mei 1986 gepubliseer.

No. R. 935

16 May 1986

CUSTOMS AND EXCISE ACT, 1964

DETERMINATIONS OF TARIFF CLASSIFICATION
AND FURNISHING THEREOF ON BILLS OF ENTRY
(LIST TAR/157)

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

2. In terms of section 39 (1) (c) of the aforementioned Act, importers are required to furnish the determination number on bills of entry at the time of entry of such goods.

J. C. J. VISSER,
for Commissioner for Customs and Excise.

Notes:

1. The description of the goods is given for determination purposes only and should not be construed as correct, complete or binding for any other purpose.

2. Goods which are packed for or put up for retail sale are in all instances classified under the appropriate tariff sub-heading where such provision exist.

3. Tariff subheadings which depend upon the mass, dimensions, form, value, packing, etc., of goods are not necessarily indicated.

4. In order to avoid possible confusion trade names and in certain instances trade descriptions have not been translated.

5. Separate serial numbers have been allocated to determinations under each tariff heading.

6. List TAR/156 was published in Government Notice R. 883 of 9 May 1986.

DEEL A: BEPALINGS

Beskrywing van goedere

Tariefpos/
-subposBepaling
no.

Dr. Howard se Cambridge formule kalkoen- en groentegergeurde sop—sop en kagsop, in poeier-, soliede of ander gekonsentreerde vorm	21.05.10	7
Calgon PT en Calgon S fosfaat—natriumheksametafosfaat	28.40.17	10
Acmosil 149 BC, 180, 363-20, Flouricon 271-7, 271-44-2 en 37-359 vormlossingsmiddels—smeerpreparate, ander	34.03.90	70
Wahlefeld fronthyser—ander hyskrane	84.22.33.90	396
Mangar badhyser, toestel om persone in of uit 'n bad te lig—hystuig en onderdele daarvan	84.22.38	397
Magiscop model 102 kraakopspoor-eenheid—instrument en apparaat vir die opspoor van krake in materiale	90.25	41
Gentec elektroniese aanvraagbeheerstelsel—elektriese meet- of kontroleerinstrumente, ander	90.28.90	655
Atletiese Aëroob Terugspringer—gimnasiumtoerusting	97.06.90.10	81

DEEL B: WYSIGINGS VAN GEPUBLISEERDE BEPALINGS

Wysigings van bepalings kragtens artikel 47 (9) (d) van die Doeane- en Aksynswet (Wet 91 van 1964):

Die volgende bepaling word met ingang van 15 April 1986 ingetrek: 85.15 111

Die volgende vervang die bestaande bepaling met ingang van 14 Januarie 1980:

Vesuvius Rotolok-stopperkopstukke—moffels, tuite, proppe, vlambekke en dergelike onderdele van industriële oonde ... 69.03.10 4

Die volgende vervang die bestaande bepalings met ingang van 6 Oktober 1983:

Burgess elektriese gompistool—masjien vir die behandeling van stowwe deur 'n proses wat 'n verandering van temperatuur behels, ander 84.17.90.90 213

Minimatic No. 777 elektriese gompistool—masjien vir die behandeling van stowwe deur 'n proses wat 'n verandering van temperatuur behels, ander 84.17.90.90 214

Steinel Gluefix 2000 elektroniese gompistool—masjien vir die behandeling van stowwe deur 'n proses wat 'n verandering van temperatuur behels, ander 84.17.90.90 215

Bostik elektroniese gompistool (Pistole TG2 AA/SA)—masjien vir die behandeling van stowwe deur 'n proses wat 'n verandering van temperatuur behels, ander 84.17.90.90 216

Bepaling No. 177 onder tariefpos 84.17 word met ingang van 16 April 1986 ingetrek en vervang deur die volgende bepalings:

Juno Convectomat—industriële oonde, nie-elektries 84.14.10 4

Juno Convectomat—industriële oonde, elektries 85.11.40.50 34

Bepaling No. 178 onder tariefpos 84.17 word met ingang van 16 April 1986 ingetrek en vervang deur die volgende bepalings:

Juno Convectomat reeks 2000 oonde—industriële oonde, nie-elektries 84.14.10 5

Juno Convectomat reeks 2000 oonde—industriële oonde, elektries 85.11.40.50 35

<i>Beskrywing van goedere</i>	<i>Tariefpos/ -subpos</i>	<i>Bepaling no.</i>
Bepaling No. 182 onder tariefpos 84.17 word met ingang van 16 April 1986 ingetrek en vervang deur die volgende bepaling:		
Blodgett Roll-in-konveksie-oonde modelle EF-111, 10-E1, CTB-1 en 1214—industriële oonde, elektries.....	85.11.40.50	36
Bepaling No. 183 onder tariefpos 84.17 word met ingang van 16 April 1986 ingetrek en vervang deur die volgende bepaling:		
Blodgett Roll-in-konveksie-oond model FA-100—industriële oond, nie-elektries.....	84.14.10	6
Die volgende vervang die bestaande bepaling met ingang van 21 April 1986:		
Harnischfeger P+H dromhystoestel—ander windasse en onderdele daarvan.....	84.22.30	237

PART A: DETERMINATIONS

<i>Description of goods</i>	<i>Tariff heading/ subheading</i>	<i>Determi- nation no.</i>
Dr. Howard's Cambridge formula turkey and vegetable flavoured soup—soups and broths, in powder, solid or other concentrated form	21.05.10	7
Calgon PT and Calgon S phosphate—sodium hexameta phosphate.....	28.40.17	10
Acmosil 149 BC, 180, 363-20, Flouricon 271-7, 271-44-2 and 37-359 mould release agents—lubricating preparations, other	34.03.90	70
Wahlefeld facade lifts—other cranes.....	84.22.33.90	396
Mangar bath hoist, apparatus for lifting persons into or out of baths—lifting gear and parts thereof.....	84.22.38	397
Magiscop model 102 crack detection unit—instrument and apparatus for crack detection in materials.....	90.25	41
Gentec electronic demand control systems—electrical measuring or checking instruments, other.....	90.28.90	655
Athletic Aerobic Rebounder—gymnasium equipment.....	97.06.90.10	81

PART B: AMENDMENTS TO PUBLISHED DETERMINATIONS

Amendments to determinations in terms of section 47 (9) (d) of the Customs and Excise Act (Act 91 of 1964):		
The following determination is withdrawn with effect from 15 April 1986.....	85.15	111
The following is substituted for the existing determination with effect from 14 January 1980:		
Vesuvius Rotolok stopper heads—muffles, nozzles, plugs, burner jets and similar parts of industrial furnaces.....	69.03.10	4
The following are substituted for the existing determinations with effect from 6 October 1983:		
Burgess electric glue gun—machine for the treatment of materials by a process involving a change of temperature, other	84.17.90.90	213
Minimatic 777 electric glue gun—machine for the treatment of materials by a process involving a change of temperature, other	84.17.90.90	214
Steinel Gluefix 2000 electronic glue gun—machine for the treatment of materials by a process involving a change of temperature, other	84.17.90.90	215
Bostik electronic glue gun (Pistole TG2 AA/SA)—machine for the treatment of materials by a process involving a change of temperature, other	84.17.90.90	216
Determination No. 177 under tariff heading 84.17 is withdrawn with effect from 16 April 1986 and replaced by the following determinations:		
Juno Convectomat—industrial ovens, non-electrical.....	84.14.10	4
Juno Convectomat—industrial ovens, electrical.....	85.11.40.50	34
Determination No. 178 under tariff heading 84.17 is withdrawn with effect from 16 April 1986 and replaced by the following determinations:		
Juno Convectomat series 2000 ovens—industrial ovens, non-electrical.....	84.14.10	5
Juno Convectomat series 2000 ovens—industrial ovens, electrical.....	85.11.40.50	35
Determination No. 182 under tariff heading 84.17 is withdrawn with effect from 16 April 1986 and replaced by the following determination:		
Blodgett Roll-in convection ovens models EF-111, 10-E1, CTB-1 and 1214—industrial ovens, electrical.....	85.11.40.50	36
Determination No. 183 under tariff heading 84.17 is withdrawn with effect from 16 April 1986 and replaced by the following determination:		
Blodgett Roll-in convection oven model FA-100—industrial oven, non-electrical.....	84.14.10	6
The following is substituted for the existing determination with effect from 21 April 1986:		
Harnischfeger P+H drum hoist—other winches and parts thereof.....	84.22.30	237

No. R. 949**16 Mei 1986****WYSIGING VAN REGULASIES UITGEVAARDIG Kragtens DIE VERSEKERINGSWET, 1943**

Die Minister van Finansies het die regulasies vervat in die Bylae hiervan kragtens artikel 76, saamgelees met artikel 23A, van die Versekeringswet, 1943 (Wet 27 van 1943), uitgevaardig.

BYLAE**Omskrywing**

1. In hierdie regulasies beteken die uitdrukking "die Regulasies" die Regulasies afgekondig by Goewermmentskennisgewing R. 1285 van 27 Augustus 1965, soos gewysig by Goewermmentskennisgewings R. 252 van 23 Februarie 1968, R. 2036 van 2 November 1973, R. 2489 van 28 Desember 1973, R. 1442 van 20 Augustus 1976, R. 333 van 1 Maart 1977, R. 838 van 20 Mei 1977, R. 1249 van 8

No. R. 949**16 May 1986****AMENDMENT OF REGULATIONS PROMULGATED UNDER THE INSURANCE ACT, 1943**

The Minister of Finance has made the regulations set out in the Schedule hereto in terms of section 76, read with section 23A, of the Insurance Act, 1943 (Act 27 of 1943).

SCHEDULE**Definition**

1. In these regulations the expression "the Regulations" means the Regulations published under Government Notice R. 1285 of 27 August 1965, as amended by Government Notices R. 252 of 23 February 1968, R. 2036 of 2 November 1973, R. 2489 of 28 December 1973, R. 1442 of 20 August 1976, R. 333 of 1 March 1977, R. 838 of 20 May

Julie 1977, R. 2274 van 4 November 1977, R. 947 van 12 Mei 1978, R. 1631 van 11 Augustus 1978, R. 120 van 26 Januarie 1979, R. 353 van 20 Februarie 1981, R. 396 van 27 Februarie 1981, R. 905 van 24 April 1981, R. 2064 van 2 Oktober 1981, R. 446 van 4 Maart 1983, R. 2145 van 28 September 1984, R. 81 van 18 Januarie 1985, R. 2117 van 20 September 1985, R. 2324 van 18 Oktober 1985 en R. 431 van 14 Maart 1986.

2. Regulasie 28 van die Regulasies word hierby gewysig deur in subregulasie (1) die definisie van die uitdrukking "P" deur die volgende definisie te vervang:

"P" beteken, met betrekking tot enige polisjaar van 'n versekering, vir elke afsonderlik uitkenbare onderdeel van die polis, die premie wat ingevolge die polis betaalbaar is ten opsigte van daardie jaar."

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 939

16 Mei 1986

WET OP STANDAARDE, 1982

REGULASIES BETREFFENDE DIE BETALING VAN HEFFING EN DIE UITREIKING VAN VERKOOPSPERMITTE TEN OPSIGTE VAN VERPLIGTE SPESIFIKASIES.—WYSIGING

Kragtens die bevoegdheid hom verleen by artikel 36 van die Wet op Standaarde, 1982 (Wet 30 van 1982), het die Adjunk-minister van Finansies en van Handel en Nywerheid, handelende namens die Minister van Handel en Nywerheid, Bylae 2 van die regulasies gepubliseer by Goewermentskennisgewing R. 999 van 3 Mei 1985 met ingang 1 Julie 1986 gewysig deur die bestaande tariewe ten opsigte van kategorie M- en N-motorvoertuie te skrap en deur die volgende nuwe tariewe te vervang:

Kommoditeit	Heffings- eenheid	Tarief per eenheid, R
Kategorie M ₁ -motorvoertuie	Item	R2,25
Kategorie M ₂ - en M ₃ -motorvoertuie.....	Item	R2,25
Kategorie N ₁ -motorvoertuie	Item	R2,25
Kategorie N ₂ - en N ₃ -motorvoertuie.....	Item	R2,25

No. R. 940

16 Mei 1986

WET OP STANDAARDE, 1982

REGULASIES BETREFFENDE DIE BETALING VAN HEFFING EN DIE UITREIKING VAN VERKOOPSPERMITTE TEN OPSIGTE VAN VERPLIGTE SPESIFIKASIES.—WYSIGING

Kragtens die bevoegdheid hom verleen by artikel 36 van die Wet op Standaarde, 1982 (Wet 30 van 1982), het die Adjunk-minister van Finansies en van Handel en Nywerheid, handelende namens die Minister van Handel en Nywerheid, Bylae 2 van die regulasies gepubliseer by Goewermentskennisgewing R. 999 van 3 Mei 1985 met ingang van 1 Januarie 1986 gewysig deur die bestaande tarief vir hidrouliese remvloeistof te skrap en deur die volgende nuwe tarief te vervang:

Kommoditeit	Heffings- eenheid	Tarief per eenheid, R
Hidrouliese remvloeistof.....	100 ℓ	1,12

1977, R. 1249 of 8 July 1977, R. 2274 of 4 November 1977, R. 947 of 12 May 1978, R. 1631 of 11 August 1978, R. 120 of 26 January 1979, R. 353 of 20 February 1981, R. 396 of 27 February 1981, R. 905 of 24 April 1981, R. 2064 of 2 October 1981, R. 446 of 4 March 1983, R. 2145 of 28 September 1984, R. 81 of 18 January 1985, R. 2117 of 20 September 1985, R. 2324 of 18 October 1985 and R. 431 of 14 March 1986.

2. Regulation 28 of the Regulations is hereby amended by the substitution in subregulation (1) for the definition of the expression "P" of the following definition:

"P", in relation to any policy year of an assurance, means, for each separately identifiable constituent of the policy, the premium which in terms of the policy is payable in respect of that year."

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 939

16 May 1986

STANDARDS ACT, 1982

REGULATIONS RELATING TO THE PAYMENT OF LEVY AND THE ISSUE OF SALES PERMITS IN REGARD TO COMPULSORY SPECIFICATIONS.—AMENDMENT

Under the powers vested in him by section 36 of the Standards Act, 1982 (Act 30 of 1982), the Deputy Minister of Finance and of Trade and Industry, acting on behalf of the Minister of Trade and Industry, has with effect from 1 July 1986 amended Schedule 2 of the regulations published by Government Notice R. 999 of 3 May 1985 by the deletion of the existing tariffs for category M and N motor vehicles and the substitution therefor of the following new tariffs:

Commodity	Levy unit	Tariff per unit, R
Category M ₁ motor vehicles.....	Item	R2,25
Category M ₂ and M ₃ motor vehicles.....	Item	R2,25
Category N ₁ motor vehicles	Item	R2,25
Category N ₂ and N ₃ motor vehicles.....	Item	R2,25

No. R. 940

16 May 1986

STANDARDS ACT, 1982

REGULATIONS RELATING TO THE PAYMENT OF LEVY AND THE ISSUE OF SALES PERMITS IN REGARD TO COMPULSORY SPECIFICATIONS.—AMENDMENT

Under the powers vested in him by section 36 of the Standards Act, 1982 (Act 30 of 1982), the Deputy Minister of Finance and of Trade and Industry, acting on behalf of the Minister of Trade and Industry, has with effect from 1 January 1986 amended Schedule 2 of the regulations published by Government Notice R. 999 of 3 May 1985 by the deletion of the existing rate for hydraulic brake fluid and the substitution therefor of the following new rate:

Commodity	Levy unit	Tariff per per unit, R
Hydraulic brake fluid.....	100 ℓ	1,12

DEPARTEMENT VAN LANDBOU- EKONOMIE EN -BEMARKING

No. R. 889

16 Mei 1986

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

REGULASIES MET BETREKKING TOT DIE GRADERING, VERPAKKING EN MERK VAN AARTAPPELS BESTEM VIR VERKOOP IN SEKERE GEBIEDE VAN DIE REPUBLIEK VAN SUID-AFRIKA.—WYSIGING

Die Minister van Landbou-ekonomie het kragtens artikel 89 van die Bemarkingswet, 1968 (Wet 59 van 1968), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing R. 2119 van 1 Oktober 1982, soos gewysig deur die regulasies gepubliseer by Goewermentskennisgewings R. 985 van 13 Mei 1983 en R. 602 van 30 Maart 1984.

Wysiging van regulasie 5

2. Regulasie 5 van die Regulasies word hierby gewysig—

(a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Daar is vier klasse aartappels, naamlike Klas 1, Klas 2, Klas 3 en Laagste Klas."; en

(b) deur die tabel in subregulasie (2) deur die volgende tabel te vervang:

Gehaltefaktor	Klas 1	Klas 2	Klas 3	Laagste klas
(a) Gespesifiseerde gebreke:				
(i) Bederf	Mag nie voorkom nie	Mag nie voorkom nie	Mag nie voorkom nie	*
(ii) Insekbesmetting en -beskadiging	Mag nie voorkom nie	Taamlik vry	Redelik vry	*
(iii) Kouebeskadiging	Mag nie voorkom nie	Mag nie voorkom nie	Mag nie voorkom nie	*
(iv) Hittebeskadiging	Mag nie voorkom nie	Taamlik vry	Redelik vry	*
(v) Beskadiging deur ander plante	Mag nie voorkom nie	Feitlik vry	Taamlik vry	*
(vi) Holhart	Mag nie voorkom nie	Mag nie voorkom nie	Mag nie voorkom nie	*
(vii) Droë stingelentverrotting	Mag nie voorkom nie	Mag nie voorkom nie	Mag nie voorkom nie	*
(viii) Bruinvlek	Mag nie voorkom nie	Feitlik vry	Taamlik vry	*
(ix) Waterigheid	Mag nie voorkom nie	Feitlik vry	Taamlik vry	*
(x) Verlepteheid	Mag nie voorkom nie	Taamlik vry	Redelik vry	*
(xi) Uitloopsels	Feitlik vry	Taamlik vry	Redelik vry	*
(xii) Vergroening	Mag nie voorkom nie	Mag nie voorkom nie	Mag nie voorkom nie	*
(xiii) Voorkoms	Goed	Taamlik goed	Redelike goed	*
(xiv) Misvormd	Mag nie voorkom nie	Redelik vry	*	*
(xv) Vreemde stowwe	Mag nie voorkom nie	Mag nie voorkom nie	Mag nie voorkom nie	*
(xvi) Meganiese beskadiging	Feitlik vry	Taamlik vry	Redelik vry	*
(xvii) Grond	Feitlik vry	Taamlik vry	Redelik vry	*
(b) Ongespesifiseerde gebreke	Mag nie voorkom nie	Taamlik vry	Redelik vry	*
	Massa	Massa		
(c) Grootegroep:		Soos vir Klas 1	*	*
(i) L—Groot	Meer as 250 g			
(ii) M—Medium	Meer as 100 g maar hoogstens 250 g			
(iii) M+—Medium plus	Meer as 50 g			
(iv) S—Klein	Meer as 50 g maar hoogstens 100 g			
(v) XS—Ekstra klein	Meer as 15 g maar hoogstens 50 g			

* geen spesifikasies"; en

Quality factor	Class 1	Class 2	Class 3	Lowest Class
(a) Specified defects:				
(i) Decay	Shall not occur	Shall not occur	Shall not occur	*
(ii) Insect infestation and insect damage	Shall not occur	Fairly free	Reasonably free	*
(iii) Cold damage	Shall not occur	Shall not occur	Shall not occur	*
(iv) Heat damage	Shall not occur	Fairly free	Reasonably free	*
(v) Damage by other plants	Shall not occur	Practically free	Fairly free	*
(vi) Hollow heart	Shall not occur	Shall not occur	Shall not occur	*

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING

No. R. 889

16 May 1986

MARKETING ACT, 1968 (ACT 59 OF 1968)

REGULATIONS RELATING TO THE GRADING, PACKING AND MARKING OF POTATOES INTENDED FOR SALE IN CERTAIN AREAS OF THE REPUBLIC OF SOUTH AFRICA.—AMENDMENT

The Minister of Agricultural Economics has under section 89 of the Marketing Act, 1968 (Act 59 of 1968), made the regulations in the Schedule.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means the regulations published by Government Notice R. 2119 of 1 October 1982, as amended by the regulations published by Government Notices R. 985 of 13 May 1983 and R. 602 of 30 March 1984.

Amendment of regulation 5

2. Regulation 5 of the Regulations is hereby amended—

(a) by the substitution for subregulation (1) of the following subregulation:

"(1) There shall be four classes of potatoes namely Class 1, Class 2, Class 3 and Lowest Class."; and

(b) by the substitution for the table in subregulation (2) of the following table:

Quality factor	Class 1	Class 2	Class 3	Lowest Class
(vii) Dry stem-end rot	Shall not occur	Shall not occur	Shall not occur	*
(viii) Brown fleck	Shall not occur	Practically free	Fairly free	*
(ix) Watery	Shall not occur	Practically free	Fairly free	*
(x) Wilt	Shall not occur	Fairly free	Reasonably free	*
(xi) Sprouts	Practically free	Fairly free	Reasonably free	*
(xii) Greening	Shall not occur	Shall not occur	Shall not occur	*
(xiii) Appearance	Good	Fairly good	Reasonably good	*
(xiv) Malformed	Shall not occur	Reasonably free	*	*
(xv) Foreign matter	Shall not occur	Shall not occur	Shall not occur	*
(xvi) Mechanical damage	Practically free	Fairly free	Reasonably free	*
(xvii) Soil	Practically free	Fairly free	Reasonably free	*
(b) Unspecified defects	Shall not occur	Fairly free	Reasonably free	*
	Mass	Mass		
(c) Size groups:		As for Class 1	*	*
(i) L—Large	More than 250 g			
(ii) M—Medium	More than 100 g but not more than 250 g			
(iii) M+—Medium plus	More than 50 g			
(iv) S—Small	More than 50g but not more than 100 g			
(v) XS—Extra small	More than 15 g but not more than 50 g			

* no specifications"; and

(c) die tabel in subregulasie (3) deur die volgende tabel te vervang:

(c) by the substitution for the table in subregulation (3) of the following table:

"Gehalte faktor	Klas 1	Klas 2	Klas 3
(a) Bederf	2	3	5
(b) Nat of besmeer deur bederfde knolle	5	10	15
(c) Misvormd	10	15	*
(d) Uitwendige kwaliteitsgebreke en vergroening met inbegrip van (a) en (b) maar uitgesonderd die in paragraaf (c) genoem: Met dien verstande dat sodanige afwykings individueel binne die perke soos hierbo gespesifiseer is	5	10	20
(e) Inwendige kwaliteitsgebreke uitgesonderd die in paragraaf (a) genoem	4	8	12
(f) Afwykings in paragrawe (d) en (e) gesamentlik: Met dien verstande dat sodanige afwykings individueel binne die perke soos hierbo gespesifiseer is	8	15	25
(g) Groottegroepafwykings (te groot of te klein)	10	15	*
(h) Groottegroepafwykings (te groot en te klein gesamentlik)	15	20	*

* Geen spesifikasies".

"Quality factor	Class 1	Class 2	Class 3
(a) Decay	2	3	5
(b) Wet or soiled by decayed tubers	5	10	15
(c) Malformed	10	15	*
(d) External quality defects and greening including those mentioned in paragraphs (a) and (b) but with the exception of those mentioned in paragraph (c): Provided that such deviations are individually within the limits as specified above	5	10	20
(e) Internal quality defects excluding those mentioned in paragraph (a)	4	8	12
(f) Deviations in paragraphs (d) and (e) collectively: Provided that such deviations are individually within the limits as specified above	8	15	25
(g) Size group deviations (too large or too small)	10	15	*
(h) Size group deviations (too large or too small collectively)	15	20	*

* No specifications".

Wysiging van regulasie 8

3. Regulasie 8 van die Regulasies word hierby gewysig—

(a) deur die woorde in subregulasie (1) wat paragraaf (a) voorafgaan deur die volgende woorde te vervang:

"(1) In die geval van Klas 1, Klas 2 en Klas 3 moet —"; en

(b) deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) In die geval van Klas 1, Klas 2 en Klas 3 moet die kwaliteit van die aartappels bo in die houer in ooreenstemming wees met dié van die res van die aartappels in die houer."

Amendment of regulation 8

3. Regulation 8 of the Regulations is hereby amended—

(a) by the substitution for the words preceding paragraph (a) in subregulation (1) of the following words:

"(1) In the case of Class 1, Class 2 and Class 3—"; and

(b) by the substitution for subregulation (2) of the following subregulation:

"(2) In the case of Class 1, Class 2 and Class 3 the quality of the potatoes at the top of the container shall correspond with that of the rest of the potatoes in the container."

Wysiging van regulasie 11

4. Regulasie 11 van die Regulasies word hierby gewysig deur paragraaf (g) van subregulasie (1) deur die volgende paragraaf te vervang:

“(g) waarop die in regulasie 12 voorgeskrewe besonderhede, met die volgende kleure, gedruk is:

Klas 1—blou;

Klas 2—groen;

Klas 3—rooi;

Laagste Klas—swart: Met dien verstande dat name en adresse in blou of swart gedruk mag wees.”

Wysiging van regulasie 12

5. Regulasie 12 van die Regulasies word hierby gewysig—

(a) deur paragrafe (c) en (d) van subregulasie (1) deur die volgende paragrafe te vervang:

“(c) die Klas naamlik ‘Klas 1’, ‘Klas 2’, ‘Klas 3’ of ‘Laagste Klas’ na gelang van die geval;

(d) in die geval van Klas 1 en Klas 2 die groottegroep naamlik ‘L’, ‘M’, ‘S’, ‘XS’ of ‘M+’ na gelang van die geval: Met dien verstande dat die uitdrukking ‘Groot’, ‘Medium’, ‘Klein’, ‘Ekstra Klein’ of ‘Medium Plus’ na gelang van die geval, ook gebruik kan word;” en

(b) deur paragrafe (c) en (d) van subregulasie (2) deur die volgende paragrafe te vervang:

“(c) die klas naamlik ‘Klas 1’, ‘Klas 2’, ‘Klas 3’ of ‘Laagste Klas’, na gelang van die geval;

(d) in die geval van Klas 1 en Klas 2 die groottegroep naamlik ‘L’, ‘M’, ‘S’, ‘XS’ of ‘M+’ na gelang van die geval: Met dien verstande dat die uitdrukking ‘Groot’, ‘Medium’, ‘Klein’, ‘Ekstra Klein’ of ‘Medium Plus’, na gelang van die geval, ook gebruik kan word;”

Vervanging van regulasie 18

6. Regulasie 18 van die Regulasies word hierby deur die volgende regulasie vervang:

“18. Indien aartappels vir inwendige gehalte ondersoek word, moet die inspekteur—

(a) uit elke houer ooreenkomstig regulasie 16 onttrek, in ewekansige monster van 3 kg aartappels onttrek; en

(b) uit elke ewekansige monster in paragraaf (a) bedoel ongeveer, maar nie meer as 750 g, aartappels wat na sy mening van die swakste inwendige gehalte is, uitsoek en sny, waarna die massa van die gesnyde aartappels wat nie aan die vereistes van die bepaalde klas voldoen nie, in verhouding tot die totale massa van die betrokke ewekansige monster, op 'n persentasiebasis bepaal moet word.”

No. R. 937

16 Mei 1986

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

OLIESADESKEMA.—HEFFINGS EN SPESIALE
HEFFINGS—WYSIGING

Ek, Jacob Johannes Greyling Wentzel, Minister van Landbou-ekonomie, maak hierby ingevolge artikel 79 (a) van die Bemarkingswet, 1968 (Wet 59 van 1968), bekend dat—

(a) die Oliesaderaad bedoel in artikel 6 van die Oliesadeskema gepubliseer by Proklamasie R. 73 van 1982, soos gewysig, kragtens artikels 20 en 21 van genoemde Skema die Bylae by Goewermentskennisgewing R. 1839 van 23 Augustus 1985, gewysig het in die mate in die Bylae uiteengesit; en

Amendment of regulation 11

4. Regulation 11 of the Regulations is hereby amended by the substitution for paragraph (g) of subregulation (1) of the following paragraph:

“(g) have the particulars prescribed in regulation 12 printed in the following colours:

Class 1—blue;

Class 2—green;

Class 3—red;

Lowest Class—black: Provided that names and addresses may be printed in blue or black.”

Amendment of regulation 12

5. Regulation 12 of the Regulations is hereby amended—

(a) by the substitution for paragraphs (c) and (d) of subregulation (1) of the following paragraphs:

“(c) the class namely ‘Class 1’, ‘Class 2’, ‘Class 3’ or ‘Lowest Class’, as the case may be;

(d) in the case of Class 1, and Class 1 the size group namely ‘L’, ‘M’, ‘S’, ‘XS’, or ‘M+’ as the case may be: Provided that the expressions ‘Large’, ‘Medium’, ‘Small’ or ‘Medium Plus’, as the case may be, may also be used;” and

(b) by the substitution for paragraphs (c) and (d) of subregulation (2) of the following paragraphs:

“(c) the class namely ‘Class 1’, ‘Class 2’, ‘Class 3’ or ‘Lowest Class’, as the case may be;

(d) in the case of Class 1 and Class 2 the size group namely ‘L’, ‘M’, ‘S’, ‘XS’ or ‘M+’ as the case may be: Provided that the expressions ‘Large’, ‘Medium’, ‘Small’, ‘Extra Small’ or ‘Medium Plus’, as the case may be, may also be used;”

Substitution of regulation 18

6. The following regulation is hereby substituted for regulation 18 of the Regulations:

“18. If potatoes are inspected for internal quality the inspector shall—

(a) abstract a random sample of 3 kg of potatoes from every container abstracted in accordance with regulation 16; and

(b) from every random sample referred to in paragraph (a) select and cut approximately, but not more than, 750 g of the potatoes that have, in his opinion, the poorest internal quality, whereafter the mass of the cut potatoes which do not comply with the requirements of the particular class shall be determined on a percentage basis in proportion to the total mass of the random sample concerned.”

No. R. 937

16 May 1986

MARKETING ACT, 1968 (ACT 59 OF 1968)

OILSEEDS SCHEME.—LEVIES AND SPECIAL
LEVIES—AMENDMENT

I, Jacob Johannes Greyling Wentzel, Minister of Agricultural Economics, hereby make known in terms of section 79 (a) of the Marketing Act, 1968 (Act 59 of 1968), that—

(a) the Oilseeds Board referred to in section 6 of the Oilseeds Scheme published by Proclamation R. 73 of 1982, as amended, has under sections 20 and 21 of the said Scheme amended the Schedule to Government Notice R. 1839 of 23 August 1985 to the extent set out in the Schedule; and

- (b) genoemde wysiging deur my goedgekeur is en op die datum van publikasie hiervan in werking tree.

J. J. G. WENTZEL,

Minister van Landbou-ekonomie.

BYLAE

Tabel 1 van die Bylae by Goewermenskennisgewing R. 1839 van 23 Augustus 1985 word hierby deur die volgende tabel vervang:

"TABLE 1

HEFFINGS EN SPESIALE HEFFINGS OP OLIESADE IN KLOUSULE 2 (1) BEDOEL

Soort oliesade	Heffing per ton	Spesiale heffing per ton
1	2	3
	R	R
Gedopte grondbone	40,00	11,50
Ongedopte grondbone	29,00	8,34
Sonneblomsaad	8,00	12,50
Sojabone	6,50	22,50"

DEPARTEMENT VAN MANNEKRAG

No. R. 895

16 Mei 1986

WET OP MANNEKRAGOPLEIDING, 1981

NASIONALE MANNEKRAGOPLEIDINGSKOMITEE VIR DIE METAALNYWERHEID.—WYSIGING VAN LEERVOORWAARDES

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

- (a) wysig hierby Goewermenskennisgewing R. 1043 van 25 Mei 1984, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, deur die volgende subklousules by klousule 7 te voeg:

"(5) 'n Vakleerling, met uitsondering van 'n vakleerling wat in die aangewese ambag Elektriese (Kontruksie) of Elektriese ingeboek is in die Provinsie Natal, wat in die Elektrotegniese Aannemingsnywerheid werksaam is soos in subklousule (1) bedoel, moet, indien sy werkgever dit verkies, na oorleg met die betrokke subkomitee, praktiese institusionele opleidingskursusse bywoon, ten opsigte van die ambag waarvoor hy ingeboek is, wat aangebied word deur 'n tegniese inrigting of opleidingsentrum soos goedgekeur deur die Registrateur van Mannekragopleiding in oorleg met die Opvoedkundige en Opleidingsraad vir die Metaal- en Ingenieursnywerhede.

- (6) 'n Vakleerling bedoel in subklousule (5) moet sodanige praktiese opleidingskursusse op vyf dae per week gedurende sy gewone werkeure vir die duur van die kursusse bywoon en sy werkgever mag nie gedurende hierdie tydperk vereis dat hy vir werk of enige ander doel aanmeld nie.

- (7) 'n Vakleerling bedoel in subklousule (5) moet sodanige praktiese opleidingskursusse begin bywoon van sodanige datum of datums en vir sodanige tydperk of tydperke soos deur die werkgever bepaal mag word in oorleg met die betrokke opleidingsentrum of opleidingskema: Met dien verstande dat die totale getal ure aan-

- (b) the said amendment has been approved by me and shall come into operation on the date of publication hereof.

J. J. G. WENTZEL,

Minister of Agricultural Economics.

SCHEDULE

The following table is hereby substituted for Table 1 of the Schedule to Government Notice R. 1839 of 23 August 1985:

"TABLE 1

LEVIES AND SPECIAL LEVIES ON OILSEEDS REFERRED TO IN CLAUSE 2 (1)

Kind of oilseeds	Levy per ton	Special levy per ton
1	2	3
	R	R
Shelled groundnuts	40,00	11,50
Unshelled groundnuts	29,00	8,34
Sunflower seed	8,00	12,50
Soya beans	6,50	22,50"

DEPARTMENT OF MANPOWER

No. R. 895

16 May 1986

MANPOWER TRAINING ACT, 1981

NATIONAL MANPOWER TRAINING COMMITTEE FOR THE METAL INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

- (a) amend, with effect from the third Monday after the date of publication of this notice, Government Notice R. 1043 of 25 May 1984 by the addition to clause 7 thereof of the following subclauses:

"(5) An apprentice, other than an apprentice indentured in the designated trade Electrician (Construction) or Electrician in the Province of Natal, who is employed in the Electrical Contracting Industry referred to in subclause (1) shall, if his employer so decides after consultation with the relevant subcommittee, attend practical institutional training courses in connection with the trade in which he is indentured, which shall be conducted at a technical institution or training centre as approved by the Registrar of Manpower Training after consultation with the Metal and Engineering Industries Education and Training Board.

- (6) An apprentice referred to in subclause (5) shall attend such practical training courses on five days per week during his ordinary hours of work for the duration of the courses, and during that period he shall not be required by his employer to report for work or any other purpose.

- (7) An apprentice referred to in subclause (5) shall commence attendance of such practical training courses from such date or dates and for such period or periods as may be determined by the employer in conjunction with the training centre or training scheme concerned: Provided that the total number of hours of instruction time per

beveel vir onderrig in elke soort werk wat deur die werkgewer of die tegniese inrigting of opleidingsentrum aangebied word, nie die getal ure aanbeveel in die Bylae hieronder oorskry nie.

- (8) Die tyd wat 'n vakleerling in subklousule (5) bedoel moet deurbring deur sodanige institusionele opleidingskursusse by te woon ingevolge hierdie klousule, moet geag word praktiese opleiding te wees wanneer bepaal word of 'n vakleerling 93 weke praktiese opleiding voltooi het voordat 'n ambagstoets afgeleë mag word.

- (9) 'n Werkgewer van 'n vakleerling in subklousule (5) bedoel, moet die koste in verband met die bywoning van praktiese opleidingskursusse waarna in subklousules (5) en (7) verwys word, dra."; en

- (b) bepaal hierby dat die Leervoordes 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 ten opsigte waarvan die Komitee ingestel is.

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

No. R. 901

16 Mei 1986

WYSIGING VAN DIE REGULASIES UITGEVAARDIG KRAGTENS DIE WERKLOOSHEIDVERSEKERINGSWET, 1966

Die Minister van Mannekrag het kragtens artikel 62 van die Werkloosheidversekeringswet, 1966 (Wet 30 van 1966), die regulasies uiteengesit in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing R. 849 van 29 April 1983, soos gewysig by Goewermentskennisgewings R. 2613 van 2 Desember 1983, R. 2775 van 21 Desember 1984 en R. 2487 van 8 November 1985.

Wysiging van regulasie 4 van die Regulasies

2. Regulasie 4 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

- "(1) 'n Lid van die raad of van 'n komitee, uitgesonderd 'n lid wat in die voltydse diens van die Staat is, moet ingevolge artikel 25 van die Wet, 'n bedrag betaal word, hetsy as 'n toelae, besoldiging of verblyfkostetoelae, in die geval van 'n raadslid, van R16,23 per uur met 'n maksimum van R129,87 per dag en in die geval van 'n komiteelid, van R14,50 per uur met 'n maksimum van R116,07 per dag, waartydens hy vergaderings van die raad of van 'n komitee, na gelang van die geval, bywoon of daarheen of daarvandaan reis."

Inwerkingtreding

3. Hierdie regulasies word geag op 1 Januarie 1984 in werking te getree het.

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

class of work given by the employer or the technical institution or training centre shall not exceed the number of hours recommended in the Schedule below.

- (8) The time spent by an apprentice referred to in subclause (5) in attending such institutional training courses in terms of this clause shall be deemed to be practical training in determining whether an apprentice has completed 93 weeks of practical training before a trade test may be attempted.

- (9) An employer of an apprentice referred to in subclause (5) shall bear all costs in respect of the attendance of practical training courses referred to in subclauses (5) and (7)."; and

- (b) determine that the Conditions 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 in respect of which the Committee was established.

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

No. R. 901

16 May 1986

AMENDMENT OF THE REGULATIONS MADE UNDER THE UNEMPLOYMENT INSURANCE ACT, 1966

The Minister of Manpower has under section 62 of the Unemployment Insurance Act, 1966 (Act 30 of 1966), made the regulations set out in the Schedule.

SCHEDULE

Definition

1. In this Schedule, unless the context otherwise indicates, "the Regulations" shall mean the regulations published by Government Notice R. 849 of 29 April 1983, as amended by Government Notices R. 2613 of 2 December 1983, R. 2775 of 21 December 1984 and R. 2487 of 8 November 1985.

Amendment of regulation 4 of the Regulations

2. Regulation 4 of the Regulations is hereby amended by the substitution for subregulation (1) of the following subregulation:

- "(1) A member of the board or of a committee, other than a member who is in the full-time employment of the State, shall, in terms of section 25 of the Act, be paid an amount, whether as an allowance, remuneration or a subsistence allowance, in the case of a board member, of R16,23 per hour with a maximum of R129,87 per day and in the case of a committee member, of R14,50 per hour with a maximum of R116,07 per day, during which he attends or travels to or from meetings of the board or of a committee, as the case may be."

Coming into operation

3. These regulations shall be deemed to have come into operation on 1 January 1984.

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

No. R. 909

16 Mei 1986

WET OP BASIESE DIENSVOORWAARDES, 1983

AANEENLOPENDE WERK

Ek, Joël Daniël Fourie, Hoofdirekteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby kragtens artikel 33 (1) van die Wet op Basiese Diensvoorwaardes, 1983, dat die herwinning van tin uit tinplaat afval, soos uitgevoer deur African Detinning Works-Afdeling van Metal Box SA Ltd, te Vanderbijlpark, 'n bedrywigheid is met betrekking waartoe daar aaneenlopend in drie skofte per 24 uur, sewe dae per week, gewerk kan word.

J. D. FOURIE,

Hoofdirekteur: Arbeidsverhoudinge.

No. R. 921

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (TRANSVAAL).—WYSIGING VAN HOOF OOREENKOMS

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 bepalinge 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 September 1986 eindig, bindend is vir die werkgeversorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasies of verenigings is; en
- (b) kragtens artikel 48 (1) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1986 eindig, bindend is vir alle ander werkgevers 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 WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (TRANSVAAL)

OOREENKOMS

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

Transvaal launderers', Cleaners' and Dyers' Association

en die

Johannesburg Dry Cleaners' and Launderers' Association

(hierna die "werkgevers" of die "werkgeversorganisasies" genoem), aan die een kant, en die

National Union of Laundering, Cleaning and Dyeing Workers,

die

Laundry, Cleaning and Dyeing Workers' Union of South Africa

en die

South African Laundry, Dry Cleaning and Dyeing Workers' Union

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

No. R. 909

16 May 1986

BASIC CONDITIONS OF EMPLOYMENT ACT, 1983

CONTINUOUS WORKING

I, Joël Daniël Fourie, Chief Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 33 (1) of the Basic Conditions of Employment Act, 1983, declare the recovery of tin from tinplate scrap, as carried out by African Detinning Works-Division of Metal Box SA Ltd, at Vanderbijlpark, to be an activity with respect to which work may be performed continuously in three shifts per 24 hours, seven days a week.

J. D. FOURIE,

Chief Director: Labour Relations.

No. R. 921

16 May 1986

LABOUR RELATIONS ACT, 1956

LAUNDRY, DRY CLEANING AND DYEING TRADE (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 September 1986, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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 the second Monday after the date of publication of this notice and for the period ending 30 September 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,

Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY CLEANING AND DYEING TRADE (TRANSVAAL)

AGREEMENT

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

Transvaal Launderers', Cleaners' and Dyers' Association

and the

Johannesburg Dry Cleaner's and Launderers' Association

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

National Union of Laundering, Cleaning and Dyeing Workers,

the

Laundry, Cleaning and Dyeing Workers' Union of South Africa

and the

South African Laundry, Dry Cleaning and Dyeing Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurbedryf (Transvaal),

om die Ooreenkoms, gepubliseer by Goewermetskennissgewing R. 511 van 8 Maart 1985 (hierna die herbekragtigingsooreenkoms genoem), soos verleng by Goewermetskennissgewings R. 2631 van 22 November 1985 en R. 519 van 21 Maart 1986 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Wassery, Droogskoonmaak- en Kleurbedryf (Transvaal) nagekom word—

- (a) deur alle werkgewers wat lede is van een van die werkgewersorganisasies en wat betrokke is by die Wassery, Droogskoonmaak- en Kleurbedryf (Transvaal), en deur alle werknemers wat lede is van een van die vakverenigings en in genoemde Bedryf werksaam is;
- (b) in die landdrostdistrikte Johannesburg en Alberton.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone in die Vorige Ooreenkoms voorgeskryf word.

(3) Ondanks subklousules (1) en (2) is klousule 7 (1) tot en met (6) en klousules 8, 9, 11 en 26 (1) (c) van die Vorige Ooreenkoms nie van toepassing op of ten opsigte van werknemers wat gereeld 'n loon van R276,94 of meer per week of van R1 200 of meer per maand gedurende 1986 en 1987 ontvang nie.

2. ALGEMENE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

“Klousules 3 tot 4 (1) (a), 4 (1) (b) (soos gewysig by klousule 3 hieronder), 4 (2) tot 7, 8 (soos gewysig by klousule 4 hieronder), 9 tot 10, 11 (soos gewysig by klousule 5 hieronder), 12 tot 26, 27 (soos gewysig by klousule 5 van die Herbekragtigingsooreenkoms), 28, 29, 30 (soos gewysig by klousule 6 hieronder), 31 en 32 van die Ooreenkoms gepubliseer by Goewermetskennissgewing R. 2300 van 29 Oktober 1982, soos herbekragtigt en gewysig by Goewermetskennissgewings R. 2352 van 28 Oktober 1983 en R. 1038 van 25 Mei 1984 (hierna die ‘Vorige Ooreenkoms’ genoem), soos herbekragtigt en verleng by Goewermetskennissgewings R. 511 van 8 Maart 1985 en R. 2631 van 22 November 1985 is van toepassing op werkgewers en werknemers.”

3. KLOUSULE 4.—LONE

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

“(1) (b) Indien 'n werknemer meer verdien as die voorgeskrewe minimum loontariewe hieronder aangedui, moet die werkgewer sy loon binne ses maande vanaf die effektiewe datum van hierdie Ooreenkoms hersien.”

Kategorie	Minimum lone per week
R	
A. Algemene seksie	
1. Ketelbediener.....	62,94
2. Uitroeper.....	58,82
**Los werknemer.—Kyk klousule 4 (3) en 4 (7).	
3. Onderbaas:	
Minstens R5 per week bo die minimum loon vir die hoogstbesoldigde klas werknemer in die groep of seksie aan die hoof waarvan hy staan.	
4. Klerk:	
Eerste jaar ondervinding.....	71,01
Tweede jaar ondervinding.....	78,52
Daarna.....	119,61
5. (a) Werwer graad I: Indien die onbelaste massa van die voertuig wat gebruik word—	
hoogstens 450 kg is.....	71,01
meer as 450 kg is.....	80,08
(b) Werwer graad II.....	61,24
Daarbenewens moet 'n werwer graad II kommissie van 5c betaal word vir alle bestellings ter waarde van R1 vir was, droogskoonmaak of kleur wat meer is as die R40 wat hy in 'n bepaalde week inbring; en dit moet bereken word op grondslag van die pryse wat die klante werklik betaal het, afgesien daarvan of hy sodanige bestellings persoonlik gewerf of aangevra het of nie.	
(c) Werwer se assistent.....	58,82
6. (a) Depotassistent:	
Eerste ses maande ondervinding.....	61,29
Tweede ses maande ondervinding.....	68,49
Daarna.....	73,06
(b) Deeltydse depotassistent.—Kyk klousule 4 (10).....	59,63

being the parties to the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal),

to amend the Agreement published under Government Notice R. 511 of 8 March 1985 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notices R. 2631 of 22 November 1985 and R. 519 of 21 March 1986.

1. SCOPE OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Laundry, Dry Cleaning and Dyeing Trade (Transvaal)—

- (a) by all employers who are members of the employers' organisations and who are engaged in the Laundry, Dry Cleaning and Dyeing Trade (Transvaal), and by all employees who are members of the trade unions and who are employed in the said Trade;
- (b) in the Magisterial Districts of Johannesburg and Alberton.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in the Former Agreement.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of clause 7 (1) to (6) inclusive and clauses 8, 9, 11 and 26 (1) (c) of the Former Agreement shall not apply to or in respect of employees who are in receipt of regular remuneration of R276,94 or more per week or R1 200 or more per month during 1986 and 1987.

2. GENERAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

“The provisions of clauses 3 to 4 (1) (a), 4 (1) (b) (as amended by clause 3 hereunder), 4 (2) to 7, 8 (as amended by clause 4 hereunder), 9 to 10, 11 (as amended by clause 5 hereunder), 12 to 26, 27 (as amended by clause 5 of the Re-enacting Agreement), 28, 29, 30 (as amended by clause 6 hereunder), 31 and 32 of the Agreement published under Government Notice R. 2300 of 29 October 1982, as re-enacted and amended by Government Notices R. 2352 of 28 October 1983 and R. 1038 of 25 May 1984 (hereinafter referred to as the ‘Former Agreement’), as re-enacted and extended by Government Notices R. 511 of 8 March 1985 and R. 2631 of 22 November 1985, shall apply to employers and employees.”

3. CLAUSE 4.—WAGES

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

“(1) (b) Should an employee earn in excess of the prescribed minimum wage rates shown hereunder, the employer shall review his wages within six months of the effective date of this Agreement.”

Category	Minimum rates per week
R	
A. General section	
1. Boiler attendant.....	62,94
2. Caller out.....	58,82
**Casual employee.—See clause 4 (3) and (7).	
3. Chargehand:	
Not less than R5 per week above the minimum wage for the highest paid class of employee in the group or section of which he is in charge.	
4. Clerical employee:	
First year of experience.....	71,01
Second year of experience.....	78,52
Thereafter.....	119,61
5. (a) Canvasser Grade I: If the unladen mass of the vehicle used is—	
not more than 450 kg.....	71,01
over 450 kg.....	80,08
(b) Canvasser Grade II.....	61,24
In addition, a canvasser Grade II shall be paid a commission of 5c on each R1 worth of orders for laundry, dry cleaning or dyeing in excess of R40 brought in by him during any one week which shall be calculated on the basis of the prices actually paid by the customers, irrespective of whether or not he personally solicited or invited such orders.	
(c) Canvasser's assistant.....	58,82
6. (a) Depot attendant:	
First six months of experience.....	61,29
Second six months of experience.....	68,49
Thereafter.....	73,06
(b) Part-time depot attendant.—See clause 4 (10).....	59,63

Kategorie	Minimum lone per week R	Category	Minimum rates per week R
7. (a) Drywer, indien die onbelaste massa van die voertuig wat gebruik word—		7. (a) Driver, if the unladen mass of the vehicle used is—	
hoogstens 450 kg is	66,97	not more than 450 kg	66,97
meer as 450 kg tot 2 700 kg is	73,06	over 450 kg to 2 700 kg	73,06
meer as 2 700 kg is	87,05	over 2 700 kg	87,05
(b) Deeltydse drywer	66,98	(b) Part-time driver	66,98
Met dien verstande dat indien die minimum loon in hierdie subklousule voorgeskrif ten opsigte van die gewone werksaamhede van die betrokke werknemer meer is as die voorgeskrewe loon van 'n deeltydse drywer, sodanige hoër loon betaal moet word. [Kyk ook klousule 4 (5) (d).]		Provided that if the minimum wage prescribed in this subclause relating to the ordinary duties of the employee concerned is more than the prescribed wage of a part-time driver, such higher wage shall be paid. [See also clause 4 (5) (d).]	
(c) Drywer se assistent	58,82	(c) Driver's assistant	58,82
**Werknemers nie vermeld nie.—Kyk klousule 31 (3).		**Employees not specified.—See clause 31 (3).	
8. Ondersoeker:		8. Examiner:	
Eerste drie maande ondervinding	58,82	First three months of experience	58,82
Daarna	61,29	Thereafter	61,29
9. Voorman	179,44	9. Foreman	179,44
10. Algemene werknemer	58,82	10. General employee	58,82
11. Faktotum	86,24	11. Handyman	86,24
12. Faktuurklerk:		12. Invoice clerk:	
Eerste ses maande ondervinding	65,38	First six months of experience	65,38
Tweede ses maande ondervinding	70,74	Second six months of experience	70,74
Daarna	83,92	Thereafter	83,92
**Arbeider.—Kyk "algemene werknemer", A. 10.		**Labourer.—See "general employee", A. 10.	
13. Onderhoudsman	165,83	13. Maintenance man	165,83
14. Heelmaker:		14. Mender:	
Eerste ses maande ondervinding	61,29	First six months of experience	61,29
Daarna	62,43	Thereafter	62,43
**Kyk ook "fynstopper", B. 5.		**See also "invisible mender", B. 5.	
**Kyk "deeltydse depotassistent", 6 (b).		**See "part-time depot attendant", 6 (b).	
**Kyk "deeltydse drywer", 7 (b).		**See "part-time driver", 7 (b).	
15. Gewone naaldwerker	58,82	15. Plain sewer	58,82
**Parser.—Kyk "afwerker", B. 4 en C. 3.		**Presser.—See "finishing hand", B. 4 and C. 3.	
16. Aantekenaar:		16. Recorder:	
Eerste ses maande ondervinding	58,82	First six months of experience	58,82
Tweede ses maande ondervinding	62,14	Second six months of experience	62,14
Daarna	67,82	Thereafter	67,82
17. Magasynman:		17. Storeman:	
Eerste jaar ondervinding	58,85	First year of experience	58,85
Tweede jaar ondervinding	61,29	Second year of experience	61,29
Daarna	98,28	Thereafter	98,28
**Telefonis.—Kyk "klerk".		**Telephone operator.—See "Clerical employee".	
18. Tydopnemer:		18. Timekeeper:	
Eerste jaar ondervinding	59,63	First year of experience	59,63
Tweede jaar ondervinding	66,23	Second year of experience	66,23
Daarna	77,00	Thereafter	77,00
**Werknemers nie vermeld nie.—Kyk klousule 31 (3).		**Employees not specified.—See clause 31 (3).	
19. Wag	58,82	19. Watchman	58,82
B. Droogskoonmaakseksie		B. Dry cleaning section	
1. Massasorteerder	58,82	1. Bulk sorter	58,82
**Kyk ook "sorteerder", B. 8.		**See also "sorter", B. 8.	
2. Nasioner:		2. Checker:	
Eerste ses maande ondervinding	61,24	First six months of experience	61,24
Daarna	66,97	Thereafter	66,97
3. Droëborselaar	58,82	3. Dry-brusher	58,82
4. Afwerker	61,29	4. Finishing hand	61,29
5. Fynstopper:		5. Invisible mender:	
Eerste ses maande ondervinding	61,29	First six months of experience	61,29
Tweede ses maande ondervinding	68,49	Second six months of experience	68,49
Daarna	73,06	Thereafter	73,06
6. Masjienbediener:		6. Machine operator:	
Eerste ses maande ondervinding	58,82	First six months of experience	58,82
Daarna	61,29	Thereafter	61,29
7. Merker:		7. Marker:	
Eerste drie maande ondervinding	58,82	First three months of experience	58,82
Daarna	61,29	Thereafter	61,29
8. Sorteerder:		8. Sorter:	
Eerste drie maande ondervinding	58,82	First three months of experience	58,82
Daarna	61,29	Thereafter	61,29

Kategorie	Minimum lone per week R
9. Vlekuithaler:	
Eerste drie maande ondervinding	58,82
Daarna	61,29
10. Natskoonmaker of waterborselaar:	
Eerste drie maande ondervinding	58,82
Daarna	61,29
C. Wasseryseksie	
1. Kalandermasjien-of mangelbediener	58,82
2. Nasiener:	
Eerste ses maande ondervinding	61,24
Daarna	66,97
3. Afwerker	61,29
4. Masjienbediener:	
Eerste ses maande ondervinding	58,82
Daarna	61,29
5. Merker:	
Eerste ses maande ondervinding	58,82
Daarna	61,29
6. Sorteerder:	
Eerste drie maande ondervinding	58,82
Daarna	61,29
D. Kleurseksie	
1. Nasiener:	
Eerste ses maande ondervinding	61,24
Daarna	66,97
2. Kleurder	173,45
3. Masjienbediener:	
Eerste ses maande ondervinding	58,82
Daarna	61,29
4. Merker:	
Eerste drie maande ondervinding	58,82
Daarna	61,29
5. Naaldwerker	58,82
E. Munt- of skyfie-outomateseksie	
1. Opsigter graad I van 'n bedryfsinrigting met munt- of skyfie-outomate:	
Eerste ses maande ondervinding	61,29
Tweede ses maande ondervinding	69,33
Daarna	73,06
2. Opsigter graad II van 'n bedryfsinrigting met munt- of skyfie-outomate:	
Eerste ses maande ondervinding	59,63
Daarna	63,73."

(2) In subklousule (9) (a) vervang die uitdrukking "1 Januarie 1984" deur die uitdrukking "die datum van inwerkingtreding van hierdie ooreenkoms".

4. KLOUSULE 8.—OORTYDWERK EN NOODWERK

Voeg die volgende nuwe subklousule (2) (a) (iii) in na subklousule (2) (a) (ii):

"(2) (a) (iii) in die geval van alle ander werknemers, gedurende 'n verklaarde tydperk van korttyd op hoogstens die geleentheid gedurende 'n enkele week."

5. KLOUSULE II.—OPENBARE VAKANSIEDAE MET BESOLDIGING

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

"Met dien verstande dat subklousule 3 (a) en (b) van hierdie klousule nie van toepassing is in die geval van werknemers wat versoek word om op Gesinsdag, Stigtingsdag en Krugerdag te werk nie, maar sulke werknemers is geregtig op betaling vir sulke werk ingevolge subklousule (3) (c)."

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

"(3) (c) 'n Werknemer, insluitende 'n los werknemer, wat versoek of toegelaat word om op Gesinsdag, Stigtingsdag en Krugerdag te werk, moet benewens 'n volle dag se loon waarop hy geregtig is, minstens die helfte van sy volle uurloon betaal word vir elke uur of gedeelte van 'n uur aldus werk."

Category	Minimum rates per week R
9. Spotter:	
First three months of experience	58,82
Thereafter	61,29
10. Wet cleaner or water brusher:	
First three months of experience	58,82
Thereafter	61,29
C. Laundry section	
1. Calender machine or mangle operator	58,82
2. Checker:	
First six months of experience	61,24
Thereafter	66,97
3. Finishing hand	61,29
4. Machine operator:	
First six months of experience	58,82
Thereafter	61,29
5. Marker:	
First three months of experience	58,82
Thereafter	61,29
6. Sorter:	
First three months of experience	58,82
Thereafter	61,29
D. Dyeing section	
1. Checker:	
First six months of experience	61,24
Thereafter	66,97
2. Dyer	173,45
3. Machine operator:	
First six months of experience	58,82
Thereafter	61,29
4. Marker:	
First three months of experience	58,82
Thereafter	61,29
5. Sewer	58,82
E. Coin- or token-operated section	
1. Coin- or token-operated establishment attendant Grade I:	
First six months of experience	61,29
Second six months of experience	69,33
Thereafter	73,06
2. Coin- or token-operated establishment attendant Grade II:	
First six months of experience	59,63
Thereafter	63,73."

(2) In subclause (9) (a), substitute the expression "the date of coming into operation of this agreement" for "1 January 1984".

4. CLAUSE 8.—OVERTIME AND EMERGENCY WORK

Insert the following new subclause (2) (a) (iii) after subclause (2) (a) (ii):

"(2) (a) (iii) in the case of any other employee, during a declared period of short-time, on not more than three occasions during any one week."

5. CLAUSE II.—PAID PUBLIC HOLIDAYS

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

"Provided that the provisions of subclause 3 (a) and (b) of this clause shall not apply to or in respect of employees who are requested to work on Family Day, Founders' Day and Kruger Day, but such employees shall be entitled to payment for such work in terms of subclause (3) (c)."

(2) Insert the following subclause (3) (c):

"(3) (c) Any employee, including a casual employee, who is requested or permitted to work on Family Day, Founders' Day and Kruger Day shall be paid not less than the full daily wage to which he is entitled and shall, in addition, be paid not less than half his full hourly wage for each hour or part of an hour worked."

6. KLOUSULE 30.—VERTEENWOORDIGERS VAN VAKVERENIGINGS IN DIE RAAD

Vervang klousule 30 deur die volgende:

“30.—VERTEENWOORDIGERS VAN VAKVERENIGINGS

(1) Elke werkgewer moet aan al sy werknemers wat verteenwoordigers of plaasvervangers in die Raad is alle fasiliteite verleen om hul pligte in verband met die werksaamhede van die Raad na te kom.

(2) Die lede van die Uitvoerende Bestuur van die vakverenigings moet hoogstens agt dae per jaar verlof met besoldiging vir opvoedkundige doeleindes toegestaan word om seminare in verband met gesondheids-, veiligheids- of arbeidswetgewing by te woon: Met dien verstande dat sodanige verloftydperke nie drie agtereenvolgende dae by enige geleentheid oorskry nie, en hoogstens twee persone van groter firmas en een persoon van kleiner firmas wat minder as 20 persone in diens het dit gelykertyd by-woon.”

Namens die partye op hede die 7de dag van Januarie 1986 te Johannesburg onderteken.

H. H. SCHWARZ,

Voorsitter van die Raad.

M. GORDON,

Ondervoorsitter van die Raad.

T. G. PIENAAR,

Sekretaris van die Raad.

6. CLAUSE 30.—TRADE UNION REPRESENTATIVES ON THE COUNCIL

Substitute the following for clause 30:

“30.—TRADE UNION REPRESENTATIVES

(1) Every employer shall allow any of his employees who are representatives or alternates on the Council every facility to attend to their duties in connection with the work of the Council.

(2) The members of the Executive of the trade unions shall be granted a maximum of eight days educational paid leave to attend health, safety or labour laws seminars during any one annum: Provided that such leave periods shall not exceed three consecutive days on any occasion and that not more than two persons from larger firms and one person from smaller firms employing less than 20 persons shall attend at the same time.”

Signed at Johannesburg, on behalf of the parties, this 7th day of January 1986.

H. H. SCHWARZ,

Chairman of the Council.

M. GORDON,

Vice-Chairman of the Council.

T. G. PIENAAR,

Secretary of the Council.

No. R. 922

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956**WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (TRANVAAL).—WYSIGING VAN VOORSORG- EN SIEKTEBYSTANDSFONDSOOREENKOMS**

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 September 1986 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1986 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,

Minister van Mannekrag.

BYLAE**NYWERHEIDSRaad VIR DIE WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (TRANVAAL)****OOREENKOMS**

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

Transvaal Launderers', Cleaners' and Dyers' Association

en die

Johannesburg Dry Cleaners' and Launderers' Association

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

No. R. 922

16 May 1986

LABOUR RELATIONS ACT, 1956**LAUNDRY, DRY CLEANING AND DYEING TRADE (TRANVAAL).—AMENDMENT OF PROVIDENT AND SICK BENEFIT FUND 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 September 1986, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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 the second Monday after the date of publication of this notice and for the period ending 30 September 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,

Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY CLEANING AND DYEING TRADE (TRANVAAL)****AGREEMENT**

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

Transvaal Launderers', Cleaners' and Dyers' Association
and the

Johannesburg Dry Cleaners' and Launderers' Association

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

National Union of Laundering, Cleaning and Dyeing Workers
die
Laundry, Cleaning and Dyeing Workers' Union of South Africa
en die

South African Laundry, Dry Cleaning and Dyeing Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die anderkant,

wat die partye is by die Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurbedryf (Transvaal),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2655 van 7 Desember 1984 (hierna die Herbekragtigingsooreenkoms genoem), soos verleng by Goewermentskennisgewings R. 2632 van 22 November 1985, en R. 530 van 21 Maart 1986, te wysig.

1. TOEPASSINGBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Wassery, Droogskoonmaak- en Kleurbedryf (Transvaal) nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is;
- (b) in die landdrosdistrikte Johannesburg en Alberton.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op en ten opsigte van werknemers vir wie lone voorgeskryf is in 'n ooreenkoms van die Raad wat ingevolge die Wet bindend verklaar is en wat gereeld besoldiging van minder as R276,94 per week of R1 200 per maand gedurende 1986 en 1987 ontvang.

2. ALGEMENE BEPALINGS

In klousule 4 vervang die bewoording "7 (soos gewysig by klousule 6 hieronder)" deur die bewoording "7 (soos gewysig by Goewermentskennisgewing R. 2655 van 7 Desember 1984 en soos gewysig by klousule 3 hieronder)".

3. KLOUSULE 7 VAN DIE VORIGE OOREENKOMS.—BYDRAES

In subklousule (3), vervang die bestaande tabel deur die volgende:

<i>"Bedrag van gewone weekloon van werknemers"</i>	<i>Bedrag van weeklikse by- draes deur die werkgewer</i>
	R
Tot en met R69,24	0,85
R69,25 maar hoogstens R138,47	1,70
R138,48 maar hoogstens R207,71	3,40
R207,72 maar hoogstens R276,94	6,80."

Namens die partye op hede die 7de dag van Januarie 1986 te Johannesburg onderteken.

H. H. SCHWARZ,
Voorsitter van die Raad.

M. GORDON,
Ondervoorsitter van die Raad.

T. G. PIENAAR,
Sekretaris van die Raad.

National Union of Laundering, Cleaning and Dyeing Workers
the
Laundry, Cleaning and Dyeing Workers' Union of South Africa
and the

South African Laundry, Dry Cleaning and Dyeing Workers' Union

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

being the parties to the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal),

to amend the Agreement published under Government Notice R. 2655 of 7 December 1984 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notices R. 2632 of 22 November 1985 and R. 530 of 21 March 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Laundry, Dry Cleaning and Dyeing Trade (Transvaal)—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions;
- (b) in the Magisterial Districts of Johannesburg and Alberton.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply to and be in respect of employees for whom wages are prescribed in any agreement of the Council which has been declared binding under the Act and who are in receipt of regular remuneration of less than R276,94 per week or R1 200 per month during 1986 and 1987.

2. GENERAL PROVISIONS

In clause 4 substitute the wording "7 (as amended by Government Notice R. 2655 of 7 December 1984 and further amended by clause 3 hereunder)" for the wording "7 (as amended by clause 6 hereunder)".

**3. CLAUSE 7 OF THE FORMER AGREEMENT.—
CONTRIBUTIONS**

In subclause (3), substitute the following table for the existing table:

<i>"Amount of ordinary weekly wages of employees"</i>	<i>Amount of weekly con- tributions by the employer</i>
	R
Up to and including R69,24	0,85
R69,25 but not exceeding R138,47	1,70
R138,48 but not exceeding R207,71	3,40
R207,72 but not exceeding R276,94	6,80."

Signed at Johannesburg, on behalf of the parties, this 7th day of January 1986.

H. H. SCHWARZ,
Chairman of the Council.

M. GORDON,
Vice-Chairman of the Council.

T. G. PIENAAR,
Secretary of the Council.

No. R. 927

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956

**SEILWARENYWERHEID, WITWATERSRAND EN
PRETORIA.—HERNUWING VAN OOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 2318 van 30 Oktober 1981 en R. 2209 van 5 Oktober 1984, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 18 Oktober 1987 eindig.

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

No. R. 927

16 May 1986

LABOUR RELATIONS ACT, 1956

**CANVAS GOODS INDUSTRY, WITWATERSRAND
AND PRETORIA.—RENEWAL OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 2318 of 30 October 1981 and R. 2209 of 5 October 1984, to be effective from the date of publication of this notice and for the period ending 18 October 1987.

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

No. R. 928

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956

SEILWARENYWERHEID, WITWATERSRAND EN
PRETORIA.—WYSIGING VAN OOREENKOMS

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 18 Oktober 1987 eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 18 Oktober 1987 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 SEILWARENYWERHEID,
WITWATERSRAND EN PRETORIA

OOREENKOMS

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

Transvaal Canvas Goods Manufacturers' Association

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

South African Canvas and Ropeworkers' Union

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

wat die partye is by die Nywerheidsraad vir die Seilwarenywerheid, Witwatersrand en Pretoria,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2318 van 30 Oktober 1981, soos gewysig en verlang by Goewermentskennisgewings R. 2208 en R. 2209 van 5 Oktober 1984.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

- (a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging;
- (b) in die landdrostrikte Alberton, Benoni, Boksburg [uitgesonderd daardie gedeelte wat voor 6 November 1964 (Goewermentskennisgewing 1779 van 6 November 1964) binne die landdrostrik Heidelberg geval het], Brakpan [uitgesonderd daardie gedeeltes wat voor 25 Julie 1930, 6 November 1964, 1 April 1966 en 1 Julie 1972 (onderskeidelik Proklamasie 149 van 25 Julie 1930 en Goewermentskennisgewings 1779 van 6 November 1964, 498 van 1 April 1966 en 871 van 26 Mei 1972) binne die landdrostrikte Heidelberg en Nigel geval het, maar met inbegrip van daardie gedeelte van die landdrostrik Heidelberg wat voor 27 November 1970 (Goewermentskennisgewing 2095 van 27 November 1970) binne die landdrostrik Brakpan geval het], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [met inbegrip van daardie gedeeltes van die landdrostrikte Koster en Brits wat voor 26 Julie 1963 en 1 Junie 1972 (onderskeidelik Goewermentskennisgewings 1105 van 26 Julie 1963 en 872 van 26 Mei 1972) binne die landdrostrik Krugersdorp geval het], Pretoria [met inbegrip van daardie gedeeltes van die landdrostrikte Groblersdal, Cullinan en Brits wat

No. R. 928

16 May 1986

LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRAND
AND PRETORIA.—AMENDMENT OF 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 18 October 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; 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 the second Monday after the date of publication of this notice and for the period ending 18 October 1987, 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 CANVAS GOODS INDUSTRY,
WITWATERSRAND AND PRETORIA

AGREEMENT

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

Transvaal Canvas Goods Manufacturers' Association

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

South African Canvas and Ropeworkers' Union

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

being the parties to the Industrial Council for the Canvas Goods Industry, Witwatersrand and Pretoria,

to amend the Agreement published under Government Notice R. 2318 of 30 October 1981, as amended and extended by Government Notices R. 2208 and R. 2209 of 5 October 1984.

1. SCOPE OF APPLICATION OF AGREEMENT

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

- (a) by all employers and employees who are members of the employers' organisation and the trade union, respectively;
- (b) in the Magisterial Districts of Alberton, Benoni, Boksburg [excluding that portion which, prior to 6 November 1964 (Government Notice 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg], Brakpan [excluding those portions which, prior to 25 July 1930, 6 November 1964, 1 April 1966 and 1 July 1972 (Proclamation 149 of 25 July 1930 and Government Notices 1779 of 6 November 1964, 498 of 1 April 1966 and 871 of 26 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice 2095 of 27 November 1970), fell within the Magisterial District of Brakpan], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notices 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Pretoria [including those portions of the Magisterial Districts of Groblersdal, Cullinan

voor 28 November 1941, 30 Mei 1968 en 1 Junie 1972 (onderskeidelik Proklamasie 225 van 28 November 1941 en Goewermenskenningsgewings 970 van 30 Mei 1968 en 872 van 26 Mei 1972) binne die landdrostrik Pretoria geval het, maar uitgesonderd die plaas Geelbeksley 345], Randburg, Randfontein [uitgesonderd die plase Moa-downs 1, Holfontein 17, Leeuwpans 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 en Rietfontein 48, maar met inbegrip van daardie gedeeltes van die landdrostrikte Oberholzer en Koster wat voor 14 Augustus 1953 en 26 Julie 1963 (onderskeidelik Goewermenskenningsgewings 1718 van 14 Augustus 1953 en 1105 van 26 Julie 1963) binne die landdrostrik Randfontein geval het], Roodepoort, Springs en Westonaria [uitgesonderd daardie gedeeltes wat voor 1 Oktober 1966 en 1 September 1978 (Goewermenskenningsgewings 1476 van 30 September 1966 en 1745 van 1 September 1978) onderskeidelik binne die landdrostrikte Vanderbijlpark en Potchefstroom geval het, maar met inbegrip van daardie gedeelte van die landdrostrik Vereeniging wat voor 1 November 1970 (Goewermenskenningsgewing 1618 van 2 Oktober 1970) binne die landdrostrik Westonaria geval het] en Wonderboom.

- (2) Ondanks subklousule (1), is hierdie Ooreenkomst van toepassing slegs op werknemers vir wie lone voorgeskryf word in klousule 4 van die Ooreenkomst gepubliseer by Goewermenskenningsgewing R. 2318 van 30 Oktober 1981.

2. KLOUSULE 4.—BESOLDIGING

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

	Tot 17/4/87 Per week	Vanaf 18/4/87 Per week
	R	R
(a) Blindinghanger.....	93,00	100,00
(b) (i) Uitknipper, ongekwalifiseer:		
Eerste ses maande ondervinding...	45,00	48,50
Tweede ses maande ondervinding...	52,00	56,00
Derde ses maande ondervinding...	57,00	61,50
(ii) Uitknipper, gekwalifiseer.....	61,50	66,00
(c) (i) Leerlingsnyer:		
Eerste ses maande ondervinding...	55,00	59,00
Tweede ses maande ondervinding...	63,50	68,50
Derde ses maande ondervinding...	70,50	76,00
Vierde ses maande ondervinding...	76,00	82,00
Vyfde ses maande ondervinding...	84,00	90,50
(ii) Snyer, gekwalifiseer.....	91,00	98,00
(d) (i) Afleweringsmotordrywer: Drywers van motorvoertuie met 'n onbelaste massa van—		
hoogstens 450 kg.....	45,00	48,50
meer as 450 kg tot 2 750 kg.....	49,50	53,00
meer as 2 750 kg tot 4 550 kg.....	62,50	67,00
meer as 4 550 kg.....	72,00	77,50
(ii) Personeelmotordrywer.....	45,00	48,50
(e) Voorman.....	129,00	138,50
(f) (i) Algemene assistent, ongekwalifiseer:		
Eerste ses maande ondervinding...	47,50	51,00
Tweede ses maande ondervinding...	51,50	55,50
Derde ses maande ondervinding...	57,00	61,50
Vierde ses maande ondervinding...	62,50	67,00
Vyfde ses maande ondervinding...	72,50	78,00
(ii) Algemene assistent, gekwalifiseer.....	86,00	92,50
(g) Faktotum.....	69,50	74,50
(h) Werktuigkundige.....	94,50	101,50
(i) Masjienwerker (swaar masjiene):.....	86,00	92,50
(j) (i) Masjienwerker, ongekwalifiseer (ander masjiene):		
Eerste ses maande ondervinding...	47,50	51,00
Tweede ses maande ondervinding...	55,50	59,50
(ii) Masjienwerker, gekwalifiseer (ander masjiene):.....	64,50	69,50
(k) Nagwag.....	53,00	57,00
(l) Nie elders vermeld nie.....	48,50	52,00
(m) Sweismasjienbediener.....	50,00	54,00
(n) Arbeider.....	51,50	55,50"

3. KLOUSULE 16.—FONDSE VAN DIE RAAD

Vervang die syfer "18c" deur die syfer "25c".

and Brits which, prior to 28 November 1941, 30 May 1968 and 1 June 1972 (Proclamation 225 of 28 November 1941 and Government Notices 970 of 30 May 1968 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksley 345], Randburg, Randfontein [excluding the farms Moa-downs 1, Holfontein 17, Leeuwpans 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 and Rietfontein 48, but including those portions of the Magisterial Districts of Oberholzer and Koster which, prior to 14 August 1953 and 26 July 1963 (Government Notices 1718 of 14 August 1953 and 1105 of 26 July 1963, respectively), fell within the Magisterial District of Randfontein], Roodepoort, Springs and Westonaria [excluding those portions which, prior to 1 October 1966 and 1 September 1978 (Government Notices 1476 of 30 September 1966 and 1745 of 1 September 1978), fell within the Magisterial Districts of Vanderbijlpark and Potchefstroom], respectively, but including that portion of the Magisterial District of Vereeniging which, prior to 1 November 1970 (Government Notice 1618 of 2 October 1970), fell within the Magisterial District of Westonaria] and Wonderboom.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice R. 2318 of 30 October 1981.

2. CLAUSE 4.—REMUNERATION

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

	Up to 17/4/87 Per week	From 18/4/87 Per week
	R	R
(a) Blindhanger.....	93,00	100,00
(b) (i) Chopper-out, unqualified:		
First six months of experience.....	45,00	48,50
Second six months of experience.....	52,00	56,00
Third six months of experience.....	57,00	61,50
(ii) Chopper-out, qualified.....	61,50	66,00
(c) (i) Cutter, learner:		
First six months of experience.....	55,00	59,00
Second six months of experience.....	63,50	68,50
Third six months of experience.....	70,50	76,00
Fourth six months of experience.....	76,00	82,00
Fifth six months of experience.....	84,00	90,50
(ii) Cutter, qualified.....	91,00	98,00
(d) (i) Driver (deliveries): Driver of motor vehicle with an unladen mass of—		
up to 450 kg.....	45,00	48,50
over 450 kg to 2 750 kg.....	49,50	53,00
over 2 750 kg to 4 550 kg.....	62,50	67,00
over 4 550 kg.....	72,00	77,50
(ii) Driver (staff).....	45,00	48,50
(e) Foreman.....	129,00	138,50
(f) (i) General assistant, unqualified:		
First six months of experience.....	47,50	51,00
Second six months of experience.....	51,50	55,50
Third six months of experience.....	57,00	61,50
Fourth six months of experience.....	62,50	67,00
Fifth six months of experience.....	72,50	78,00
(ii) General assistant, qualified.....	86,00	92,50
(g) Handyman.....	69,50	74,50
(h) Mechanic.....	94,50	101,50
(i) Machinist (heavy machines).....	86,00	92,50
(j) (i) Machinist, unqualified (other machines):		
First six months of experience.....	47,50	51,00
Second six months of experience.....	55,50	59,50
(ii) Machinist, qualified (other machines).....	64,50	69,50
(k) Night watchman.....	53,00	57,00
(l) Not elsewhere specified.....	48,50	52,00
(m) Welding machine operator.....	50,00	54,00
(n) Labourer.....	51,50	55,50"

3. CLAUSE 16.—COUNCIL FUNDS

Substitute the figure "25c" for the figure "18c".

4. KLOUSULE 21.—SIEKEFONDS

(1) In subklousule (2), vervang die tabel deur die volgende:

"Loon per week"	Weeklikse bydraes betaalbaar
	R
Hoogstens R51,50	2,00
Van R51,51 tot R55,50	2,70
Van R55,51 tot R76,00	2,90
Van R76,01 tot R94,50	3,15
Van R94,51 en hoër	3,65

(2) In subklousule (11) (a), vervang subparagraaf (iv) deur die volgende:

"(iv) *medisyne*.—(aa) Lede moet die apteker ten volle betaal vir medisyne wat deur 'n dokter voorgeskryf word. 'n Afskrif van die voorskrif moet, saam met 'n kwitansie vir die betaling, van die apteker verkry word, en die voorskrif en die kwitansie moet gestuur word aan die Fonds se sekretaris wat die bedrag onmiddellik aan die lid sal terugbetaal, onderworpe aan 'n heffing van R3,00 vir elke voorskrif wat van die bedrag afgetrek sal word; of

(ab) lede kan 'n afskrif van die voorskrif, tesame met die bedrag betaalbaar, na die kantore van die sekretaris bring waar 'n tjek betaalbaar aan die apteker, min die heffing van R3,00 aan die lid verskaf sal word. Die lid kan dan die apteker betaal en die medisyne verkry:

Met dien verstande dat die maksimum bedrag ten opsigte van medisyne per kalenderjaar (d.w.s. 1 Januarie tot 31 Desember) R500,00 per lid is."

(3) In subklousule (11) (a) (ix), vervang die syfer "R10" deur die syfer "R15" en die syfer "R20" deur die syfer "R25".

(4) In subklousule (11) (a) (x), vervang die tabel deur die volgende:

"Weeklikse bydraes"	Siekebesoldiging na 52 bydraes by een werkgever		Siekebesoldiging na 13 bydraes	
	Per week	Per dag	Per week	Per dag
R	R	R	R	R
2,00	23,75	4,75	22,50	4,50
2,70	26,25	5,25	26,25	4,75
2,90	35,00	7,00	31,25	6,25
3,15	47,50	9,50	42,50	8,50
3,65	70,00	14,00	55,00	11,00

(5) In subklousule (11) (b) (iii) vervang die syfer "R40" deur die syfer "R50" en die syfer "R80" deur die syfer "R100".

(6) In subklousule (11) (c) (iii), vervang die tabel deur die volgende:

"TABEL"

Bydrae per week	Globale betaling
R	R
2,00	450
2,70	900
2,90	1 100
3,15	1 265
3,65	1 800

Namens die partye op hede die 28ste dag van Februarie 1986 te Johannesburg onderteken.

J. DANIEL,

Voorsitter van die Raad.

G. EICHORN,

Ondervoorsitter van die Raad.

W. B. FLOWERS & CO.,

Sekretaris van die Raad.

No. R. 929

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956**DRUK- EN NUUSBLADNYWERHEID.—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

4. CLAUSE 21.—SICK FUND

(1) In subclause (2), substitute the following for the existing table:

"Wages per week"	Weekly contributions payable
	R
Not exceeding R51,50	2,00
From R51,51 to R55,50	2,70
From R55,51 to R76,00	2,90
From R76,01 to R94,50	3,15
From R94,51 upwards	3,65

(2) In subclause (11) (a), substitute the following for subparagraph (iv):

"(iv) *medicines*.—(aa) Members will be required to pay chemists in full for any medicines prescribed by a medical practitioner. A copy of such prescription must be obtained from the pharmacy, together with a receipt for the payment, and the prescription and the receipt must then be submitted to the Fund Secretaries who will immediately refund the amount to the member, subject to a levy of R3,00 on each prescription, which will be deducted from the amount claimed; alternatively,

(b) members can bring a copy of the prescription, plus the amount it will cost, to the offices of the Secretaries, and a cheque made out to the chemists less the R3,00 levy will be given to the member. The member can then pay the chemist and collect the medicines:

Provided that the maximum amount in respect of medicines per calendar year (i.e. 1 January to 31 December) will be R500 per member."

(3) In subclause (11) (a) (ix), substitute the figure "R15" for the figure "R10" and the figure "R25" for the figure "R20".

(4) In subclause (11) (a) (x), substitute the following for the existing table:

"Weekly contributions"	Sick pay after 52 contributions with one employer		Sick pay after 13 contributions	
	Per week	Per day	Per week	Per day
R	R	R	R	R
2,00	23,75	4,75	22,50	4,50
2,70	26,25	5,25	26,25	4,75
2,90	35,00	7,00	31,25	6,25
3,15	47,50	9,50	42,50	8,50
3,65	70,00	14,00	55,00	11,00

(5) In subclause (11) (b) (iii), substitute the figure "R50" for the figure "R40" and the figure "R100" for the figure "R80".

(6) In subclause 11 (c) (iii), substitute the following for the existing table:

"TABLE"

Contribution per week	Lump sum payment
R	R
2,00	450
2,70	900
2,90	1 100
3,15	1 265
3,65	1 800

Signed at Johannesburg, on behalf of the parties, this 28th day of February 1986.

J. DANIEL,

Chairman of the Council.

G. EICHORN,

Vice-Chairman of the Council.

W. B. FLOWERS & CO.,

Secretaries of the Council.

No. R. 929

16 May 1986

LABOUR RELATIONS ACT, 1956**PRINTING AND NEWSPAPER INDUSTRY.—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

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 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 5 en 9 [vir sover dit klousule 19 (1) (e) en (2) van die Hofooreenkoms soos gepubliseer by Goewermentskennisgewing R. 2744 van 24 Desember 1982 wysig], met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1986 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

**NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN NUUS-
BLADNYWERHEID VAN SUID-AFRIKA**

OOREENKOMS

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

The South African Printing and Allied Industries Federation
en

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika,

om die Hofooreenkoms gepubliseer by Goewermentskennisgewing R. 2744 van 24 Desember 1982, soos gewysig en hernieu by Goewermentskennisgewings R. 1363 van 1 Julie 1983, R. 2423 van 4 November 1983, R. 2746 van 14 Desember 1984, R. 19 van 3 Januarie 1986 en R. 295 van 21 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Druk- en Nuusbladnywerheid nagekom word—

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasies en deur alle werknemers wat lede is van die vakvereniging wat betrokke is by of in diens is in die Nywerheid, soos omskryf;
- (b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai.

HOOFSTUK 1

2. KLOUSULE 2.—WOORDOMSKRYWING

(1) In die omskrywing van "fabriekshelper"—

- (a) in paragraaf (l), skrap die uitdrukking "uitgesonderd bandwerk op koevertmasjiene";
- (b) vervang paragraaf (x) deur die volgende:

"(x) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Riffelbord en Riffelbordhouers:

- (i) bord met die hand vóór stikwerk vou, of gegomde band aan die bome van houe vasheg ten einde hulle te voltooi;
- (ii) geriffelde houe baal;
- (iii) goedere palettiseer;
- (iv) 'n oordramotor bedien;
- (v) lokale toewys;";

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 31 December 1986, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or 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 9 [in so far as it amends clause 19 (1) (e) and (2) of the Main Agreement published under Government Notice R. 2744 of 24 December 1982], shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

**NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND
NEWSPAPER INDUSTRY OF SOUTH AFRICA**

AGREEMENT

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

The South African Printing and Allied Industries Federation
and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa,

to amend the Main Agreement published under Government Notice R. 2744 of 24 December 1982, as amended and renewed by Government Notices R. 1363 of 1 July 1983, R. 2423 of 4 November 1983, R. 2746 of 14 December 1984, R. 19 of 3 January 1986 and R. 295 of 21 February 1986.

1. SCOPE OF APPLICATION

(1) The provisions of this Agreement shall be observed in the Printing and Newspaper Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade union who are engaged or employed in the Industry, as defined;
- (b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

CHAPTER 1

2. SECTION 2.—DEFINITIONS

(1) In the definition of "factory aid"—

- (a) in paragraph (l), delete the expression "other than banding on envelope machines;";
- (b), substitute the following for paragraph (x):

"(x) any one or more of the following operations in the Corrugated Board and Container Section:

- (i) Folding of boards by hand prior to stitching or affixing gummed tape to the bottoms of containers in order to complete them;
- (ii) baling of corrugated containers;
- (iii) palletising;
- (iv) transfer car operating; or
- (v) bay allocating;";

(c) in paragraaf (ae), skrap die woorde "wat uit minder as vyf seksies bestaan";

(d) vervang paragraaf (ai) (x) deur die volgende:

"(ai)(x) gedrukte voorrade op rakke pak, van rakke afhaal en opeenstapel;

(xi) voorrade voor of na bewerking gelykskud en laai";

(e) vervang paragraaf (ap) deur die volgende:

"(ap) afvalpapier met 'n handbaalmasjien baal";

(f) voeg die volgende nuwe paragrafe in:

"(at) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Skryfbehoeftevervaardiging in Massa:

(i) gegomde bordkante op gestikte boekblokke in posisie plaas;

(ii) veelvoudige gaatjies in gelinieerde velle of blokke pons voordat dit met draad gebind word;

(iii) die vooraf gevormde draad afsluit nadat dit in die geponste gelinieerde velle of blokke op 'n trapmasjien geryg is;

(au) gedrukte en/of gelinieerde produkte in veelvoudige lae met die hand opstop en daarna met die hand in enkele strokies of lae splits";

(2) Voeg die volgende nuwe omskrywing in:

"'voumasjienbediener' 'n werknemer wat as sodanig by die Raad geregistreer is en wat die nodige verstellings maak aan die meganisme van voumasjiene wat papier meer as vier keer in een deurloop kan vou of sodanige masjien bedien of oor die bediening daarvan toesig hou";

(3) In paragraaf (c) van die omskrywing van "vakman", voeg die woorde "'n papiersakontwerper, 'n riffelbordontwerper," in na die woorde "'n papiersakmasjienbediener".

(4) Voeg die volgende nuwe omskrywing in:

"'leerling-voumasjienbediener' 'n werknemer wat met die skriftelike toestemming van die Vaste Komitee geleer word hoe om die werk van 'n voumasjienbediener te doen";

(5) Vervang die omskrywing van "geskoolde werknemer" deur die volgende:

"'geskoolde werknemer' 'n werknemer vir wie 'n minimum loon in klousule 6 (1) (a), (b) en (c), klousule 25 (6) (p), 25 (7) (a) (ii), 25 (12) (ii) en 25 (14) (h) (ii), Tabel 20 van klousule 36 en Tabel 23 van klousule 40 voorgeskryf word, en elke persoon wat geregtig is op minstens die toploonskaal soos in Tabel 4 van klousule 6 van hierdie Ooreenkoms voorgeskryf en in Tabel 16 van klousule 31";

3. KLOUSULE 5.—GEBIEDSINDELING VAN DIE REPUBLIEK

Voeg die woord "Chatsworth," in tussen die woorde "Camperdown", en "Durban".

HOOFSTUK 2

4. KLOUSULE 6.—LOONTARIEWE

(1) Vervang klousule 6 (1) (d) (iv) deur die volgende:

"(1) (d) (iv) Voumasjienbedieners, degelpersdrukkers, litobediens en roletketmasjienbedieners.....Tabel 6";

(2) Vervang klousule 6 (1) (d) (v) deur die volgende:

"(1) (d) (v) Leerling-voumasjienbedieners, leerling-degelpersdrukkers, leerling-litobediens en leerling-roletketmasjienbedieners volgens hul ondervinding soos bepaal deur die Vaste Komitee.....Tabel 7";

(3) In klousule 6 (1) (d) (ix), vervang die uitdrukking "Tabelle 10 en 11" deur die uitdrukking "Tabel 11".

(4) Vervang subklousule (8) deur die volgende:

"(8) Ondanks subklousule (1) moet alle geskoolde werknemers wat hoër lone ontvang as die minimum loonskaal op 31 Desember 1985 voorgeskryf vanaf die datum van inwerkingtreding van hierdie Ooreenkoms 'n verhoging van minstens R17,50 per week betaal word. Insgelyks moet alle ander werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en alle vakleerlinge, uitgesonderd fabriekshelpers, wat hoër lone ontvang as die minimum loonskaal op 31 Desember 1985 voorgeskryf vanaf die datum van inwerkingtreding van hierdie Ooreenkoms 'n verhoging van minstens R12 per week betaal word. Insgelyks moet alle fabriekshelpers wat hoër lone ontvang as die minimum loonskaal op 31 Desember 1985 voorgeskryf vanaf die datum van inwerkingtreding van hierdie Ooreenkoms 'n verhoging van minstens R10 per week in die stedelike gebiede en R8 per week in die plattelandse gebiede betaal word."

(c) in paragraph (ae), delete the words "consisting of less than five sections";

(d) substitute the following for paragraph (ai) (x):

"(ai) (x) racking, unranking and piling of printed stock; or

(xi) jogging and loading of stock before and after processing";

(e) substitute the following for paragraph (ap):

(ap) baling waste paper by means of a manually operated baling machine";

(f) insert the following new paragraphs:

"(at) any one or more of the following operations in the Bulk Stationery Manufacturing Section:

(i) positioning glued board sides on to sewn book blocks;

(ii) multiple hole punching of ruled sheets or blocks for preformed wire binding;

(iii) closing of preformed wire after threading into punched ruled sheets or blocks on a treadle operated machine;

(au) padding by hand of printed and-or ruled products in multiple layers and the subsequent hand slitting to single strips or layers";

(2) Insert the following new definition:

"'folder operator' means an employee who is registered as such by the Council, and who makes the necessary adjustments to the mechanism or operates or supervises the operation of folding machines capable of folding paper in excess of four folds in one pass";

(3) In paragraph (c) of the definition of "journeyman", insert the words "a paper sack originator, a corrugated board originator", the words "a paper sack machine attendant".

(4) Insert the following new definition:

"'learner folder operator' means an employee who, with the written permission of the Standing Committee, is being taught how to do the work of a folder operator";

(5) Substitute the following for the definition of "skilled employee":

"'skilled employee' means an employee for whom minimum wage rates are prescribed in section 6 (1) (a), (b) and (c), section 25 (6) (p), 25 (7) (a) (ii), 25 (12) (ii) and 25 (14) (h) (ii), Table 20 of section 36 and Table 23 of section 40, and every person entitled to not less than the top rate of wages prescribed in Table 4 of section 6 of this Agreement and in Table 16 of section 31";

3. SECTION 5.—DIVISION OF REPUBLIC INTO AREAS

Insert the word "Chatsworth", between the words "Camperdown", and "Durban".

CHAPTER 2

4. SECTION 6.—WAGE RATES

(1) Substitute the following for section 6 (1) (d) (iv):

"(1) (d) (iv) Folder operators, platen pressman, litho operatives and roll machine operatives.....Table 6".

(2) Substitute the following for section 6 (1) (d) (v):

"(1) (d) (v) Learner folder operators, learner platen pressmen, learner litho operatives and learner roll label machine operatives according to their experience as assessed by the Standing CommitteeTable 7".

(3) In section 6 (1) (d) (ix), substitute the expression "Table 11" for the expression "Tables 10 and 11".

(4) substitute the following for subsection (8):

"(8) Notwithstanding the provisions of subsection (1), all skilled employees who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1985 shall, as from the date of coming into operation of this Agreement be paid not less than R17,50 per week extra. Similarly, all other employees for whom minimum wage rates are prescribed in this Agreement, and all apprentices, excluding factory aids, who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1985 shall be paid an increase of not less than R12 per week as from the date of coming into operation of this Agreement. Similarly, factory aids who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1985 shall be paid an increase of not less than R10 per week in the urban areas and R8 per week in the rural areas as from the date of coming into operation of this Agreement."

(5) Vervang Tabelle 1 tot 13 deur die volgende:

"TABEL 1**Dagwerk**

1986

Gebied	Vakmanne nie elders genoem nie Skaal 1	Voormanne, bedieners van vakdrukklito-, veelkleur-, perfekteer- en rolperse Skaal 2	S.M.-bedieners Skaal 3	Bediener-werktuig-kundiges en drukkers-tegnici (elektronika) Skaal 4
	R	R	R	R
Platteland....	257,56	272,47	274,88	291,48
Stedelik.....	259,35	274,45	276,88	293,75

TABEL 2**Dagwerk***Weeklone betaalbaar aan drukkershulpe*

Gebied	1986
	R
Platteland.....	213,67
Stedelik.....	216,48

TABEL 3**Dagwerk***Weeklone betaalbaar aan leerling-drukkershulpe*

1986

Gebied	Eerste jaar	Tweede jaar
	R	R
Platteland.....	180,71	188,50
Stedelik.....	183,53	191,38

TABEL 4**Dagwerk***Weeklone betaalbaar aan chemiemonteerders*

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
	R	R	R	R
Platteland...	156,06	180,06	204,07	233,57
Stedelik.....	157,18	181,35	205,54	235,24

TABEL 5**Dagwerk***Weeklone betaalbaar aan bedieners van vrugtetoeendraaipapiermasjiene*

Gebied	1986
	R
Platteland.....	159,59
Stedelik.....	178,09

TABEL 6**Dagwerk***Weeklone betaalbaar aan voumasjienebedieners, degelpersdrukkers, litobediens en roletiketmasjienebedieners*

Wanneer werksaam ingevolge klousule 25 (5) (d) (ii), moet degelpersdrukkers minstens 10 persent meer betaal word as die lone wat in hierdie Tabel gespesifiseer word.

(5) Substitute the following for Tables 1 to 13:

"TABLE 1**Day work**

1986

Area	Journeymen not elsewhere specified Scale 1	Foremen; offset litho; multi-colour; perfecting and rotary machine minders Scale 2	T.M. operators Scale 3	Operator mechanics and printers' technicians (Electronics) Scale 4
	R	R	R	R
Rural.....	257,47	272,47	274,88	291,48
Urban.....	259,35	274,45	276,88	293,75

TABLE 2**Day work***Weekly wages payable to printers' attendants*

Area	1986
	R
Rural.....	213,67
Urban.....	216,48

TABLE 3**Day work***Weekly wages payable to trainee printers' attendants*

1986

Area	First year	Second year
	R	R
Rural.....	180,71	188,50
Urban.....	183,53	191,38

TABLE 4**Day work***Weekly wages payable to process mounters*

1986

Area	First six months	Second six months	Third six months	Thereafter
	R	R	R	R
Rural.....	156,06	180,06	204,07	233,57
Urban.....	157,18	181,35	205,54	235,24

TABLE 5**Day work***Weekly wages payable to fruit wrapper machine operatives*

Area	1986
	R
Rural.....	159,59
Urban.....	178,09

TABLE 6**Day work***Weekly wages payable to folder operators, platen pressmen, litho operatives and roll label machine operatives*

When employed in terms of section 25 (5) (d) (ii), Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

Gebied	1986
	R
Platteland.....	141,68
Stedelik.....	157,75

TABEL 7**Dagwerk**

Weeklone betaalbaar aan leerling-voumasjienbedieners, leerling-degelpersdrukkers, leerling-litobediensers en leerling-roletketmasjienbedieners volgens hul ondervinding

Wanneer werksaam ingevolge klousule 25 (5) (d) (ii), moet leerling-degelpersdrukkers minstens 10 persent meer betaal word as die lone wat in hierdie Tabel gespesifiseer word.

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
	R	R	R
Platteland.....	92,41	102,10	121,36
Stedelik.....	100,78	111,98	128,57

TABEL 8**Dagwerk**

Weeklone betaalbaar aan monotipe-gietmasjienbedieners volgens hul ondervinding

1986

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland.....	87,38	114,47	142,01
Stedelik.....	93,37	124,58	158,96

TABEL 9**Dagwerk**

Weeklone betaalbaar aan kwartobinders volgens hul ondervinding as sodanig

Die hoogste lone wat in hierdie Tabel gespesifiseer word, is aan bedieners van handsnymasjiene betaalbaar.

1986

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland.....	124,22	133,75	135,98
Stedelik.....	129,74	141,51	151,35

TABEL 10**Dagwerk**

Weeklone betaalbaar aan algemene assistente, bestuurders van motor-voertuie en vorkhyserdrywers

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	84,39	94,78	104,09	116,97
Stedelik.....	90,01	103,54	113,37	123,52

TABEL 11**Dagwerk**

Weeklone betaalbaar aan platsetters

1986

Gebied	Eerste ses maande	Tweede ses maande	Tweede jaar	Derde jaar	Na drie jaar
	R	R	R	R	R
Platteland.....	84,39	94,78	120,80	133,75	135,98
Stedelik.....	90,01	103,54	123,18	141,51	151,35

Area	1986
	R
Rural.....	141,68
Urban.....	157,75

TABLE 7**Day work**

Weekly wages to learner folder operators, learner platen pressmen, learner litho operatives and learner roll lable machine operatives according to their experience

When employed in terms of section 25 (5) (d) (ii), Learner Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

1986

Area	First six months	Second six months	Third six months
	R	R	R
Rural.....	92,41	102,10	121,36
Urban.....	100,78	111,98	128,57

TABLE 8**Day work**

Weekly wages payable to monotype caster attendants in accordance with their experience

1986

Area	First year	Second year	Thereafter
	R	R	R
Rural.....	87,38	114,47	142,01
Urban.....	93,37	124,58	158,96

TABLE 9**Day work**

Weekly wages payable to quarter binders according to their experience as such

The highest rate of wages specified in this Table shall be payable to operatives of manually operated cutting machines.

1986

Area	First year	Second year	Thereafter
	R	R	R
Rural.....	124,22	133,75	135,98
Urban.....	129,74	141,51	151,35

TABLE 10**Day work**

Weekly wages payable to general assistants, drivers of motor vehicles and to fork lift drivers

1986

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural.....	84,39	94,78	104,09	116,97
Urban.....	90,01	103,54	113,37	123,52

TABLE 11**Day work**

Weekly wages payable to solid typesetter

1986

Area	First six months	Second six months	Second year	Third year	After three years
	R	R	R	R	R
Rural.....	84,39	94,78	120,80	133,75	135,98
Urban.....	90,01	103,54	123,18	141,51	151,35

TABEL 12**Dagwerk**

Weeklone betaalbaar aan koevertponsers volgens hul ondervinding as sodanig
1986

Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland.....	R 115,04	R 126,81	R 135,98
Stedelik.....	121,42	137,66	151,35

TABEL 13**Dagwerk**

Weeklone betaalbaar aan leerling-drukkerstegnici (elektronika)
1986

Gebied	Eerste jaar	Tweede jaar	Derde jaar
Platteland en Stedelik.....	R 132,94	R 169,20	R 193,20"

5. KLOUSULE 7.—PROSEDURE IN VERBAND MET DISSIPLINE EN GRIEWE

Vervang klausule 7 deur die volgende:

- "(1) 'n Dissiplinêre kode en griewe-prosedure moet gevolg word wanneer die aanduiding is dat dissiplinêre stappe teen 'n werknemer gedoen moet word of wanneer 'n werknemer 'n grief het in verband met sy werksituasie.
- (2) Indien 'n werkgewer en 'n Kapel onderhandel het oor 'n kode of prosedure in verband met dissipline of griewe of wysigings daarvan moet die kode-prosedure of wysigings daarvan aan die Raad vir registrasie voorgelê word. Die vaste Komitee kan na goeddunke sodanige kode-prosedure registreer. In 'n geregistreerde prosedure in verband met dissipline kan onder andere voorsiening gemaak word vir die skorsing van 'n werknemer vir 'n tydperk van hoogstens vyf werkdade.
- (3) Waar daar nie 'n geregistreerde kode/prosedure bestaan nie is die volgende dissiplinêre kode en griewe-prosedure van toepassing."

A. DISSIPLINÊRE KODE

Oogmerke

Die oogmerke van hierdie dissiplinêre prosedure is—

- (1) om voorsiening te maak vir 'n prosedure wat gevolg moet word vir die dissiplinering van werknemers wie se werkverrigting of gedrag onbehoorlik of onaanvaarbaar is;
- (2) om konflik in die bedryfsinrigting te voorkom;
- (3) om die regte van beide die werkgewer en die werknemer te beskerm en om te verseker dat 'n werknemer, teen wie daar dissiplinêre opgetree word, 'n regverdigde verhoor kry en terselfdertyd die reg van appèl het;
- (4) om te verseker dat alle werknemers bewus is van daardie oortredings wat kan meebring dat hulle summier ontslaan word.

Aard van die dissiplinêre maatreëls

Dissiplinêre optrede neem die volgende vorm aan:

- (1) Mondelinge waarskuwing;
- (2) skriftelike waarskuwing;
- (3) skorsing, of
- (4) ontslag.

Prosedure

Fase 1

Indien 'n werknemer versuim om—

- (1) die werkvoorwaardes van toepassing op hom/haar na te kom;
- (2) sy/haar pligte bevredigend uit te voer;
- (3) hom/haar te gedra op 'n aanvaarbare manier,

moet sy onmiddellike toesighouer hom 'n mondelinge waarskuwing gee. Hierdie waarskuwing moet in die teenwoordigheid van die Vader of klerk van die Kapel gegee word en 'n aantekening hiervan moet in die persoonlike lêer van die werknemer gemaak word.

Fase 2

As die mondelinge waarskuwing nie die gewenste uitwerking op die gedrag van die werknemer het nie, moet die toesighouer, in oorleg met sy onmiddellike meerdere, 'n formele skriftelike waarskuwing aan die werknemer uitreik. Hierdie waarskuwing moet kortliks die feite van die geval weergee en moet geteken wees deur die toesighouer en die werknemer. 'n Afskrif van die waarskuwing moet aan die Kapel gegee word en 'n afskrif moet in die persoonlike lêer van die werknemer geplaas word. Nóg die werknemer nóg die Kapelbeampte mag weier om die waarskuwing te aanvaar op grond daarvan dat daar geen rede is om die waarskuwing uit te reik nie.

TABLE 12**Day work**

Weekly wages payable to envelope punchers according to their experience as such
1986

Area	First year	Second year	Thereafter
Rural.....	R 115,04	R 126,81	R 135,98
Urban.....	121,42	137,66	151,35

TABLE 13**Day work**

Weekly wages payable to trainee printers' technicians (electronics)
1986

Area	First year	Second year	Third year
Rural and urban.....	R 132,94	R 169,20	R 193,20"

5. SECTION 7.—DISCIPLINARY CODE AND GRIEVANCE PROCEDURE

Substitute the following for section 7:

- "(1) A disciplinary code and grievance procedure shall be followed if disciplinary action against an employee is indicated or if an employee has a grievance relating to his work situation.
- (2) If an employer and Chapel have negotiated a disciplinary code or grievance procedure or have negotiated amendments to such code or procedure, the code/procedure or amendments thereto shall be submitted to the Council for registration. The Standing Committee, in its discretion, may register such a code/procedure. A registered disciplinary procedure may, inter alia, provide for the suspension of an employee for a period not exceeding five working days.
- (3) In the absence of a registered code/procedure, the following disciplinary code and grievance procedure shall apply."

A. DISCIPLINARY CODE

Objectives

The objectives of this disciplinary procedure are—

- (1) to provide a procedure to be followed for the disciplining of employees whose work performance or behaviour is unsatisfactory or unacceptable;
- (2) to prevent conflict in the establishment;
- (3) to protect the rights of both employer and employee and to ensure that an employee against whom disciplinary action is taken is given a fair hearing and has the right of appeal;
- (4) to ensure that all employees are aware of those offences which may render them liable to instant dismissal.

Nature of disciplinary measures

Disciplinary action shall take the form of—

- (1) verbal warning;
- (2) written warning;
- (3) suspension; or
- (4) dismissal.

Procedure

Stage 1

Where an employee fails to—

- (1) meet the conditions of service pertaining to him;
- (2) perform his duties in a satisfactory manner;
- (3) behave in an acceptable manner,

his immediate supervisor shall warn him verbally. This warning shall be given in the presence of the Father or clerk of the Chapel and a record thereof shall be placed in the employee's personal file.

Stage 2

If the verbal warning fails to bring about a change in the behaviour of the employee, the supervisor, in consultation with his immediate superior, shall issue a formal written warning to the employee. This warning shall contain brief details of the incident and shall be signed by the supervisor and the employee. A copy of the warning shall be given to the Chapel and a copy shall also be placed in the employee's personal file. Neither the employee nor the Chapel official shall be entitled to refuse to accept such warning on the grounds that there is no cause for the giving of the warning.

Fase 3

Indien die toesighouer, nadat die mondelinge en skriftelike waarskuijings uitgereik is, nog nie tevrede is met die werknemer se werkverrigting of gedrag nie, kan hy die werksbestuurder, fabrieksbestuurder of afdelingsbestuurder versoek om 'n volledige dissiplinêre ondersoek te gelas.

Fase 4

Die bestuurder moet binne twee werkdade 'n ondersoek gelas wat moet plaasvind in die teenwoordigheid van die werknemer, die Kapelvertegenwoordiger, die toesighouer, 'n personeelafdelingsvertegenwoordiger en al die nodige getuies. Die senior bestuurder moet die Voorsitter van die ondersoek wees en na die aanhoor van al die feite in verband met die voorval moet hy besluit oor die nodige dissiplinêre optrede en moet hy die werknemer en die Kapelbeambte daaroor inlig, en in die geval van die skorsing van die werknemer moet hy die plaaslike Gesamentlike Raad skriftelik daarvan in kennis stel.

Werknemer se regte

Indien die Kapel van mening is dat 'n werknemer wat aan dissiplinêre optrede onderwerp is, op onregverdige wyse gestraf is, kan hy verdere vertoë tot die bestuur rig deur die ooreengekome griewe-prosedure te volg.

Summiere ontslag

Die instelling van hierdie dissiplinêre prosedure ontnem nie die werk-gewer die reg om 'n werknemer summier te ontslaan in die geval van growwe wangedrag of pligversuim of as die werknemer 'n oortreding begaan wat summier ontslag regverdig nie. Summiere ontslag kan onder andere die volgende insluit:

- (1) Om te rook in gebiede waar dit verbode is;
- (2) ongemagtigde gebruik van sterk drank of gewoontevormende dwelmiddels op die perseel, of om onder die invloed daarvan te wees terwyl die werknemer op diens is;
- (3) weiering om 'n wettige opdrag van die toesighouer uit te voer of ander werknemers aanhits om dit te doen;
- (4) om te slaap terwyl die werknemer op diens is;
- (5) om te baklei terwyl die werknemer op diens is of te probeer om 'n werknemer te beseer of op watter ander wyse ook al te intimideer;
- (6) om in besit te wees van 'n vuurwapen of ander gevaarlike wapen sonder die nodige toestemming van die bestuur;
- (7) om te dobbel of kaart te speel terwyl die werknemer op diens is;
- (8) om skuldig te wees aan onkoperie of pogings daartoe;
- (9) om in of uit te klok namens 'n ander werknemer of om ongemagtigde veranderings op 'n klokkaart of werkkaart aan te bring;
- (10) om opsetlik valse verklarings of valse inskrywings op opgawes of ander dokumente of aan die werk-gewer te maak;
- (11) om diefstal of bedrog te pleeg of 'n medepligtige te wees of van 'n poging daartoe aan te wend;
- (12) om geld op 'n georganiseerde grondslag aan ander werknemers uit te leen;
- (13) om ander werknemers tot geweld aan te hits;
- (14) om onwettige stakings te organiseer of daaraan deel te neem;
- (15) opsetlike beskadiging of vernietiging van die maatskappy se eiendom gereedskap, masjinerie, ens;
- (16) enige ander regsgeldige rede.

Summiere ontslag kan slegs deur die fabrieksbestuurder gemagtig word wat dan die Kapel daarvan in kennis moet stel.

Algemeen

Skorsing mag vir 'n tydperk van hoogstens vyf werkdade duur.

Die oplossing van griewe en die toepassing van dissiplinêre kodes is die verantwoordelikheid van die bestuur. Werknemers, sowel as toesighouers, moet vry voel om advies en bystand te vra ten opsigte van die toepassing van sodanige prosedures van die persoon wat verantwoordelik is vir die personeelfunksie.

Waar moontlik, moet die bestuur die optredes uiteensit wat gevoeg moet word ten opsigte van wangedrag soos laatkommerie, ongemagtigde afwesigheid ens., en die wyse waarop en die persoon deur wie die straf uitge-deel moet word.

Die beëindiging van 'n dienskontrak deur of die werknemer of die bestuur nadat die toepaslike kennis soos voorgeskryf in die Hoof-ooreenkoms gegee is om ander redes as die verbreking van dissipline, maak nie deel uit van hierdie dissiplinêre prosedure nie.

B. GRIEWEPROSEDURE**Oogmerke**

Die oogmerke met hierdie griewe-prosedure is—

- (1) om 'n werknemer of 'n groep werknemers in die geleentheid te stel om enige misnoeë of gevoel van veronregting wat hy of hulle mag hê ten opsigte van sy/hul werksituasie onder die aandag van die bestuur te bring;
- (2) om konflik in die werkplek te voorkom en op te los;

Stage 3

If, after the verbal warning and the written warning, the supervisor is still not satisfied with the employee's performance or behaviour, the supervisor may request the works manager, factory manager or department manager to institute a full disciplinary enquiry.

Stage 4

The manager shall, within two working days, conduct an enquiry in the presence of the employee, the Chapel representative, the supervisor, a personnel department representative and all required witnesses. The senior manager shall be the Chairman of the enquiry, and after hearing all the facts concerning the incident, shall decide on the necessary disciplinary action and shall inform the employee and the Chapel official thereof, and in the case of suspension of an employee shall advise the local Joint Board in writing forthwith.

Employee's rights

Should the Chapel be of the opinion that an employee who has been subjected to disciplinary action has been unjustly punished, it shall have the right to make further representations to the management by following the agreed grievance procedure.

Summary dismissal

The introduction of this disciplinary procedure shall not remove from the employer his right to dismiss an employee summarily in the case of gross misconduct or neglect of duty or if the employee commits any offence which justifies such action. Summary dismissal may include, inter alia, the following:

- (1) Smoking in areas where smoking is prohibited;
- (2) unauthorised consumption on the premises of intoxicating liquor and/or habit-forming drugs or being under the influence of such substances whilst on duty;
- (3) refusal to execute any lawful order given by a supervisor or inciting other employees to do so;
- (4) sleeping on duty;
- (5) fighting whilst on duty or attempting to injure or in any other way to intimidate an employee;
- (6) being in possession of a firearm or other dangerous weapon without authority granted by the management;
- (7) gambling or playing cards whilst on duty;
- (8) being guilty of bribery or attempts thereof;
- (9) clocking in or out on behalf of any employee or making unauthorised alterations to a time card or job card;
- (10) wilfully making false reports or making false entries on return or other documents or to the employer;
- (11) theft or fraud, or being an accessory or making an attempt thereof;
- (12) lending money to other employees on an organised basis;
- (13) inciting other employees to violence;
- (14) organising or taking part in illegal strikes;
- (15) wilful damage to or destruction of company property, tools, machinery, etc.;
- (16) any other legal reason.

Summary dismissal may only be authorised by the factory manager, who shall inform the Chapel thereof.

General

Suspension shall not exceed five working days.

Resolving grievances and applying disciplinary codes are management responsibilities. Employees, as well as supervisors, should be free to request advice and assistance on the application of these procedures from the person responsible for personnel functions.

Where possible, the management should specify the action that shall be taken for misdemeanour such as lateness, unauthorised absence, etc., and how and by whom the penalties shall be administered.

The termination of a contract of employment by either the employee or the management on giving the appropriate notice prescribed in the Main Agreement for reasons other than breaches of discipline, shall not form part of the disciplinary procedure.

B. GRIEVANCE PROCEDURE**Objectives**

The objectives of this grievance procedure are—

- (1) to allow an employee or a group of employees to bring to the attention of the management any dissatisfaction or feeling of injustice which he or they may have about his/their work situation;
- (2) to prevent and resolve conflict in the work place;

- (3) om die belange van sowel die bestuur as die werknemers te beskerm;
- (4) om die reg van 'n werknemer om te appelleer te erken, asook sy reg om 'n regverdige verhoor te verkry teen enige maatregel of dissiplinêre optrede wat hy as onbillik beskou.

Procedure

Fase 1

Die werknemer moet die grief mondelings opper teenoor sy onmiddellike toesighouer. Laasgenoemde moet, na sy beste vermoë, die werknemer aanmoedig om sy grief vryelik en openlik te stel en moet alle tersaaklike feite omtrent die grief inwin.

Die toesighouer moet dan poog om die grief so gou moontlik, na sy beste vermoë, op te los.

Fase 2

As die toesighouer se besluit vir die werknemer onaanvaarbaar is, moet hy sy grief bespreek met die Vader of klerk van die Kapel. Die werknemer, tesame met die Kapelbeampste, moet dan weer die grief mondelings teenoor die toesighouer opper.

Fase 3

As die toesighouer se besluit nog steeds onaanvaarbaar is, moet die Kapel die saak met die werksbestuurder, fariëksbestuurder of afdelingsbestuurder opper, en die bestuurder moet sy beslissing bekendmaak binne twee werkdade nadat alle feite omtrent die grief ingewin is.

Fase 4

Indien die werknemer en die Kapel nie die beslissing van die bestuurder aanvaar nie, moet die grief op skrif gestel word en 'n afskrif moet aan die bestuur oorhandig word. Die bestuur en die Kapel moet die grief dan verwys na die plaaslike beampste van die werkgewersorganisasies en die vakvereniging en die prosedure soos voorgeskryf in klousule 11 van die Konstitusie van die Nasionale Nywerheidsraad tree dan in werking.

6. KLOUSULE 12.—WERKURE

Voeg die volgende nuwe subklousule (11) in:

- “(11) 'n Werkgewer wat voornemens is om die werkure van 'n werknemer te verander, moet sodanige werknemer minstens een week skriftelik van sy voorneme om dit te doen in kennis stel: Met dien verstande dat die plaaslike Gesamentlike Raad in noodgevallen 'n korter kennisgewing kan magtig of kondoneer.”

7. KLOUSULE 14.—VAKANSIEDAE EN VAKANSIEVERLOF

- (1) Vervang subklousule (2) (a) deur die volgende:

“(2) (a) 'n Werkgewer moet, ooreenkomstig hierdie klousule, aan elkeen van sy werknemers minstens drie weke verlof met besoldiging in elke jaar toestaan, en daarbenewens sewe spesiale vakansiedae met besoldiging, naamlik Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Geloftedag, Kersdag en Welwillendheidsdag, en vereis dat elke werknemer dit neem, en die werknemer moet dit neem: Met dien verstande dat 'n werkgewer in bedryfsinrigtings waar koerante, tydskrifte en dergelike publikasies uitgegee word en daar binne 'n tydlimiet gewerk moet word, van sy werknemer kan vereis om op Welwillendheidsdag te werk en na onderlinge ooreenkoms met die werknemer van hom kan vereis om op 'n ander dag as Welwillendheidsdag verlof te neem en daarvoor betaal te word. Die gewone jaarlikse vakansieverlof loop proporsioneel op ten opsigte van werk gedurende die kalenderjaar. Die spesiale vakansiedae loop op ten opsigte van die werkweek waarin hulle val: Met dien verstande dat die werknemer in die diens van die werkgewer is op die dag voor en ook ná die spesiale vakansiedag. As 'n werknemer op die volle of 'n gedeelte van die werkdag onmiddellik voor of na die spesiale vakansiedag van sy werk afwesig is sonder die toestemming van sy werkgewer of sonder om 'n aanvaarbare mediese sertifikaat voor te lê, verbeur hy, behoudens die goedkeuring van die betrokke Gesamentlike Raad, sy reg om vir sodanige vakansiedag betaal te word.”

- (2) Hernommer subklousule (2) (b) om te lui subklousule (2) (b) (i) en voeg die volgende nuwe subklousule (2) (b) (ii) in:

“(2) (b) (ii) 'n Werknemer, uitgesonderd 'n werknemer in subparagraaf (i) hiervan bedoel, wat die volgende getal jare ononderbroke diens by 'n bepaalde bedryfsinrigting voltooi het moet toegelaat word en van hom moet vereis word om elke jaar, benewens die minimum verlof in paragraaf (a) hiervan bedoel, die getal vakansiedae met besoldiging te neem wat hieronder gemeld word:

5 tot 9 jaar voltooië diens: een dag;

10 tot 14 jaar voltooië diens: drie dae;

15 jaar of langer voltooië diens: vyf dae;

Met dien verstande dat 'n werkgewer 'n werknemer vir dié bykomende verlof kan betaal in plaas van die bykomende verlof aan hom toe te staan.”

- (3) to protect the interests of the management and the employees;
- (4) to recognise the right of employees to appeal and to be given a fair hearing against any measure or disciplinary action which they consider to be unjust.

Procedure

Stage 1

The employee must raise the grievance verbally with his immediate supervisor. The supervisor must, to the best of his ability, encourage the employee to express his grievance freely and openly and obtain all the relevant facts about the grievance.

The supervisor shall endeavour, to the best of his ability, to resolve the grievance as speedily as possible.

Stage 2

If the supervisor's decision is unacceptable to the employee, the employee shall discuss his grievance with the Father or the clerk of the Chapel.

The employee, together with a representative of the Chapel, shall again raise the grievance verbally with the supervisor.

Stage 3

If the supervisor's decision is still unacceptable, the Chapel shall raise the matter with the works manager, factory manager or department manager, and the manager shall give his decision within two working days after receipt of the details of the grievance.

Stage 4

Should the employee and the Chapel not accept the decision of the manager, the grievance shall be put down in writing and a copy handed to the management. The management and the Chapel shall then refer the grievance to the local officials of the employers' organisations and the trade union and the procedure prescribed in clause 11 of the National Industrial Council Constitution shall then come into operation.”

6. SECTION 12.—HOURS OF WORK

Insert the following new subsection (11):

- “(11) An employer who proposes to alter the hours of work of an employee shall give such an employee not less than one week's notice in writing of his intention to do so: Provided that in cases of emergency the local Joint Board may authorise or condone shorter notice.”

7. SECTION 14.—HOLIDAYS

- (1) Substitute the following for subsection (2) (a):

“(2) (a) An employer shall allow and require each of his employees to take, and an employee shall take, in accordance with the provisions of this section, a minimum of three weeks' paid holiday leave during each year, and in addition seven special paid holidays, namely New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and Day of Goodwill: Provided that, in establishments where newspapers, magazines and similar publications are produced where deadlines must be met, an employer may require an employee to work on Day of Goodwill and, by arrangement with the employee, require such employee to take another day's leave and be paid therefor, in lieu of the day of Goodwill. The ordinary annual holiday leave shall accrue proportionately in respect of employment during the calendar year. The special holidays accrue in respect of the working week in which they fall: Provided that the employee is in the employ of the employer the day prior to and also subsequent to the special holiday. If an employee is absent from work without the permission of his employer or without the production of an acceptable medical certificate on the whole or part of the working day immediately prior to or subsequent to the special holiday, the employee shall, subject to the approval of the Joint Board concerned, forfeit his right to be paid for such holiday.”

- (2) Renumber subsection (2) (b) as subsection (2) (b) (i) and insert the following new subsection (2) (b) (ii):

“(2) (b) (ii) An employee, other than an employee referred to in subparagraph (i) hereof, who has completed the following number of years' continuous service at a particular establishment shall be allowed and required to take the number of days paid holiday leave referred to hereunder during each year in addition to the minimum leave referred to in paragraph (a) hereof:

5 to 9 years' completed service: one day;

10 to 14 years' completed service: three days;

15 years' completed service or more: five days;

Provided that an employer may pay an employee for such additional leave in lieu of granting the additional leave.”

(3) In subklousule (3) (a), voeg die woorde "April wat volg op" in tussen die uitdrukkings "die einde van" en "die kalenderjaar" en voeg die volgende nuwe voorbehoudsbepaling in na die uitdrukking "dié jaar in diens was":

"Met dien verstande dat indien vakansieverlof wat in 'n bepaalde kalenderjaar ooploop, gedurende die volgende jaar geneem word, die verlofbesoldiging en die vakansiebonus wat aan die werknemer betaal word, moet geskied teen die loonskaal wat in dié volgende jaar van toepassing is."

(4) Vervang subklousule (3) (d) deur die volgende:

"(d) In alle gevalle waar jaarlikse verlof opgeloopt het ooreenkomstig paragraaf (c) hiervan, moet die betrokke werkgewer aan die plaaslike tak van die vakvereniging, wanneer die betrokke werknemer die eerste gedeelte van sy verlof neem, die bedrag stuur wat aan sodanige werknemer verskuldig is vir verlofbesoldiging en verlofbonus, asook die bydraes verskuldig kragtens klousule 18 ten opsigte van die tydperk van opgeloopte verlof. Die bedrag aan die werknemer verskuldig, moet aan hom deur die vakvereniging betaal word wanneer die opgeloopte verlof geneem word. Indien 'n werknemer wat 'n gedeelte van sy verlof ooreenkomstig paragraaf (c) hiervan laat ooploop het, van werk verander, moet die vakvereniging die werknemer se nuwe werkgewer van die toedrag van sake in hierdie verband verwittig."

(5) Vervang subklousule (9) deur die volgende:

"(9) (a) (i) 'n Werknemer van wie daar vereis word om op Nuwejaarsdag, Goëie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Gelofte-dag of, behoudens die eerste voorbehoudsbepaling van subklousule (2) (a), op Welwillendheidsdag te werk, moet 'n gewone dag se loon betaal word en daarbenewens, dubbel die loon vir die tyd werklik gewerk: Met dien verstande dat as daar van 'n werknemer vereis word om minder as vier uur te werk, hy 'n gewone dag se besoldiging en daarbenewens dubbel die loon vir vier uur betaal moet word.

(ii) Wanneer daar van 'n werknemer vereis word om op Kersdag te werk, is paragraaf (a) (i) hiervan *mutatis mutandis* van toepassing, maar moet daar daarbenewens nog 'n dag verlof met besoldiging aan hom toegestaan word.

(b) As enige van boegenoemde spesiale vakansiedae met besoldiging op 'n Sondag val, moet die volgende dag as 'n vakansiedag met besoldiging beskou word: Met dien verstande dat die Vaste Komitee vrystelling van hierdie bepaling in die geval van oggendkoerante kan verleen.

(c) As enige van boegenoemde spesiale vakansiedae met besoldiging op 'n Saterdag val, moet werknemers met 'n werkweek van vyf dae en wat nie op sodanige Saterdag moet werk nie, 'n volle dag se loon ten opsigte van sodanige vakansiedag betaal word of 'n ander volle dag verlof met besoldiging toegestaan word."

(f) Vervang subklousule (12) deur die volgende:

"(12) Behoudens subklousule (14) hiervan, moet 'n werkgewer aan elke geskoolde werknemer in sy diens en aan elke ander werknemer wat by hom in diens is en wat 12 maande of langer ondervinding in die Nywerheid het, 'n verlofbonus betaal wanneer die verlofbesoldiging wat aan daardie werknemer verskuldig is, aan hom betaal word. Die vakansiebonus moet ooploop teen 'n koers van R7,50 per week ten opsigte van geskoolde werknemers, en teen 'n koers van R4,00 per week ten opsigte van die ander bedoelde werknemers, vir elke week diens by die besondere werkgewer. Vir die toepassing van hierdie subklousule het "diens" die betekenis wat in subklousule (4) hiervan daaraan geheg word, behalwe dat die vakansiebonus nie ooploop vir 'n tydperk waarin 'n werknemer met verlof afwesig is nie. In die geval van 'n vakleerling wat gedurende 'n bepaalde jaar 'n vakman word, moet die bonus vir dié jaar teen 'n koers van R4,00 per week ooploop tot op die datum waarop hy 'n vakman word of geword het, en teen 'n koers van R7,50 per week daarna. In die geval van 'n werknemer wat gedurende 'n bepaalde jaar 12 maande ondervinding in die Nywerheid voltooi, loop die bonus vir dié jaar op slegs vanaf die datum waarop hy sy 12 maande ondervinding voltooi of voltooi het. 'n Werknemer wat 'n fabriekshelper was en wat ingevolge klousule 48 (12) van hierdie Ooreenkoms op 'n vakansieverlofbonus geregtig was, bly geregtig op 'n bonus van R2,50 per week, soos voorgeskryf by genoemde klousule 48 (12), totdat hy kwalifiseer vir 'n bonus ingevolge hierdie subklousule."

8. KLOUSULE 18.—BYDRAES

Vervang subklousules (1), (2), (5) en (6) deur onderskeidelik die volgende:

"(1) Elke werkgewer moet soos volg tot die algemene fondse van die Raad bydra:

(a) R0,33 per week vir elke geskoolde werknemer; en

(3) In subsection (3) (a), insert the words "April following" between the expressions "the end of" and "the calendar year" and insert the following new proviso after the expression "during such year":

"Provided that if holiday leave which accrues in respect of a particular calendar year is taken during the ensuing year, the leave pay and holiday bonus paid to the employee shall be at the rates which apply in respect of that ensuing year."

(4) Substitute the following for subsection (3) (d):

"(d) in all cases where annual leave is accumulated, in accordance with the provisions of paragraph (c) hereof, the employer concerned shall forward to the local branch of the trade union, at the time when the employee in question takes the first part of his leave, the amount due to such employee for leave pay and holiday bonus, as well as the contributions due in terms of section 18 in respect of the period of accumulated leave. The amount due to the employee shall be paid to him by the trade union when the accumulated leave is taken. Should an employee who has accumulated a portion of his leave in accordance with the provisions of paragraph (c) hereof change his employment, the trade union shall advise the employee's new employer of the position in this regard."

(5) Substitute the following for subsection (9):

"(9) (a) (i) An employee required to work on New Year's Day, Good Friday, Family Day, Ascension Day, Republic day, Day of the Vow or, subject to the first proviso contained in subsection (2) (a), on Day of Goodwill shall be paid a normal day's pay and, in addition, double time for the time actually worked: Provided that if an employee is required to work for less than four hours, he shall be paid a normal day's pay and, in addition, double time for four hours.

(ii) The provisions of paragraph (a) (i) hereof shall apply *mutatis mutandis* where an employee is required to work on Christmas Day, but he shall in addition be given another day's holiday with pay.

(b) Should any of the above-mentioned special paid holidays fall on a Sunday, the following day shall be regarded as the paid holiday: Provided that the Standing Committee may grant exemption from this provision in the case of morning newspapers.

(c) If any of the above-mentioned special paid holidays falls on a Saturday, employees who work a five-day week and are not required to work on such Saturday, shall be paid a full day's pay in respect of such holiday or be granted another full day's holiday with pay."

(f) Substitute the following for subsection (12):

"(12) Subject to the provisions of subsection (14) hereof, an employer shall pay to every skilled employee in his employ, as well as to every other employee employed by him, who has had 12 months' or more experience in the Industry, a holiday bonus at the time when the leave pay due to that employee is paid to him. The holiday bonus shall accrue at the rate of R7,50 per week in respect of skilled employees and at the rate of R4,00 per week, in respect of the other employees referred to, for each week of employment with the particular employer. For the purposes of this subsection, "employment" shall have the meaning given to it in subsection (4) hereof, except that the holiday bonus shall not accrue for any period during which an employee is absent on leave. In the case of an apprentice who becomes a journeyman during a particular year, the bonus for that year shall accrue at the rate of R4,00 per week up to the date on which he becomes, or became, a journeyman and at the rate of R7,50 per week thereafter. In the case of an employee who completes 12 months' experience in the Industry during a particular year, the bonus for that year shall accrue only from the date of which he completes, or completed, his 12 months' experience. An employee who was a factory aid and who was entitled to a holiday bonus in terms of section 48 (12) of this Agreement shall remain entitled to a bonus at the rate of R2,50 per week, as prescribed by the said section 48 (12) until such time as he qualifies for a bonus in terms of this subsection."

8. SECTION 18.—CONTRIBUTIONS

Substitute the following for subsections (1), (2), (5) and (6) respectively:

"(1) Every employer shall contribute to the general funds of the Council—

(a) R0,33 per week for every skilled employee; and

- (b) R0,27 per week vir—
- elke ander werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word; en
 - elke vakleerling
- in sy diens wat lid van die vakvereniging of die Arbeidershulpfonds is. Elke werkgever moet R0,60 per week tot die algemene fondse van die Raad bydra ten opsigte van elke werknemer in sy diens vir wie lone in hierdie Ooreenkoms voorgeskryf word en wat nie lid van die vakvereniging of die Arbeidershulpfonds is nie.
- (2) Elke werkgever moet soos volg tot die Werknemersvoordelefonds van die Raad bydra ten opsigte van werknemers in sy diens wat lede van die vakvereniging is:
- R1,20 per week vir elke geskoolde werknemer; en
 - R0,65 per week vir elke—
 - halfgeskoolde werknemer;
 - vakleerling; en
 - fabriekshelper wat lid is van die vakvereniging met addisionele voordele.
- (5) Elke werkgever moet R9,20 per week tot die Opleidingskema-fonds van die Raad bydra ten opsigte van elke geskoolde werknemer in sy diens.
- (6) Elke werkgever moet soos volg tot die Arbeidershulpfonds van die Raad bydra ten opsigte van werknemers in sy diens:
- R1,23 per week vir elke fabriekshelper wat lid van die Fonds is;
 - R0,36 per week vir elke fabriekshelper wat lid van die vakvereniging is sonder addisionele voordele."

9. KLOUSULE 19.—BYDRAESEËLS

Vervang klausule 19 deur die volgende:

- "(1) Ten einde betaling te vergemaklik van die bydraes in klausule 18 hiervan bedoel, moet elke werkgever bydraeseëls van die Raad koop om hom in staat te stel om aan klausule 20 te voldoen. 'n Werkgever kan te eniger tyd van die Raad 'n terugbetaling kry van die waarde van ongebruikte seëls: Met dien verstande dat bedrae ten opsigte van ongebruikte seëls wat nie binne ses maande van die vervaldatum van hierdie Ooreenkoms geëis word nie, die verskillende Fondse toekom. Die waardes van die verskillende seëls wat ten opsigte van alle bydraes nodig is, is soos volg:

	1986 R
(a) Geskoolde werknemers	52,44
(b) Halfgeskoolde werknemers met 18 maande ondervinding of meer in die Nywerheid—	
(i) vir wie minimum lone voorgeskryf word teen 'n skaal hoër as die hoogste stedelike loon voorgeskryf in Tabel 10 van klausule 6	28,41
(ii) vir wie minimum lone voorgeskryf word teen 'n skaal gelyk aan of laer as die hoogste stedelike loon voorgeskryf in Tabel 10 van klausule 6	23,61
(c) Vakleerlinge	23,61
(d) Halfgeskoolde werknemers met minder as 18 maande ondervinding in die Nywerheid	12,53
(e) Fabriekshelpers—	
(i) wat lede is van die vakvereniging—	
(aa) met addisionele voordele	8,78
(bb) sonder addisionele voordele	3,09
(ii) wat lede van die Arbeidershulpfonds is	1,50

- (2) Die waardes van die verskillende seëls wat vereis word ten opsigte van werknemers wat lede is van mediese hulpverenigings, wat ingevolge klausule 18 (4) hiervan by die Vaste Komitee geregistreer is, is soos volg:

	1986 R
(a) Geskoolde werknemers	47,04
(b) Halfgeskoolde werknemers met 18 maande ondervinding of meer in die Nywerheid—	
(i) vir wie minimum lone voorgeskryf word teen 'n skaal hoër as die hoogste stedelike loon voorgeskryf in Tabel 10 van klausule 6	23,01
(ii) vir wie minimum lone voorgeskryf word teen 'n skaal gelyk aan of laer as die hoogste stedelike loon voorgeskryf in Tabel 10 van klausule 6	18,21
(c) Vakleerlinge	18,21
(d) Halfgeskoolde werknemers met minder as 18 maande ondervinding in die Nywerheid	7,13
(e) Fabriekshelpers wat lede is van die vakvereniging met addisionele voordele	3,38"

- (b) R0,27 per week for—

- every other employee for whom wages are prescribed in this Agreement; and
- every apprentice;

employed by him who is a member of the trade union or the Labourers' Benefit Fund. Every employer shall contribute to the general funds of the Council R0,60 per week for every employee employed by him for whom wages are prescribed in this Agreement and who is not a member of the trade union or the Labourers' Benefit Fund.

- (2) Every employer shall contribute to the Employee Benefit Fund of the Council—

- R1,20 per week for every skilled employee; and
- R0,65 per week for every—

- semi-skilled employee;
- apprentice; and
- factory aid who is a member of the trade union with additional benefits;

employed by him, who is a member of the trade union.

- (5) Every employer shall contribute to the Training Schemes Fund of the Council the sum of R9,20 per week for every skilled employee employed by him.

- (6) Every employer shall contribute to the Labourers' Benefit Fund of the Council—

- the sum of R1,23 per week for every factory aid employed by him who is a member of the Fund;
- the sum of R0,36 per week for every factory aid employed by him who is a member of the trade union without additional benefits."

9. SECTION 19.—CONTRIBUTION STAMPS

Substitute the following for section 19:

- "(1) In order to facilitate the payment of the contributions referred to in section 18 hereof, every employer shall purchase from the Council contribution stamps to enable him to comply with the provisions of section 20. An employer may at any time obtain from the Council a refund of the value of any unused stamps: Provided that any amount in respect of unused stamps not claimed within six months from the date of expiration of this Agreement shall accrue to the various Funds. The values of the various stamps required in respect of all contributions are as follows:

	1986 R
(a) Skilled employees	52,44
(b) Semi-skilled employees with 18 months' or more experience in the Industry—	
(i) for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6	28,41
(ii) for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6	23,61
(c) Apprentices	23,61
(d) Semi-skilled employees with less than 18 months' experience in the Industry	12,53
(e) Factory aids—	
(i) who are members of the trade union—	
(aa) with additional benefits	8,78
(ab) without additional benefits	3,09
(ii) who are members of the Labourers' Benefit Fund	1,50

- (2) The values of the various stamps required in respect of employees who are members of medical aid societies registered with the Standing Committee in terms of section 18 (4), are as follows:

	1986 R
(a) Skilled employees	47,04
(b) Semi-skilled employees with 18 months' or more experience in the Industry—	
(i) for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6	23,01
(ii) for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6	18,21
(c) Apprentices	18,21
(d) Semi-skilled employees with less than 18 months' experience in the Industry	7,13
(e) Factory aids who are members of the trade union with additional benefits	3,38"

10. KLOUSULE 21.—AFTREKKINGS

Vervang die tabelle in subklausule (1) deur die volgende:

"1986

Waarde van seël	R	R	R	R	R
	52,44	28,41	23,61	12,53	8,78
Algemene Fonds	0,11	0,10	0,10	0,10	0,10
Werknemersvoordelefonds	0,50	0,25	0,25	0,25	0,25
Pensioenfonds	17,07	10,38	8,13	2,92	0,79
Mediese Hulpfonds	2,70	2,70	2,70	2,70	2,70
	20,38	13,43	11,18	5,97	3,84

Waarde van seël	R	R	R	R	R	R	R
	47,04	23,01	18,21	7,13	3,38	3,09	1,50
Algemene Fonds ...	0,11	0,10	0,10	0,10	0,10	0,10	0,10
Werknemersvoor- delefonds	0,50	0,25	0,25	0,25	0,25	—	—
Pensioenfonds	17,07	10,38	8,13	2,92	0,79	0,79	—
Arbeidershulp- fonds—							
Pensioenfonds ...	—	—	—	—	—	—	0,28
Mediese- en Siek- tebesoldigings- fonds	—	—	—	—	—	0,12	0,12
	17,68	10,73	8,48	3,27	1,14	1,01	0,50

Algemene Fonds kontantbydrae R0,60

Algemene Fonds 0,20"

11. KLOUSULE 24.—OPLEIDING VAN VAKMANSETTERS AS SETMASJINBEDIENERS

Vervang klausule 24 deur die volgende:

"24. VERKNOEIDE WERK, TEGNIESE ONDERWYS EN BESKERMINGSMAATREËLS

(1) (a) 'n Werkgewer mag nie van 'n werknemer vereis om vir verknoei of beskadigde werk te betaal nie, en 'n werknemer mag nie vir verknoei of beskadigde werk betaal nie, en 'n werknemer mag nie aanspreeklik gehou word om te betaal vir materiaal of toestelle wat in die gewone loop van sake beskadig word nie. Ingeval 'n werkgewer van mening is dat knoewerk of skade die gevolg van nalatigheid aan die kant van die werknemer is, kan hy die saak aan sowel die plaaslike werkgevers-organisasie as die taksekretaris van die vakvereniging rapporteer met die doel om ondersoek in te stel. Hierna moet die saak aan die betrokke Gesamentlike Raad gerapporteer word en dié Raad kan by die Vaste Komitee aanbeveel watter stappe gedoen behoort te word.

(b) Wanneer 'n werknemer erken dat die werk verknoei is as gevolg van sy nalatigheid, kan die werkgewer, ondanks klausule 13 (1), maar behoudens klausule 13 (2), die werknemer verplig om die betrokke werk weer te doen buite sy gewone werkure en moet hy hom vir die tyd aan sodanige werk bestee, teen die gewone loontarief betaal. Daar moet geen ag geslaan word op dié tyd vir die berekening van oortydтары wat betaalbaar is ingevolge klausule 13 (1) nie. Indien so 'n geval hom sou voordoen, moet die betrokke werkgewer die omstandighede onmiddellik rapporteer aan die betrokke Gesamentlike Raad. As die Gesamentlike Raad of Vaste Komitee nie oortuig is dat die werk verknoei is as gevolg van die werknemer se nalatigheid nie kan hy die werkgewer aansê om aan die werknemer sodanige bykomende besoldiging te betaal as wat aan hom betaal sou gewees het as die tyd wat hy bestee het om die werk oor te doen, as oortyd beskou was; en sodanige bykomende besoldiging moet dan deur die werkgewer betaal word. Hierdie paragraaf is nie van toepassing op vakleerlinge nie, uitgesonderd vakleerlinge in hul laaste leerjaar.

(2) (a) Geen werkgewer mag op sy perseel aan iemand anders as vakleerlinge of vakmanlede van die vakvereniging tegniese onderwys of opleiding in bedryf, aangewys ingevolge die Wet op Mannekragopleiding, 1981, gee nie en geen ander werknemers as die benoemdes mag tegniese onderwys of opleiding aldus ontvang nie, maar dit belet geen lid van die administratiewe personeel van 'n inrigting om vir kosteberekening en die tegniek van doeltreffende bestuur opgelei te word nie.

(b) Geen produk van 'n tegniese klas mag deur 'n werkgewer oorgeneem of gebruik word nie, en dié produk mag ook nie met werk van private ondernemings meeding nie.

10. SECTION 21.—DEDUCTIONS

Substitute the following for the tables in subsection (1):

"1986

Value of stamp	R	R	R	R	R
	52,44	28,41	23,61	12,53	8,78
General Fund	0,11	0,10	0,10	0,10	0,10
Employee Benefit Fund	0,50	0,25	0,25	0,25	0,25
Pension Fund	17,07	10,38	8,13	2,92	0,79
Medical Aid Fund	2,70	2,70	2,70	2,70	2,70
	20,38	13,43	11,18	5,97	3,84

Value of stamp	R	R	R	R	R	R	R
	47,04	23,01	18,21	7,13	3,38	3,09	1,50
General Fund	0,11	0,10	0,10	0,10	0,10	0,10	0,10
Employee Benefit Fund	0,50	0,25	0,25	0,25	0,25	—	—
Pension Fund	17,07	10,38	8,13	2,92	0,79	0,79	—
Labourers' Benefit Fund—							
Pension Fund	—	—	—	—	—	—	0,28
Medical and Sick Pay Fund	—	—	—	—	—	0,12	0,12
	17,68	10,73	8,48	3,27	1,14	1,01	0,50

General Fund cash contribution R0,60

General Fund 0,20"

11. SECTION 24.—TRAINING OF JOURNEYMEN COMPOSITORS AS TYPESETTING MACHINE OPERATORS

Substitute the following for section 24:

"24. SPOILED WORK, TECHNICAL EDUCATION AND PROTECTIVE MEASURES

(1) (a) An employer shall not require an employee to pay and no employee shall pay for spoiled or damaged work, nor shall an employee be liable to pay for material or apparatus damaged in the ordinary course of business. Where an employer considers that spoilage or damage is due to negligence on the part of the employee he may report the matter to both the local employers' organisation and the branch secretary of the trade union for the purpose of inquiry, after which the matter shall be reported to the Joint Board concerned which may recommend to the Standing Committee on what action should be taken.

(b) When an employee admits that the work was spoiled because of his negligence, he may, notwithstanding the provisions of section 13 (1), but subject to the provisions of section 13 (2), be required by his employer to do the work involved again outside ordinary hours of work and shall be paid in respect of time spent on such work at his normal rate of wages. No regard shall be had to such time for purposes of calculating overtime rates payable in terms of section 13 (1). Should any such instance arise, the employer concerned shall immediately report the circumstances to the Joint Board concerned. If the Joint Board or Standing Committee is not satisfied that the work was spoiled because of the employee's negligence, it may call upon the employer to pay the employee such additional remuneration as would have been paid to him if the time spent on doing the work again had been regarded as overtime; and such additional remuneration shall then be paid by the employer. The provisions of this paragraph shall not apply in respect of apprentices, other than apprentices in their last year of apprenticeship.

(2) (a) No employer shall provide on his premises to other than apprentices or journeymen members of the trade union technical education or instruction in a trade designated under the Manpower Training Act, 1981, and no employees other than those specified may so receive technical education or instruction, but this shall not debar any person on the administrative staff of an establishment from receiving instruction in costing and the technicalities of efficient management.

(b) No product of any technical class shall be taken over or used by any employer, nor shall such product be placed in competition with the products of private enterprise.

(3) (a) Werkgewers moet verbronsing soveel moontlik beperk en geen werkgever mag 'n vakman of 'n vakleerling toelaat om gereeld besig te wees met die op- of afneem van papier by 'n masjien nie, verbronsing met die hand te doen, velle na 'n verbronsingsmasjien, droogmasjien of dergelyke toestel te dra of 'n verbronsingsmasjien te voer nie. Van geen vakman of vakleerling mag vereis word om 'n stuk werk op te ruim of rollers te herstel of papier op te hang of af te neem wat gedroog moet word, terwyl sy masjien loop nie. Geen werknemer mag werk in stryd met hierdie subklousule verrig nie.

(b) Werkgewers moet die gebruik van skadelike chemikalieë sover moontlik beperk en wanneer chroomsuur of ander skadelike bytmiddels (suur of alkalies), deur die Vaste Komitee as sodanig gespesifiseer, gebruik word, moet hy handskoene verskaf vir die gebruik van werknemers wat met sulke bytmiddels werk.

(c) As beskerming teen bichromaatvergiftiging en huidontsteking, moet werkgewers ook die betrokke werknemers by die aanvang van die werk voorsien van 'n geskikte huidbeskermingsmiddel wat deur die mediese beroep as 'n beskerming teen bytende vloeiistowwe aanbeveel word.

(d) 'n Werkgever moet afsonderlike wasbakke vir bedieners en eters verskaf en geen bediener mag toegelaat word om dieselfde wasbak as 'n etser te gebruik nie.

(e) 'n Werkgever moet alle werknemers wat oor wasbakke in donkerkamers, ens., moet werk, van waterdigte voorskote voorsien.

(f) Werkgewers moet sorg vir ventilasiekanale en uitsuigwaaiers om dampe van suurbaddens af weg te voer en om donkerkamers te ventileer.

(g) Werkgewers moet etsbaddens sover moontlik van ander werknemers in die afdeling weghou.

(h) Tydens metaaldrukwerk moet werkgewers sorg dat die lig wat gebruik word, afgeskerm of op so 'n wyse gestel word dat dit geen nadelige invloed uitoefen op die oë van werknemers wat in dié afdeling werk nie.

(i) Waar ammoniak gebruik word as 'n hulpmiddel om fotolito- en Vandyke-prosesplate te ontwikkel, moet werkgewers sorg dra dat ontwikkel- en etsbaddens waar moontlik in afsonderlike kamers is.

(4) Werkgewers moet skoon handdoeke aan werknemers verskaf."

12. KLOUSULE 25.—WERKREGLEMENT

(1) Skrap subklousules (1) to (4).

(2) In subklousule (5) (a) (v), skrap die woord "of" aan die einde van die sin.

(3) Vervang die subklousule (5) (a) (vi) deur die volgende:

"(vi) die stroping of in posisie rangskik van positiewe of negatiewe vir afdruk op plate, blokke of silinders vir reproduksie deur middel van 'n drukproses; of

(vii) die bediening van elektroniese toetsborde, video-vertoonterminals en soortgelyke toerusting."

(4) Hernommer subklousule (12) om te lui subklousule (12) (a) en voeg die volgende nuwe subklousule (12) (b) in:

"(12) (b) Ondanks paragraaf (a) hiervan kan 'n halfgeskoolde werknemer wat besoldig word teen minstens die skaal voorgeskryf in Tabel 6 van klousule 6 van hierdie Ooreenkoms 'n snymasjien bedien, hetsy kragaangedrewe al dan nie, wat papier of ander materiaal van 'n wydte van hoogstens 52 cm kan sny."

(5) Vervang subklousule (15) (a) deur die volgende:

"(a) kan 'n vakman in enige en van die aangewese bedrywe in die Nywerheid 'n kamera bedien wat film van hoogstens 381 mm by 508 mm (15 duim × 20 duim) kan neem, terwyl 'n swart-en-wit-kamera wat film van hoogstens 406,4 mm by 508 mm (16 duim × 20 duim) kan neem deur 'n litobediener bedien kan word;"

(6) In subklousule (17) (d), vervang die uitdrukking "wat minder betaal word as die loon in Tabel 5 van hierdie Ooreenkoms voorgeskryf," deur die uitdrukking "uitgesonderd 'n drukkershulp of leerling-drukkershulp,"

(7) Voeg die volgende nuwe subklousule (24) in:

"(24) Geen werknemer wat in diens is van 'n werkgever in die Nywerheid mag, sonder die voorafgaande skriftelike toestemming van daardie werkgever, werk wat in hierdie Ooreenkoms omskryf of beskryf word vir 'n ander werkgever as die een by wie hy aldus in diens is buite die Nywerheid of binne die Nywerheid, hetsy vir vergoeding of andersins; buite die werkure wat in hierdie Ooreenkoms voorgeskryf word, verrig nie."

13. KLOUSULE 27.—REGISTRASIE VAN WERKGEWERS

Vervang subklousule (3) deur die volgende:

"(3) As die werkgever 'n liggaam met regspersoonlikheid, 'n beslote korporasie of 'n vennootskap is, moet inligting ooreenkomstig subklousule (1) hiervan verstrek word ten opsigte van elke direkteur, lid van 'n beslote korporasie of vennoot, na gelang van die geval. Die naam waaronder die liggaam met regspersoonlikheid, beslote korporasie of vennootskap besigheid doen, moet ook verstrek word. Ingeval daar 'n verandering plaasvind in die vennote, lede van die beslote korporasie of direkteure, na gelang van die geval, moet besonderhede hiervan skriftelik binne een maand verstrek word aan die sekretaris van die Gesamentlike Raad."

(3) (a) Employers shall restrict bronzing work as much as possible and no employer shall permit a journeyman or apprentice to the employed regularly in laying on or taking off at a machine, bronzing by hand, carrying sheets to a bronzing machine, dryer or similar appliance, or feeding a bronzing machine. No journeyman or apprentice shall be required to clean up a job or repair rollers, or hang up or take die paper for seasoning, while his machine is running. No employee shall perform any act in contravention of this subsection.

(b) Employers shall restrict the use of injurious chemicals as much as possible, and, where chromic acid or other injurious corrosives (acid or alkali), specified as such by the Standing Committee, are used, shall provide gloves for use by the employees working with such corrosives.

(c) As a protective measure against bi-chromate poisoning and dermatitis, employers shall also supply the employees concerned, at the commencement of work, with a suitable skin protective substance such as is recommended by the medical profession as a safeguard against the attacks of virulent liquids.

(d) An employer shall provide separate sinks for operators and etchers, no operator to use the same sink as an etcher.

(e) An employer shall provide all employees who are required to work over sinks in darkrooms, etc., with waterproof aprons.

(f) Employers shall provide ventilating shafts and exhaust fans to carry off fumes from baths and make suitable provision for ventilation in darkrooms.

(g) Employers shall keep etching baths as far as possible from other employees in the department.

(h) Employers shall ensure that when printing on metal is in progress, the light used is shaded or adjusted in such manner as not to have a detrimental effect on the eyes of employees working in the department.

(i) Where ammonia is used as an aid to the development of photo-litho and Vandyke process plates, employers shall make provision for developing and etching baths to be in separate rooms, where possible.

(4) Employers shall provide clean towels for use by employees."

12. SECTION 25.—WORKING RULES

(1) Delete subsections (1) to (4).

(2) In subsection (5) (a) (v), delete the word "or" at the end of the sentence.

(3) Substitute the following for the subsection (5) (a) (vi):

"(vi) the stripping or arranging of positives or negatives into position for printing down onto plates, blocks or cylinders for reproduction by any printing process; or

(vii) the operation of electronic keyboards, video display terminals and similar equipment."

(4) Renumber subsection (12) to read subsection 12 (a) and insert the following new subsection (12) (b):

"(12) (b) Notwithstanding the provisions of paragraph (a) hereof, a semi-skilled employee paid at not less than the rate prescribed in Table 6 of section 6 of this Agreement may operate any guillotine, whether power-operated or not, which is capable of cutting paper or other material of a width not exceeding 52 cm."

(5) Substitute the following for subsection (15) (a):

"(a) a journeyman in any of the designated trades in the Industry may operate a camera taking film of a size not exceeding 381 mm by 508 mm (15 inches by 20 inches), whilst a black-and-white camera taking film of a size not exceeding 406,4 mm by 508 mm (16 inches by 20 inches) may be operated by a litho operative;"

(6) In subsection (17) (d), substitute the expression "other than a printer's attendant or a trainee printer's attendant" for the expression is paid at a rate less than that prescribed in Table 5 of this Agreement"

(7) Insert the following new subsection (24):

"(24) No employee, whilst in the employment of an employer in the Industry, shall, without the prior written permission of that employer, perform any work described or defined in this Agreement, outside the Industry or within the Industry, for any employer other than the one by whom he is so employed, whether for remuneration or not, outside the hours of work prescribed in this Agreement."

13. SECTION 27.—REGISTRATION OF EMPLOYERS

Substitute the following for subsection (3):

"(3) Where the employer is a corporate body, a close corporation or a partnership, information in accordance with subsection (1) hereof shall be furnished in respect of each director, member of a close corporation or partner, as the case may be. The name under which the corporate body, close corporation or partnership is carrying on business shall also be furnished. In the event of any change among the partners, members of the close corporation or the directors, as the case may be, particulars of such change shall be furnished in writing, within one month, to the secretary of the Joint Board concerned."

14. KLOUSULE 29.—WERKENDE WERKGEWERS

In subklousules (1) tot (4), vervang die uitdrukking "vennoot of direkteur" waar dit ookal voorkom, deur die uitdrukking "eienaar, vennoot, direkteur van 'n maatskappy of lid van 'n beslote korporasie."

HOOFSTUK 3**15. KLOUSULE 30.—WOORDOMSKRYWING**

(1) In die omskrywing van "riffelbord- en riffelbordhouerassistent" skrap die woord "of" aan die einde van paragraaf (b).

(2) Voeg die volgende nuwe paragrawe (d) en (e) in:

"(d) toesighou oor stoomketels, en temperatuurmeters en die waterstand kontroleer; of

(e) stysel maak:

Met dien verstande dat 'n werknemer in diens vir die toestel van 'n masjien in paragraaf (c) van hierdie seksie bedoel, betaal moet word teen 'n tarief van minstens dié wat in Tabel 6 van klousule 6 van hierdie Ooreenkoms vir die betrokke gebied voorgeskryf word."

(3) Vervang die omskrywing van "riffelbordontwerper" deur die volgende:

"riffelbordontwerper" 'n werknemer wat as sodanig deur die Raad geregistreer is en wat in diens is op een of meer van ondergenoemde werksaamhede:

- (a) 'n Ontwerp teken of oorbring op 'n rubbervel (vryhandtekening);
- (b) 'n rubberstereo sny, vorm of monteer;
- (c) gietvorms maak;
- (d) hoogstens drie reëls per paneel set vir die maak van gietvorms; en
- (e) Monsters met die hand maak."

16. KLOUSULE 31.—LOONTARIEWE

Vervang Tabelle 14, 15 en 16 deur die volgende:

"TABEL 14**Dagwerk**

Weeklone betaalbaar aan bedieners van eenkant-riffelmasjiene

Gebied	1986
	R
Platteland.....	142,78
Stedelik.....	144,24

TABEL 15**Dagwerk**

Weeklone betaalbaar aan riffelbord- en riffelbordhouerassistenten volgens hul ondervinding

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	84,39	94,78	104,09	116,97
Stedelik.....	90,01	103,54	113,37	123,52

TABEL 16**Dagwerk**

Weeklone betaalbaar aan riffelbordontwerpers

1986

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland en stedelik	183,53	191,38	216,48"

HOOFSTUK 4**17. KLOUSULE 34.—LOONTARIEWE**

Vervang Tabelle 17 en 18 deur die volgende:

"TABEL 17**Dagwerk**

Weeklone betaalbaar aan masjienstellers volgens hul ondervinding

14. SECTION 29.—WORKING EMPLOYERS

In subsections (1) tot (4), substitute the expression "proprietor, partner, director of a company or member of a close corporation" for the expression "partner or director", wherever this occurs.

CHAPTER 3**15. SECTION 30.—DEFINITIONS**

(1) In the definition of "corrugated board and container assistant", delete the word "or" at the end of paragraph (b).

(2) Insert the following new paragraphs (d) and (e):

"(d) the supervision of boilers, the checking of temperature gauges and water levels; or

(e) starch making:

Provided that an employee employed on the make ready on a machine referred to in paragraph (c) of this section shall be paid at a rate of not less than that prescribed for the area concerned in Table 6 of section 6 of this Agreement."

(3) Substitute the following for the definition of "corrugated board originator":

"corrugated board originator" means an employee who is registered as such by the Council and who is employed upon one or more of the following operations:

- (a) The drawing or transferring of a design onto a rubber sheet (free hand drawing);
- (b) cutting, moulding or mounting of a rubber stereo;
- (c) making moulds;
- (d) setting of not more than three lines per panel for the making of moulds; and
- (e) the making of samples by hand."

16. SECTION 31.—WAGE RATES

Substitute the following for Tables 14, 15, and 16:

"TABLE 14**Day work**

Weekly wages payable to operators of single-faced corrugated machines

Area	1986
	R
Rural.....	142,78
Urban.....	144,24

TABEL 15**Day work**

Weekly wages payable to corrugated board and container assistants in accordance with their experience

1986

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural.....	84,39	94,78	104,09	116,97
Urban.....	90,01	103,54	113,37	123,52

TABEL 16**Day work**

Weekly wages payable to corrugated board originators

1986

Area	R First year	R Second year	R Thereafter
Rural and Urban.....	183,53	191,38	216,48"

CHAPTER 4**17. SECTION 34.—WAGE RATES**

Substitute the following for Tables 17 and 18:

"TABLE 17**Day work**

Weekly wages payable to machine adjusters in accordance with their experience

1986		
Gebied	Eerste jaar	Daarna
	R	R
Platteland en stedelik	126,70	132,50

TABEL 18**Dagwerk**

Weeklone betaalbaar van veselhouerassistente volgens hul ondervinding

1986				
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	84,30	94,00	102,54	114,75
Stedelik.....	89,42	101,67	110,52	120,65"

HOOFTSTUK 5**18. KLOUSULE 35.—WOORDOMSKRYWING**

Voeg die volgende nuwe omskrywings in:

"'papiersakontwerper' 'n werknemer wat as sodanig by die Raad geregistreer is en wat een of meer van die volgende werksaamhede verrig:

- skepvorms maak;
- stereo's giet;
- stereo's op silinders monteer voordat die silinders in posisie geplaas word op masjiene wat in die Afdeling Papiersakke gebruik word; of
- stereo's proeflees;

'kwekeling-papiersakontwerper' 'n werknemer wat met die skriftelike verlof van die Vaste Komitee geleer word om die werk van 'n papiersakontwerper te doen."

19. KLOUSULE 36.—LOONTARIEWE

Vervang Tabele 19, 20, 21 en 22 deur die volgende:

"TABEL 19**Dagwerk**

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners volgens hul ondervinding as sodanig

1986			
Gebied	Eerste jaar	Tweede jaar	Derde jaar
	R	R	R
Platteland.....	115,04	126,81	135,98
Stedelik.....	121,42	137,66	151,35

TABEL 20**Dagwerk**

Weeklone betaalbaar aan papiersakmasjienbedieners en papiersakontwerpers

Gebied	1986
	R
Platteland.....	213,67
Stedelik.....	216,48

TABEL 21**Dagwerk**

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners en leerling-papiersakontwerpers

1986		
Gebied	Eerste jaar	Tweede jaar
	R	R
Platteland.....	180,71	188,50
Stedelik.....	183,53	191,38

1986		
Area	First year	Thereafter
	R	R
Rural and Urban.....	126,70	132,50

TABLE 18**Day work**

Weekly wages payable to fibre container assistants in accordance with their experience

1986				
Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural.....	84,30	94,00	102,54	114,75
Urban.....	89,42	101,67	110,52	120,65"

CHAPTER 5**18. SECTION 35.—DEFINITIONS**

Insert the following new definitions:

"'paper sack originator' means an employee who is registered as such by the Council and who is employed upon one or more of the following operations:

- the making of moulds;
- the moulding of stereos;
- the mounting of stereos on cylinders before the cylinders are positioned on machines used in the Paper Sacks Section; or
- proofing of stereos;

'trainee paper sack originator' means an employee who, with the written permission of the Standing Committee, is being taught how to do the work of a paper sack originator."

19. SECTION 36.—WAGE RATES

Substitute the following for Tables 19, 20, 21, and 22:

"TABLE 19**Day work**

Weekly wages payable to learner paper sack machine operators according to their experience as such

1986			
Area	First year	Second year	Third year
	R	R	R
Rural.....	115,04	126,81	135,98
Urban.....	121,42	137,66	151,35

TABLE 20**Day work**

Weekly wages payable to paper sack machine attendants and paper sack originators

Area	1986
	R
Rural.....	213,67
Urban.....	216,48

TABLE 21**Day work**

Weekly wages payable to trainee paper sack machine attendants and trainee paper sack originators

1986		
Area	First year	Second year
	R	R
Rural.....	180,71	188,50
Urban.....	183,53	191,38

TABEL 22**Dagwerk**

Weeklone aan papiersakmasjienassistente betaalbaar volgens hul ondervinding in die Nywerheid

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	84,39	94,78	104,09	116,97
Stedelik.....	90,01	103,54	113,37	123,52"

20. KLOUSULE 40.—LOONTARIEWE

Vervang Tabele 23, 24, 25 en 26 deur die volgende:

"TABEL 23**Dagwerk**

Weeklone betaalbaar aan masjienbedieners (houers)

Gebied	1986
	R
Platteland.....	272,47
Stedelik.....	274,45

TABEL 24**Dagwerk**

Weeklone betaalbaar aan houerassistente volgens hul ondervinding in die Nywerheid

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	34,39	94,78	104,09	116,97
Stedelik.....	90,01	103,54	113,37	123,52

TABEL 25**Dagwerk**

Weeklone betaalbaar aan buigsamehouerontwerpers volgens hul ondervinding in die Nywerheid

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Daarna
	R	R	R	R	R
Platteland en stedelik	144,24	152,69	161,15	169,60	178,09

TABEL 26**Dagwerk**

Weeklone betaalbaar aan banddrukmasjienbedieners volgens hul ondervinding in die Nywerheid

1986

Gebied	Eerste ses maande	Tweede ses maande	Daarna
	R	R	R
Platteland.....	85,86	92,06	96,70
Stedelik.....	88,40	93,93	97,69"

HOOFTUK 6**21. KLOUSULE 41.—WERKREGLEMENT**

(1) In subklousule (1), vervang die woord "rubberstereo's" deur die woord "stereo's".

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

"(5) 'n Werkgewer mag nie toelaat dat 'n vakman-masjienbediener (houers) of 'n vakleerling in dié bedryf toesig hou oor die bediening van meer as ses masjiene van die soorte in subklousule (2) van

TABLE 22**Day work**

Weekly wages payable to paper sack machine assistants according to their experience in the Industry

1986

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural	84,39	94,78	104,09	116,97
Urban	90,01	103,54	113,37	123,52"

20. SECTION 40.—WAGE RATES

Substitute the following for Tables 23, 24, 25 and 26:

"TABLE 23**Day work**

Weekly wages payable to machine minders (packaging)

Area	1986
	R
Rural	272,47
Urban	274,45

TABLE 24**Day work**

Weekly wages payable to packaging assistants according to their experience in the Industry

1986

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural	84,39	94,78	104,09	116,97
Urban	90,01	103,54	113,37	123,52

TABLE 25**Day work**

Weekly wages payable to flexible packaging originators according to their experience in the Industry

1986

Area	First six months	Second six months	Third six months	Fourth six months	Thereafter
	R	R	R	R	R
Rural and urban	144,24	152,69	161,15	169,60	178,09

TABLE 26**Day work**

Weekly wages payable to tape printer operators according to their experience in the Industry

1986

Area	First six months	Second six months	Thereafter
	R	R	R
Rural	85,86	92,06	96,70
Urban	88,40	93,93	97,69"

CHAPTER 6**21. SECTION 41.—WORKING RULES**

(1) In subsection (1), delete the word "ruber".

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

"(5) An employer shall not permit a journeyman machine minder (packaging) or an apprentice to that trade to supervise the operation of more than six machines of the types referred to in subsection (2)

hierdie klousule en paragraaf (b) van die omskrywing van "houer-assistent" in klousule 39 bedoel nie en meer as ses masjiene van die soorte in subklousule (4) van hierdie klousule bedoel nie. Insgelyks mag 'n werkgewer nie toelaat dat 'n drukkerswerktuigkundige of 'n vakleerling in dié bedryf toesig hou oor meer as ses masjiene van die soorte in paragraaf (b) van die omskrywing van "houerassistent" in klousule 39 bedoel nie."

(3) In subklousule (11), vervang die woord "inrigting", oral waar dit voorkom, deur die woord "afdeling".

HOOFSTUK 7

22. KLOUSULE 42.—WOORDOMSKRYWING

In die omskrywing van "skermassistent", skrap paragraaf (a) en her-nummer paragrawe (b) tot (k) om te lui (a) tot (j).

23. KLOUSULE 43.—LOONTARIEWE

Vervang Tabela 27 tot 34 deur die volgende:

"TABEL 27

Dagwerk

Skermassistente

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
Platteland en Stedelik	R 87,93	R 95,18	R 102,40	R 106,01

TABEL 28

Dagwerk

Leerling-skermdrukhandbedieners

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
Platteland en stedelik	R 106,01	R 109,62	R 113,26

TABEL 29

Dagwerk

Leerling-skermdrukmasjienbedieners

1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
Platteland en stedelik	R 120,48	R 129,52	R 138,56

TABEL 30

Dagwerk

Skermdrukhandbedieners

Gebied	1986
Platteland en stedelik	R 120,48

TABEL 31

Dagwerk

Skermdrukhandbedieners

Gebied	1986
Platteland en stedelik	R 156,64

of this section and paragraph (b) of the definition of 'packaging assistant' in section 39 and not more than six machines of the types referred to in subsection (4) of this section. Similarly, an employer shall not permit a printer's mechanic or an apprentice to that trade to supervise the operation of more than six machines of the types referred to in paragraph (b) of the definition of 'packaging assistant' in section 39."

(3) In subsection (11), substitute the words "department" for the word "establishment", wherever it occurs.

CHAPTER 7

22. SECTION 42.—DEFINITIONS

In the definition of "screen assistant", delete paragraph (a) and renumber paragraphs (b) to (k) to read (a) to (j).

23. SECTION 43.—WAGE RATES

Substitute the following for Tables 27 to 34:

"TABLE 27

Day work

Screen assistants

1986

Area	First six months	Second six months	Third six months	Thereafter
Rural and urban	R 87,93	R 95,18	R 102,40	R 106,01

TABEL 28

Day work

Learner screen printing manual operators

1986

Area	First six months	Second six months	Third six months
Rural and urban	R 106,01	R 109,62	R 113,26

TABEL 29

Day work

Learner screen printing machine operators

1986

Area	First six months	Second six months	Third six months
Rural and urban	R 120,48	R 129,52	R 138,56

TABEL 30

Day work

Screen printing manual operators

Area	1986
Rural and urban	R 120,48

TABEL 31

Day work

Screen printing machine operators

Area	1986
Rural and urban	R 156,64

TABEL 32
Dagwerk
Leerling-stensilmakers
1986

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
Platteland en stedelik	R 106,01	R 113,26	R 116,87

TABEL 33
Dagwerk
Stensilmakers

Gebied	1986
Platteland en stedelik	R 127,70

TABEL 34
Dagwerk
Voormanne

Gebied	1986
Platteland en stedelik	R 183,76''

HOOFTSTUK 8

24. KLOUSULE 47.—LOONTARIEWE

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

“(a) Dagwerk	Stedelik R	Platteland R
Gedurende die eerste jaar ondervinding	84,30	82,30
Gedurende die tweede jaar ondervinding	87,59	85,59
Na twee jaar ondervinding	90,87	88,87''

25. KLOUSULE 48.—VERLOF

(1) Voeg die volgende nuwe voorbehoudsbepaling (iv) in onder subklousule (1):

- “(iv) 'n fabriekshelper, uitgesonderd 'n fabriekshelper in voorbehoudsbepaling (iii) hiervan bedoel, wat die volgende getal jare ononderbroke diens by 'n bepaalde bedryfsinrigting voltooi het, toegelaat moet word en daar van hom vereis moet word om elke jaar, benewens die minimum verlof in hierdie subklousule bedoel, die getal vakansiedae met besoldiging te neem wat hieronder gemeld word:
- vyf tot nege jaar voltooide diens: een dag;
10 tot 14 jaar voltooide diens: drie dae;
15 jaar of langer voltooide diens: vyf dae: Met dien verstande dat 'n werkgewer 'n werknemer vir dié bykomende verlof kan betaal in plaas van die bykomende verlof aan hom toe te staan.”

(2) Vervang subklousule (10) (a) en (b) deur die volgende:

- “(10) (a) As 'n fabriekshelper in diens van sy werkgewer is op die dag vóór en ook ná die spesiale vakansiedae genoem en nie op Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Gelofte-dag, Kersdag of Welwillendheidsdag werk nie, moet sy werkgewer hom ten opsigte van sodanige dag besoldig teen 'n tarief van minstens sy gewone loontarief asof hy op sodanige dag sy gemiddelde gewone werkkure vir daardie dag van die week gewerk het: Met dien verstande dat as 'n werknemer op die volle of 'n gedeelte van die werkdag onmiddellik voor of na die spesiale vakansiedag van sy werk afwesig is sonder die toestemming van sy werkgewer of sonder om 'n aanvaarbare mediese sertifikaat voor te lê, die werknemer, behoudens die goedkeuring van die betrokke Gesamentlike Raad, sy reg om vir sodanige vakansiedag betaal te word, verbeur: Voorts met dien verstande dat daar in bedryfsinrigtings waar koerante, tydskrifte en dergelike publikasies uitgegee word deur die Kapel en die werkgewer onderling gereël kan word dat die werknemers op 'n ander dag as Welwillendheidsdag verlof kan neem en daarvoor betaal kan word.

TABLE 32
Day work
Learner stencil makers
1986

Area	First six months	Second six months	Third six months
Rural and urban	R 106,01	R 113,26	R 116,87

TABLE 33
Day work
Stencil makers

Area	1986
Rural and urban	R 127,70

TABLE 34
Day work
Foremen

Area	1986
Rural and urban	R 183,76''

CHAPTER 8

24. SECTION 47.—WAGE RATES

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

“(a) Day work	Urban R	Rural R
During the first year of experience....	84,30	82,30
During the second year of experience	87,59	85,59
After two years' experience	90,87	88,87 ''

25. SECTION 48.—LEAVE

(1) Insert the following new proviso (iv) under subsection (1):

- “(iv) a factory aid, other than a factory aid referred to in proviso (iii) hereof, who has completed the following number of years' continuous service at a particular establishment shall be allowed and required to take the number of days' paid holiday leave referred to hereunder during each year, in addition to the minimum leave referred to in this subsection:
- five to nine years' completed service: one day;
10 to 14 years' completed service: three days;
15 years' completed service or more: 5 days: Provided that an employer may pay an employee for such additional leave in lieu granting the additional leave.”

(2) Substitute the following for subsection (10) (a) and (b):

- “(10) (a) If a factory aid is in the employ of his employer the day prior to and also subsequent to the special holiday referred to and does not work on New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day or Day of Goodwill his employer shall pay him in respect of such day remuneration at a rate of not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week: Provided that if an employee is absent from work without the permission of his employer or without the production of an acceptable medical certificate on the whole or part of the working day immediately prior or subsequent to the special holiday, the employee shall, subject to the approval of the Joint Board concerned forfeit his right to be paid for such holiday: Provided further that, in establishments where newspapers, magazines and similar publications are produced where deadlines must be met, arrangements may be made between the Chapel and employer for employees to take another day's leave and be paid therefor, in lieu of the Day of Goodwill.

- (b) Wanneer 'n fabriekshelper op Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Geloftedag, Kersdag of, behoudens die tweede voorbehoudsbepaling van paragraaf (a) hiervan, op Welwillendheidsdag werk, moet sy werkgewer hom besoldig teen 'n tarief van minstens sy gewone loontarief ten opsigte van die totale tydperk op sodanige dag gewerk, benewens die besoldiging waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie."

(3) In subklousule (12), vervang die syfer "18", waar dit ook al voorkom, deur die syfer "12", en vervang die syfer "R2,00" deur die syfer "R2,50".

26. KLOUSULE 51.—LOONTARIEWE

Vervang klousule 51 (1) (a)–(d) deur die volgende:

"(1) Geen werkgewer mag laer loontariewe betaal en geen werknemer mag laer loontariewe as ondergenoemde aanneem nie:

(a) *Dupliseerpapiersnyers*

In alle gebiede	1986
	Per week
	R
Werkzaam op 'n snymasjien wat ontwerp is vir kragaandrywing	150,89
Werkzaam op 'n snymasjien wat uitsluitlik vir handaandrywing ontwerp is	84,24

(b) *Tiksters en stensilsnyers*

In alle gebiede	1986
	Per week
	R
Ondervinding in die Nywerheid	
Eerste jaar	122,07
Tweede jaar	137,75
Derde jaar	153,44
Daarna	169,21

(c) *Dupliseermasjienbediener*

Stedelike gebiede	1986	
	Per week	Per maand
	R	R
Ondervinding in die Nywerheid		
Eerste jaar	62,80	272,61
Tweede jaar	76,49	331,54
Daarna	89,43	387,53

Plattelandse gebiede	1986	
	Per week	Per maand
	R	R
Ondervinding in die Nywerheid		
Eerste jaar	53,92	233,69
Tweede jaar	62,80	272,16
Daarna	72,00	311,82

Opmerking.—'n Werknemer wat 'n hoër loon ontvang as dié wat in hierdie klousule voorgeskryf word, mag nie 'n laer loon betaal word terwyl hy by dieselfde werkgewer in diens is nie.

(d) *Algemene werkers*

1986

Gebied	Onder 18 jaar	18 jaar of ouer
	Per week	Per week
	R	R
Stedelik	57,86	67,98
Platteland	51,60	60,09"

- (b) Whenever a factory aid works on New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day or, subject to the second proviso contained in paragraph (a) hereof, on Day of Goodwill, his employer shall pay him remuneration at a rate of not less than his ordinary rate or remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked."

(3) In subsection (12), substitute the figure "12" for the figure "18", wherever it occurs and substitute the figure "R2,50" for the figure "R2,00".

26. SECTION 51.—WAGES

Substitute the following for section 51 (1) (a)–(d):

"(1) No employer shall pay and no employee shall accept wages at rates lower than the following:

(a) *Duplicating paper cuttermen*

In all areas	1986
	Per week
	R
Employed on the operation of a cutting machine designed for operation by power	150,89
Employed on the operation of a cutting machine designed solely for manual operation	84,24

(b) *Typists and stencil cutters*

In all areas	1986
	Per week
	R
Experience in the Industry	
First year	122,07
Second year	137,75
Third years	153,44
Thereafter	169,21

(c) *Duplicator operators*

Urban areas	1986	
	Per week	Per month
	R	R
Experience in the Industry		
First year	62,80	272,16
Second year	76,49	331,54
Thereafter	89,43	387,53

Rural areas	1986	
	Per week	Per month
	R	R
Experience in the Industry		
First year	53,92	233,69
Second year	62,80	272,16
Thereafter	72,00	311,82

Note.—No employee who is in receipt of wages higher than those prescribed in this section shall suffer any reduction in wages whilst employed by the same employer.

(d) *General workers*

1986

Area	Under 18 years	18 years of age or over
	Per week	Per week
	R	R
Urban	57,86	67,98
Rural	51,60	60,09"

27. KLOUSULE 60.—REGISTRASIE VAN WERKGEWERS EN KENNISGEWING WAT VERTOON MOET WORD

Vervang subklousule (3) deur die volgende:

“(3) Ingeval die werkgewer 'n liggaam met regspersoonlikheid, 'n beslote korporasie of 'n vennootskap is, moet inligting ingevolge subklousule (1) hiervan ten opsigte van elke direkteur, lid van 'n beslote korporasie of vennoot, na gelang van die geval, verstrek word. Die naam waaronder die liggaam met regspersoonlikheid, beslote korporasie of vennootskap besigheid dryf, moet ook verstrek word. In geval van 'n verandering van vennote, lede van die beslote korporasie of direkteure, na gelang van die geval, moet besonderhede van so 'n verandering skriftelik binne een maand aan die sekretaris van die Gesamentlike Raad gestuur word.

Nademaal die werkgewersorganisasies en die vakvereniging tot die Ooreenkoms geraak het wat hierin uiteengesit word, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat bogenoemde die Ooreenkoms is waartoe daar geraak is en heg hulle hul handtekeninge daaraan.

Op hede die 8ste dag van November 1985 te Kaapstad onderteken.

H. W. MILLER,

Werkgeversverteenvoordiger Voorsitter van die Raad.

R. F. CROWTHER,

Sekretaris van die Raad.

L. R. FINDLEY,

Werknemersverteenvoordiger.

No. R. 930

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956

DRUK- EN NUUSBLADNYWERHEID.—WYSIGING VAN PENSIOENFONDSOOREENKOMS

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 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 4, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1986, eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. Du Plessis,

Minister van Mannekrag.

**NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN NUUS-
BLADNYWERHEID VAN SUID-AFRIKA**

PENSIOENFONDSOOREENKOMS

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

The South African Printing and Allied Industries Federation

en

The Newspaper Press Union of South Africa

(hierna die “werkgewers” of die “werkgewersorganisasies” genoem, aan die een kant, en

27. SECTION 60.—REGISTRATION OF EMPLOYERS AND NOTICE TO BE EXHIBITED

Substitute the following for subsection (3):

“(3) Where the employer is a corporate body, a close corporation or a partnership, information in accordance with subsection (1) hereof shall be furnished in respect of each director, a member of a close corporation or partner, as the case may be. The name under which the corporate body, close corporation or partnership is carrying on business shall also be furnished. In the event of any change among the partners, the members of a close corporation or the directors, as the case may be, particulars of such change shall be furnished in writing, within one month, to the secretary of the Joint Board concerned.”

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Signed at Cape Town this 8th day of November 1985.

H. W. MILLER,

Employers' Representative Chairman of the Council.

R. F. CROWTHER,

Secretary of the Council.

L. R. FINDLEY,

Employees' Representative.

No. R. 930

16 May 1986

LABOUR RELATIONS ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—AMENDMENT OF PENSION FUND 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 31 December 1986, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or 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 4, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. Du Plessis,

Minister of Manpower.

**NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND
NEWSPAPER INDUSTRY OF SOUTH AFRICA**

PENSION FUND AGREEMENT

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

The South African Printing and Allied Industries Federation

and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika,

om die Pensioenfondsooreenkom, gepubliseer by Goewermenskennisgewing R. 165 van 10 Februarie 1984, soos gewysig en hernieu by Goewermenskennisgewings R. 502 van 8 Maart 1985, R. 20 van 3 Januarie 1986 en R. 296 van 21 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkom moet in die Druk- en Nuusbladnywerheid nagekom word—

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasies en deur alle werknemers wat lede is van die vakvereniging wat betrokke is by of in diens is in die Nywerheid, soos omskryf;
- (b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai.

2. KLOUSULE 6.—AUDITERING VAN REKENINGS, FINANSIELE STATE EN BELEGGING VAN FONDSE

Voeg die volgende nuwe subklousule (3) in:

"(3) Een persent van die bydraes ontvang vir die Fonds en een persent van die beleggingsinkomste van die Fonds moet na die Algemene Fonds van die Raad oorgedra word."

3. KLOUSULE 14.—STERFTETOEKENINGS

Voeg die volgende nuwe voorbehoudsbepaling in aan die einde van subklousule (1):

"Met dien verstande dat hierdie klousule nie van toepassing is op iemand wat na die datum van publikasie van hierdie Ooreenkom tot lidmaatskap van die vakvereniging toegelaat word nadat hy reeds die ouderdom van 55 jaar of meer bereik het nie."

4. KLOUSULE 15.—VERBEURING VAN BYSTAND

Voeg die volgende nuwe voorbehoudsbepaling in aan die einde van subklousule (1):

"Voorts met dien verstande dat, tensy ander reëlings met die plaaslike tak van die vakvereniging getref is, onttrekkingsvoordele by bedanking uit die vakvereniging betaal sal word slegs indien die lid die voorgeskrewe bedankingsvorm by die plaaslike takkantoor van die vakvereniging ingevul het."

Nademaal die werkgewersorganisasies en die vakvereniging tot die Ooreenkom geraak het wat hierin uiteengesit word, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat bogenoemde die Ooreenkom is waartoe daar geraak is en heg hulle hul handtekening daaraan.

Op hede die 8ste dag van November 1985 te Kaapstad onderteken.

H. W. MILLER,

Werkgewersvertegenwoordiger/Voorsitter van die Raad.

R. F. CROWTHER,

Sekretaris van die Raad.

L. R. FINDLEY,

Werknemersvertegenwoordiger.

No. R. 931

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956**DRUK- EN NUUSBLADNYWERHEID.—WYSIGING VAN ALGEMENE BYSTANDSFONDSDOOREENKOMS**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkom (hierna die Wysigingsooreenkom 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 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkom aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa,

to amend the Pension Fund Agreement published under Government Notice R. 165 of 10 February 1984, as amended and renewed by Government Notices R. 502 of 8 March 1985, R. 20 of 3 January 1986 and R. 296 of 21 February 1986.

1. SCOPE OF APPLICATION

(1) The provisions of this Agreement shall be observed in the Printing and Newspaper Industry—

- (a) by all employers who are members of the employers' organisations and by all the employees who are members of the trade union who are engaged or employed in the Industry as defined;
- (b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

2. SECTION 6.—AUDITING OF ACCOUNTS, FINANCIAL STATEMENTS AND INVESTMENT OF FUNDS

Insert the following new subsection (3):

"(3) One per cent of the contributions received for the Fund and one per cent of the investment income of the Fund shall be transferred to the General Fund of the Council."

3. SECTION 14.—MORTALITY GRANTS

Insert the following new proviso at the end of subsection (1):

"Provided that the provisions of this section shall not apply in respect of a person who is admitted to membership of the trade union after the date of publication of this Agreement at the age of 55 or over."

4. SECTION 15.—FORFEITURE OF BENEFITS

Insert the following new proviso at the end of subsection (1):

"Provided further that in the absence of other arrangements having been made with the local branch of the trade union, withdrawal benefits on resignation from the trade union shall only be payable if the member completes the prescribed resignation form at the local branch office of the trade union."

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at the affix their signatures thereto.

Signed at Cape Town this 8th day of November 1985.

H. W. MILLER,

Employers' Representative/Chairman of the Council.

R. F. CROWTHER,

Secretary of the Council.

L. R. FINDLEY,

Employees' Representative.

No. R. 931

16 May 1986

LABOUR RELATIONS ACT, 1956**PRINTING AND NEWSPAPER INDUSTRY.—AMENDMENT OF GENERAL BENEFIT FUNDS 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 31 December 1986, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1986 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

**NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN
NUUSBLADNYWERHEID VAN SUID-AFRIKA**

ALGEMENE BYSTANDSFONDSE-OOREENKOMS

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

The South African Printing and Allied Industries Federation
en

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika,

om die Algemene Bystandsfondse-ooreenkoms gepubliseer by Goewermentskennisgewing R. 2746 van 24 Desember 1982, soos gewysig en hiernieu by Goewermentskennisgewings R. 1364 van 1 Julie 1983, R. 911 van 26 April 1985, R. 21 van 3 Januarie 1986 en R. 298 van 21 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK

Hierdie Ooreenkoms is oral in die Republiek van Suid-Afrika van toepassing en moet nagekom word deur alle lede van die werkgewersorganisasies en deur alle lede van die vakvereniging wat in diens is in die Druk- en Nuusbladnywerheid soos omskryf in die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2744 van 24 Desember 1982, hierna die "Hofooreenkoms" genoem.

2. KLOUSULE 17.—VERBEURING VAN BYSTAND

Vervang subklousule (1) deur die volgende:

"(1) Iemand se belange in die Fondse word as verbeurd geag in die volgende gevalle:

- (a) Indien hy uit die vakvereniging bedank of uitgesit word;
- (b) indien 'n persoon, wat nie lid van die vakvereniging is nie, versuim om die plaaslike tak van die vakvereniging binne 'n tydperk van ses maande van sy adresverandering te verwittig en indien geen bydraes gedurende sodanige tydperk van ses maande aan die Fondse betaal word nie.

So ook het iemand wat deur die vakvereniging geskors is, geen reg op bystand uit die betrokke Fonds of Fondse nie.

**3. AANHANGSEL A VAN GENOEMDE OOREENKOMS—DIE
WERKNEMERSVOORDELEFONDS VAN DIE NASIONALE
NYWERHEIDSRaad VIR DIE DRUK- EN NUUSBLADNYWER-
HEID VAN SUID-AFRIKA**

KLOUSULE 8.—WERKLOOSHEIDS- EN SIEKTEVOORDELE

(1) In die inleidingsparagraaf voeg die uitdrukking "en (c)" in na die woorde "paragraaf 8 (2) (b)".

(2) In subklousule (1) (a) en (b), vervang die syfers "R70,00", "R30,00" en "R20,00" onderskeidelik deur die syfers "R100,00", "R50,00" en "R25,00".

(3) In subklousule (2) (a), vervang die syfers "R42,50", "R21,25" en "R15,00" onderskeidelik deur die syfers "R53,13", "R26,56" en "R18,75".

(4) In subklousule (2) (b) en (c), vervang die syfers "R70,00", "R30,00" en "R20,00" onderskeidelik deur die syfers "R100,00", "R50,00" en "R25,00".

(5) Vervang subklousule (3) deur die volgende:

"(3) *Opgetope siektebystand.*—'n Lid kan een uit elke twee dae siekteverlof in subklousule (2) (a) bedoel, wat nie gedurende 'n bepaalde kalenderjaar gebruik is nie, tot 'n maksimum van 50 dae laat oploep.

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

**NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND
NEWSPAPER INDUSTRY OF SOUTH AFRICA**

GENERAL BENEFIT FUNDS AGREEMENT

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

The South African Printing and Allied Industries Federation
and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa,

to amend the General Benefit Funds Agreement published under Government Notice R. 2746 of 24 December 1982, as amended and renewed by Government Notices R. 1364 of 1 July 1983, R. 911 of 26 April 1985, R. 21 of 3 January 1986 and R. 298 of 21 February 1986.

1. SCOPE OF APPLICATION

The provisions of this Agreement shall apply throughout the Republic of South Africa and shall be observed by all members of the employers' organisations and by all members of the trade union who are employed in the Printing and Newspaper Industry as defined in the Agreement published under Government Notice R. 2744 of 24 December 1982, hereinafter referred to as the "Main Agreement".

2. SECTION 17.—FORFEITURE OF BENEFITS

Substitute the following for subsection (1):

"(1) A person shall be deemed to have forfeited all his interest in the Funds in the event of the following:

- (a) If he resigns or is expelled from the trade union;
- (b) if a person, who is not a member of the trade union, fails to notify the local branch of the trade union of his change of address within a period of six months and if no contributions are paid to the Funds during such period of six months.

Similarly, a person who has been suspended from benefits by the trade union shall not be entitled to benefits from the Funds concerned."

**3. ANNEXURE A TO THE SAID AGREEMENT—THE
EMPLOYEE BENEFIT FUND OR THE NATIONAL INDUSTRIAL
COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF
SOUTH AFRICA**

SECTION 8.—UNEMPLOYMENT AND SICKNESS BENEFITS

(1) In the introductory paragraph, insert the expression "and (c)" after the words "paragraph 8 (2) (b)".

(2) In subsection (1) (a) and (b), substitute the figures "R100,00", "R50,00" and "R25,00" for the figures "R70,00", "R30,00" and "R20,00" respectively.

(3) In subsection (2) (a), substitute the figures "R53,13", "R26,56" and "R18,75" for the figures "R42,50", "R21,25" and "R15,00" respectively.

(4) In subsection (2) (b) and (c) substitute the figures "R100,00", "R50,00" and "R25,00" for the figures "R70,00", "R30,00" and "R20,00" respectively.

(5) Substitute the following for subsection (3):

"(3) *Accumulated sickness benefits.*—A member may accumulate one of every two days of the sick leave referred to in subsection (2) (a) which is not used during a particular year, up to a maximum of 50 days.

Of—

- (a) nadat die bystand wat ingevolge subklousule (2) (a) betaalbaar is, in 'n bepaalde kalenderjaar betaal is; of
- (b) as hy, as gevolg van ernstige siekte of chirurgiese behandeling, steeds vir 'n ononderbroke tydperk van minstens drie weke ongeskik vir werk is,

moet 'n lid wat siekteverlof sò laat oploop het en wat verkies het om dié oplooptbare siekteverlof te gebruik, by voorlegging van 'n aanvaarbare doktersertifikaat sy normale loon vir dié siekte deur sy werkgever betaal word tot op die tydstop van die opgelope siekteverlof. Op versoek aan die plaaslike agent van die Raad wat regsbevoegdheid het en by voorlegging van bedoelde doktersertifikaat, asook die lid se bydraekaart, moet die bedrag wat ingevolge hierdie subklousule aan die lid betaal is, uit die fonds aan die werkgever terugbetaal word."

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

"(4) *Kraamvoordele*.—Indien 'n vroulike lid of na goeddunke van haar werkgever kraamverlof toegestaan word of haar dienste as gevolg van swangerskap beëindig, moet sy vir 'n tydperk van hoogstens 13 weke teen die volgende tariewe uit die Fonds betaal word:

Graad I-lede: R50,00 per week;

Graad II-lede: R25,00 per week;

Graad III- en IV-lede: R12,50 per week:

Met dien verstande dat—

- (i) bydraes tot die Werknemersvoordelefonds deur of namens haar betaal is vir 'n aanenlopende of onderbroke tydperk van minstens 52 weke; en
- (ii) sy tot tevredenheid van die Beheerraad van die S.A. Typographical Union bewys gelewer het dat sy as gevolg van swangerskap vir die betrokke tydperk van die werk afwesig was.

(7) KLOUSULE 22.—WOORDOMSKRYWING

Vervang die omskrywing van "Graad I-lid" deur die volgende:

" 'Graad I-lid' 'n werknemer vir wie 'n minimum loonskaal by klousule 6 (1) (a), (b) en (c), klousule 25 (6) (p), (7) (a) (ii), (12) (ii) en (14) (h) (ii), Tabel 20 van klousule 36 of Tabel 23 van klousule 40 voorgeskryf word en elke persoon wat geregtig is op minstens die toploonskaal in Tabele 4 en 16 van die Hoof-ooreenkoms bedoel, en het 'Graad I-lidmaatskap' 'n ooreenstemmende betekenis; "

4. AANHANGSEL D VAN GENOEMDE OOREENKOMS.—DIE MEDIESE HULPFONDS VAN DIE NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN NUUSBLADNYWERHEID VAN SUID-AFRIKA

KLOUSULE 5.—BYSTAND

- (a) In paragraaf (a) (ii), vervang die syfer "R25,00" deur die syfer "R50,00".
- (b) In paragraaf (a) (vii), vervang die syfer "R100,00" deur die syfer "R125,00".
- (c) In paragraaf (f), vervang die syfers "R3 000,00" en "R2 000,00" deur onderskeidelik die syfers "R4 000,00" en "R3 000,00".

Nademaal die werkgewersorganisasies en die vakvereniging tot die Ooreenkoms geraak het wat hierin uiteengesit word, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat bogenoemde die Ooreenkoms is waartoe daar geraak is en heg hulle hul handtekeninge daaraan.

Op hede die 8ste dag van November 1985 te Kaapstad onderteken.

H. W. MILLER,

Werkgewersvertegenwoordiger/Voorsitter van die Raad.

R. F. CROWTHER,

Sekretaris van die Raad.

L. R. FINDLEY,

Werknemersvertegenwoordiger.

Either—

- (a) after the benefits payable in terms of subsection (2) (a) have been paid in a particular calendar year, or
- (b) if, as a result of a serious illness or surgical procedure, he remains unfit for work for a continuous period of not less than three weeks,

a member who has so accumulated sick leave and who has elected to utilise such accumulated sick leave shall, on production of an acceptable medical certificate, be paid his normal wage by his employer for such illness up to the period of the accumulated sick leave. The employer shall on request to the local agent of the Council having jurisdiction and on production of the medical certificate referred to, as well as the contribution care of the member, be refunded from the Fund the amount paid to the member in terms of this subsection."

(6) Insert the following new subsection (4):

"(4) *Maternity benefits*.—If a female member is either granted maternity leave, which shall be at the discretion of her employer, or terminates her services as a result of pregnancy, she shall, for a period up to 13 weeks, be paid from the Fund at the following rates:

Grade I members: R50,00 per week;

Grade II members: R25,00 per week;

Grade III and IV members: R12,50 per week:

Provided that

- (i) contributions have been paid to the Employee Benefit Fund by or in respect of her for a continuous or broken period of not less than 52 weeks; and
- (ii) she produces proof of the satisfaction of the Governing Board of the S.A. Typographical Union that she was absent from work for the period in question and that her absence was a result of pregnancy."

(7) SECTION 22.—DEFINITIONS

Substitute the following for the definition of "Grade I member":

" 'Grade I member' means an employee for whom a minimum wage rate is prescribed by section 6 (1) (a), (b) and (c), section 25 (6) (p), (7) (a) (ii), (12) (ii) and (14) (h) (ii), Table 20 of section 36 or Table 23 of section 40 and every person entitled to not less than the top rate of wages referred to in Tables 4 and 16 of the Main Agreement, and 'Grade I membership' has a corresponding meaning; "

4. ANNEXURE D TO THE SAID AGREEMENT—THE MEDICAL AID FUND OF THE NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF SOUTH AFRICA

SECTION 5.—BENEFITS

(1) In paragraph (a) (ii), substitute the figure "R50,00" for the figure "R25,00".

(2) In paragraph (a) (vii), substitute the figure "R125,00" for the figure "R100,00".

(3) In paragraph (f), substitute the figures "R4 000,00" and "R3 000,00" for the figures "R3 000,00" and "R2 000,00", respectively.

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Signed at Cape Town this 8th day of November 1985.

H. W. MILLER,

Employers' Representative/Chairman of the Council.

R. F. CROWTHER,

Secretary of the Council.

L. R. FINDLEY,

Employees' Representative.

No. R. 932

16 Mei 1986

WET OP ARBEIDSVERHOUDINGE, 1956

DRUK- en NUUSBLADNYWERHEID.—WYSIGING VAN ARBEIDERSHULPFONDSOOREENKOMS

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

No. R. 932

16 May 1986

LABOUR RELATIONS ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—AMENDMENT OF LABOURERS' BENEFIT FUND 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

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 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1986 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

**NASIONALE NYWERHEIDSRAAD VIR DIE DRUK- EN NUUS-
BLADNYWERHEID VAN SUID-AFRIKA**

ARBEIDERSHULPFONDS

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudings, 1956, gesluit deur en aangegaan tussen

The South African Printing and Allied Industries Federation

en

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika,

om die Arbeidershulpfondsooreenkoms, gepubliseer by Goewermementskennisgewing R. 909 van 6 Mei 1983, soos gewysig en hernieu by Goewermementskennisgewings R. 2309 van 26 Oktober 1984, R. 22 van 3 Januarie 1986 en R. 298 van 21 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Druk- en Nuusbladnywerheid nagekom word—

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasies en deur alle werknemers wat lede is van die vakvereniging, wat betrokke is by of werksaam is in die Nywerheid soos omskryf;
- (b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nederstelling van Walvisbaai.

2. KLOUSULE 1.—WOORDOMSKRYWING

Voeg die volgende nuwe omskrywing in voor die omskrywing "Raad":

"aanvaarbare mediese sertifikaat" 'n mediese sertifikaat wat deur 'n geregistreerde mediese praktisyn uitgereik is waarin gemeld word dat die werknemer ten opsigte van wie die sertifikaat uitgereik is ongeskik was vir werk vir 'n vermeldde tydperk;"

3. KLOUSULE 6.—FINANSIES

Voeg die volgende nuwe subklousule (3) in:

"(3) Een persent van die bydraes ontvang vir die Fonds en een persent van die beleggingsinkomste van die Fonds moet na die Algemene Fonds van die Raad oorgedra word."

4. KLOUSULE 8.—SIEKTEBESOLDIGING

In subklousule (2), vervang die syfer "R7,00" deur die syfer "R20,00".

5. KLOUSULE 9.—MEDISE HULP

Vervang die syfer "R50,00" deur die syfer "R60,00".

6. KLOUSULE 10.—SPESIALE TOELAES

In subklousule 1 (c), vervang die uitdrukking "Klousule 8 (1)" deur die uitdrukking "Klousule 8 (2)".

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 31 December 1986, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or 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 the second Monday after the date of publication of this notice and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

**NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND
NEWSPAPER INDUSTRY OF SOUTH AFRICA**

LABOURERS' BENEFIT FUND

AGREEMENT

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

The South African Printing and Allied Industries Federation

and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa,

to amend the Labourers' Benefit Fund Agreement published under Government Notice R. 909 of 6 May 1983, as amended and renewed by Government Notices R. 2309 of 26 October 1984, R. 22 of 3 January 1986 and R. 298 of 21 February 1986.

1. SCOPE OF APPLICATION

(1) The provisions of this Agreement shall be observed in the Printing and Newspaper Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade union who are engaged or employed in the Industry, as defined;
- (b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

2. SECTION 1.—DEFINITIONS

Insert the following new definition before the definition of Council:

"'acceptable medical certificate' means a medical certificate issued by a registered medical practitioner wherein it is stated that the employee in respect of whom the certificate is issued was unfit for work for a stated period of time;"

3. SECTION 6.—FINANCE

Insert the following new subsection (3):

"(3) One per cent of the contributions received for the Fund and one per cent of the investment income of the Fund shall be transferred to the General Fund of the Council."

4. SECTION 8.—SICK PAY

In subsection (2), substitute the figure "R20,00" for the figure "R7,00".

5. SECTION 9.—MEDICAL AID

Substitute the figure "R60,00" for the figure "R50,00".

6. SECTION 10.—SPECIAL ALLOWANCES

In subsection (1) (c), substitute the expression "section 8 (2)" for the expression "section 8 (1)".

7. KLOUSULE 11.—PENSIOENE

In subklousule (2), vervang die syfer "R17,06" deur die syfer "R19,16".

Nademaal die werkgewersorganisasies en die vakvereniging tot die Ooreenkoms geraak het wat hierin uiteengesit word, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat bogenoemde die Ooreenkoms is waartoe daar geraak is en heg hulle hul handtekeninge daaraan.

Op hede die 8ste dag van November 1985 te Kaapstad onderteken.

H. W. MILLER,

Werkgewersverteenvoorder/Voorsitter van die Raad.

R. F. CROWTHER,

Sekretaris van die Raad.

L. R. FINDLEY,

Werknemersverteenvoorder.

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 888

16 Mei 1986

WET OP UNIVERSITEITE, 1955

GEMEENSKAPLIKE STATUUT VAN DIE UNIVERSITEITE.—WYSIGING

Kragtens die bevoegdheid hom verleen by artikel 18 (2) van die Wet op Universiteite, 1955 (Wet 61 van 1955), het die Minister van Nasionale Opvoeding sy goedkeuring geheg aan die wysiging van die Gemeenskaplike Statuut van die Universiteite uiteengesit in die Bylae hiervan, wat deur die Komitee van Universiteitshoofde opgestel is.

BYLAE

1. *Gemeenskaplike Statuut van die Universiteite* opgestel deur die komitee van Universiteitshoofde, goedgekeur deur die Minister van Nasionale Opvoeding kragtens artikel 18 (2) van die Wet op Universiteite, 1955 (Wet 61 van 1955), en afgekondig by Goewermentskennisgewing R. 822 van 25 Mei 1962, soos gewysig by Goewermentskennisgewings R. 937 van 25 Junie 1965, R. 1940 van 8 Desember 1967, R. 2256 van 6 Desember 1968, R. 1422 van 28 Augustus 1970, R. 2185 van 3 Desember 1971, R. 2301 van 24 Desember 1971, R. 1795 van 4 Oktober 1974, R. 646 van 4 April 1975, R. 1541 van 27 Augustus 1976, R. 2123 van 27 Oktober 1978, R. 354 van 29 Februarie 1980 en R. 593 van 30 Maart 1984.

2. Vervang die bestaande paragraaf 23 (Hoofstuk VI) deur die volgende:

"23. Behoudens die bewilliging van fondse deur die Parlement, word jaarliks twee Nasionale Studiebeurse elk toegeken aan die Universiteite van die Witwatersrand, Pretoria, Natal en die Oranje-Vrystaat, Rhodes-universiteit, die Potchefstroomse Universiteit vir Christelike Hoër Onderwys, die Universiteit van Port Elizabeth, die Randse Afrikaanse Universiteit, die Universiteit van Suid-Afrika en die *Universiteite van Durban-Westville en Wes-Kaapland* en driejaarliks een elk aan die Universiteite van Kaapstad en Stellenbosch."

No. R. 904

16 Mei 1986

AANSTELLING VAN LEDE EN HUL PLAASVER- VANGERS IN DIE ADVISERENDE ONDERWYS- KOMITEE VAN NATUURWETENSKAPLIKES

Die Minister van Nasionale Opvoeding het kragtens artikel 12 (3) van die Wet op Natuurwetenskaplikes, 1982 (Wet 55 van 1982), ondergenoemde persone as lede en as

7. SECTION 11.—PENSIONS

In subsection (2), substitute the figure "R19,16" for the figure "R17,06".

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Signed at Cape Town this 8th day of November 1985.

H. W. MILLER,

Employers' Representative/Chairman of the Council.

R. F. CROWTHER,

Secretary of the Council.

L. R. FINDLEY,

Employees' representative.

DEPARTMENT OF NATIONAL EDUCATION

No. R. 888

16 May 1986

UNIVERSITIES ACT, 1955

JOINT STATUTE OF THE UNIVERSITIES.— AMENDMENT

The Minister of National Education has, under and by virtue of the powers vested in him by section 18 (2) of the Universities Act, 1955 (Act 61 of 1955), approved the amendment of the Joint Statute of the Universities set out in the Schedule hereto, which was framed by the Committee of University Principals.

SCHEDULE

1. *Joint Statute of the Universities* framed by the Committee of University Principals, approved by the Minister of National Education in terms of section 18 (2) of the Universities Act, 1955 (Act 61 of 1955), and published under Government Notice R. 822 of 25 May 1962, as amended by Government Notices R. 937 of 25 June 1965, R. 1940 of 8 December 1967, R. 2256 of 6 December 1968, R. 1422 of 28 August 1970, R. 2185 of 3 December 1971, R. 2301 of 24 December 1971, R. 1795 of 4 October 1974, R. 646 of 4 April 1975, R. 1541 of 27 August 1976, R. 2123 of 27 October 1978, R. 354 of 29 February 1980 and R. 593 of 30 March 1984.

2. Substitute the following paragraph for the existing paragraph 23 (Chapter VI):

"23. Subject to the provision of funds by Parliament, two National Scholarships each shall be awarded annually to the Universities of the Witwatersrand, Pretoria, Natal and the Orange Free State, Rhodes University, the Potchefstroomse Universiteit vir Christelike Hoër Onderwys, the University of Port Elizabeth, the Rand Afrikaans University, and the University of South Africa, and the *Universities of Durban-Westville and the Western Cape* and one each triennially to the Universities of Cape Town and Stellenbosch."

No. R. 904

16 May 1986

APPOINTMENT OF MEMBERS AND THEIR ALTERNATES TO THE EDUCATION ADVISORY COMMITTEE FOR NATURAL SCIENTISTS

The Minister of National Education has, in terms of section 12 (3) of the Natural Scientists' Act, 1982 (Act 55 of 1982), appointed the following persons as members and as

plaasvervangers van sodanige lede in die Adviserende Onderwyskomitee van Natuurwetenskaplikes aangestel vir 'n termyn van drie jaar met ingang van 1 September 1985:

Lid	Plaasvervanger
Prof. H. L. Alberts	Prof. H. G. Raubenheimer
Prof. B. R. Allanson	Prof. G. de Jager
Dr. J. K. Basson	Dr. A. Brink
Prof. J. A. de Bruyn	Prof. H. A. Louw
Prof. B. Esterhuizen	Prof. C. J. Leonard
Prof. A. Goosen	Prof. W. Oelofsen
Prof. W. A. Hawksworth	Prof. J. H. Swart
Dr. A. J. Heyns	Dr. J. H. Hofmeyr
Mnr. E. G. Jansen	Mnr. R. C. Roos
Prof. H. J. le Roux	Prof. J. H. Reynhardt
Prof. E. Malan	Prof. G. du T. de Villiers
Prof. G. McGillivray	Prof. S. J. R. Vorster
Prof. D. S. McLachlan	Prof. R. M. Crewe
Mnr. L. R. Naidoo	Mnr. S. Bissessor
Prof. H. J. Oosthuizen	Prof. M. S. Burgers
Prof. D. J. J. Potgieter	Prof. J. Swart
Prof. A. J. Reinecke	Prof. J. C. Geertsema
Mnr. W. A. Schroeder	Mnr. A. M. Muller
Dr. V. C. O. Schuler	Dr. J. S. V. van Zijl
Prof. B. Spoelstra	Prof. J. P. van der Merwe
Prof. W. J. Strydom	Prof. J. J. Alexander
Prof. C. G. Troskie	Prof. N. J. van der Merwe
Dr. D. J. J. van Rensburg	Prof. G. S. Harley
Prof. P. E. Viljoen	Prof. J. J. Human

alternates of such members to the Education Advisory Committee for Natural Scientists with effect from 1 September 1985 for a period of three years:

Member	Alternate
Prof. H. L. Alberts	Prof. H. G. Raubenheimer
Prof. B. R. Allanson	Prof. G. de Jager
Dr J. K. Basson	Dr A. Brink
Prof. J. A. de Bruyn	Prof. H. A. Louw
Prof. B. Esterhuizen	Prof. C. J. Leonard
Prof. A. Goosen	Prof. W. Oelofsen
Prof. W. A. Hawksworth	Prof. J. H. Swart
Dr A. J. Heyns	Dr J. H. Hofmeyr
Mr E. G. Jansen	Mr R. C. Roos
Prof. H. J. le Roux	Prof. J. H. Reynhardt
Prof. E. Malan	Prof. G. du T. de Villiers
Prof. G. McGillivray	Prof. S. J. R. Vorster
Prof. D. S. McLachlan	Prof. R. M. Crewe
Mr L. R. Naidoo	Mr S. Bissessor
Prof. H. J. Oosthuizen	Prof. M. S. Burgers
Prof. D. J. J. Potgieter	Prof. J. Swart
Prof. A. J. Reinecke	Prof. J. C. Geertsema
Mr W. A. Schroeder	Mr A. M. Muller
Dr V. C. O. Schuler	Dr J. S. V. van Zijl
Prof. B. Spoelstra	Prof. J. P. van der Merwe
Prof. W. J. Strydom	Prof. J. J. Alexander
Prof. C. G. Troskie	Prof. N. J. van der Merwe
Dr D. J. J. van Rensburg	Prof. G. S. Harley
Prof. P. E. Viljoen	Prof. J. J. Human

SUID-AFRIKAANSE POLISIE

No. R. 933

16 Mei 1986

WYSIGINGS VAN DIE REGULASIES VIR DIE SUID-AFRIKAANSE POLISIE

Die Staatspresident het kragtens artikel 33 van die Polisiewet, 1958 (Wet 7 van 1958), die regulasies vervat in die Bylae hiervan, uitgevaardig.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing R. 203 van 14 Februarie 1964, soos gewysig.

2. Regulasie 23 van die Regulasies word hierby gewysig deur subregulasie (4) (a) (iii) deur die volgende te vervang:

"(iii) Per vliegtuig—

(aa) Binnelandse vlugte.

(1) In die geval van die Kommissaris: Eersteklas of enige klas van sy keuse.

(2) In die geval van 'n lid wie se salaris gelyk aan of hoër is as dié verbonde aan die rang van luitenant-generaal, uitgesonderd die Kommissaris: Besigheidsklas of ekonomiese klas.

(3) In die geval van enige ander lid as dié in (1) en (2) hierbo genoem: Ekonomiese klas.

(bb) Buitelandse vlugte.

Die voorsienings in subparagraaf (aa) dien as riglyn vir die benutting van Eerste-, Goud- en Silwerklas aangesien andersoortige omstandighede as in die geval van binnelandse vlugte kan geld."

SOUTH AFRICAN POLICE

No. R. 933

16 May 1986

AMENDMENT OF THE REGULATIONS FOR THE SOUTH AFRICAN POLICE

The State President has, in terms of section 33 of the Police Act, 1958 (Act 7 of 1958), made the regulations contained in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the Regulations" means the regulations promulgated by Government Notice R. 203 of 14 February 1964, as amended.

2. Regulation 23 of the Regulations is hereby amended by the substitution for subregulation 4 (a) (iii) of the following:

"(iii) By air—

(aa) Domestic flights.

(1) In the case of the Commissioner: First class or any class of his choice.

(2) In the case of a member whose salary is equal to or higher than that attached to the rank of Lieutenant-General, excluding the Commissioner: Business or economic class.

(3) In the case of any member other than those referred to in (1) and (2) above: Economy class.

(bb) Overseas flights.

The provisions in subparagraph (aa) shall serve as guide-lines for the utilisation of the first, gold and silver class, since circumstances may differ from those relating to domestic flights."

SUID-AFRIKAANSE VERVOERDIENSTE**No. R. 890****16 Mei 1986****PENSIOENREGULASIES****WYSIGINGSLYS**

Kragtens die bevoegdheid aan my verleen by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese van die Republiek van Suid-Afrika, na raadpleging met die Raad van Suid-Afrikaanse Vervoerdienste, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R. 859 van 28 Mei 1971, soos gewysig, verder soos volg gewysig word vanaf 1 April 1986:

REGULASIE 23

In paragraaf 1 (a) voeg "addisionele sekondêre salaris" na die woorde "sodanige sekondêre salaris," in.

No. R. 891**16 Mei 1986****PENSIOENREGULASIES****WYSIGINGSLYS**

Kragtens die bevoegdheid aan my verleen by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese van die Republiek van Suid-Afrika, na raadpleging met die Raad van Suid-Afrikaanse Vervoerdienste, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R. 859 van 28 Mei 1971, soos gewysig, verder soos volg gewysig word vanaf 10 Februarie 1986:

REGULASIE 1

Vervang paragraaf (ix) deur die volgende:

(ix) "rente" beteken rente maandeliks saamgestel. (iv)

No. R. 908**16 Mei 1986****PENSIOENREGULASIES****WYSIGINGSLYS**

Kragtens die bevoegdheid wat aan my verleen is by artikel 3 van die Wet op Spoorweg- en Hawepensioene vir Nie-blankes, 1974 (Wet 43 van 1974), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese van die Republiek van Suid-Afrika, na raadpleging met die Raad van Suid-Afrikaanse Vervoerdienste, goedkeuring daaraan dat die Pensioenregulasies vir Nie-blankes gepubliseer in Goewermentskennisgewing R. 303 van 14 Februarie 1975, soos gewysig, soos volg verder gewysig word met ingang van 19 Desember 1984:

REGULASIE 23

Vervang die opskrif en hierdie regulasie deur die volgende:

BYDRAES TOT DIE FONDS VAN LEDE WAT MET VERLOF OF WAT GESKORS IS

23 (1) 'n Lid bly tot die Fonds bydra terwyl hy met verlof is met volle of gedeeltelike betaling of geskors is met volle of gedeeltelike betaling, maar sulke bydraes word bereken op sy volle pensioengewende emolumente en nie op die werklike ontvange verminderde betaling nie.

(2) (a) 'n Lid is verplig om tot die Fonds by te dra ten opsigte van 'n tydperk wat hoogstens 90 dae gedurende welke tydperk hy ononderbroke met verlof sonder betaling was of sonder betaling van diens geskors was. Die verskul-

SOUTH AFRICAN TRANSPORT SERVICES**No. R. 890****16 May 1986****PENSION REGULATIONS****SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs of the Republic of South Africa, do hereby, after consultation with the South African Transport Services Board, approve of the Pension Regulations, published in Government Notice R. 859 of 28 May 1971, as amended, being further amended as follows from 1 April 1986:

REGULATION 23

In paragraph 1 (a) insert "additional secondary salary" after the words "such secondary salary,".

No. R. 891**16 May 1986****PENSION REGULATIONS****SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs of the Republic of South Africa, do hereby after consultation with the South African Transport Services Board, approve of the Pension Regulations, published in Government Notice R. 859 of 28 May 1971, as amended, being further amended as follows from 10 February 1986:

REGULATION 1

Substitute the following for paragraph (iv):

(iv) "interest" means interest compounded monthly; (ix)

No. R. 908**16 May 1986****PENSION REGULATIONS****SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 3 of the Railways and Harbours Pensions for Non-Whites Act, 1974 (Act 43 of 1974), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs of the Republic of South Africa, do hereby, after consultation with the South African Transport Services Board, approve of the Pension Regulations for Non-Whites, published in Government Notice R. 303 of 14 February 1975, as amended, being further amended as follows with effect from 19 December 1984:

REGULATION 23

Substitute the following for the heading and this regulation:

CONTRIBUTIONS TO THE FUND OF MEMBERS ON LEAVE OR UNDER SUSPENSION

23 (1) A member shall continue to contribute to the Fund while on leave with full or part pay, or under suspension with full or part pay, but such contributions shall be calculated on his full pensionable emoluments and not on the reduced pay actually drawn.

(2) (a) A member is under an obligation to contribute to the Fund in respect of a period not exceeding 90 days during which he has continuously been on leave of absence without pay or has been suspended from duty without pay. The

digde bydraes ten opsigte van sodanige tydperk word by sy dienshervatting van sy salaris in maandelikse paaieimente afgetrek teen die skaal van 5 persent van sy lopende maandelikse pensioengewende emolumente of in een paaieiment as die uitstaande bedrag nie meer as 5 persent van sodanige emolumente is nie. Geen rente word op sodanige bydraes gehef nie.

(b) 'n Lid het die reg om te kies om tot die Fonds by te dra ten opsigte van die geheel van 'n tydperk langer as 90 dae gedurende welke tydperk hy ononderbroke met verlof sonder betaling was of sonder betaling van diens geskors was.

(c) Die keuse waarvoor daar in subparagraaf (b) voorsiening gemaak word, kan, nadat die Hoofbestuurder aan die lid besonderhede van sy skuld las deur middel van 'n keusevorm verstrek het, te eniger tyd onderwyl die lid in diens is, uitgeoefen word; met dien verstande dat die lid 'n ontvangsbewys vir sodanige keusevorm teken, dateer en aan die Hoofbestuurder terugstuur.

(d) 'n Keuse wat ingevolge subparagraaf (b) uitgeoefen word, is onherroeplik.

(e) (i) Indien 'n lid verkies het om nie ten opsigte van 'n tydperk gemeld in subparagraaf (b) by te dra nie, word sodanige tydperk nie by die berekening van sy ononderbroke diens in aanmerking geneem nie.

(ii) Indien 'n lid kies om ten opsigte van 'n tydperk gemeld in subparagraaf (b) by te dra, word die verskuldigde bydraes tesame met rente daarop teen die heersende koers soos periodiek bepaal ingevolge regulasie 20A ten opsigte van soveel van die genoemde tydperk van verlof of skorsing wat langer as 90 dae is, onderworpe aan die bepalings van subparagraawe (e) (iii) en (iv), van sy salaris afgetrek in sodanige maandelikse paaieimente as wat bepaal mag word, maar op so 'n wyse dat die paaieimente nie meer bedra as 2 persent van die lid se pensioengewende emolumente nie, tensy hy dit verlang of tensy 2 persent van sy pensioengewende emolumente minder is as die verdere maandelikse rente op die skuld las.

(iii) 'n Lid kan hoër paaieimente deur middel van sy betaalbewys laat aftrek, die volle skuld las in 'n kontantbedrag vereffen of 'n gedeelte daarvan in 'n kontantbedrag afbetaal en die saldo van sy salaris laat aftrek in maandelikse paaieimente waartoe hy en die Hoofbestuurder ooreengekom het.

(iv) As 'n lid dit verkies, kan hy met die Hoofbestuurder reëlings tref om bykomende kontantbedrae periodiek te betaal ter vermindering van sy skuld.

(f) Indien 'n lid te sterwe kom voordat hy sy keuse uitgeoefen het, moet daar, indien dit tot sy weduwee of ander afhanklikes se voordeel strek, aanvaar word dat hy begerig was om vir 'n tydperk gemeld in subparagraaf (b) by te dra en moet die uitstaande skuld las op die pensioenvoordeel wat betaalbaar is, verhaal word.

(g) Bydraes ten opsigte van 'n tydperk wat as verlof of skorsing van diens sonder betaling beskou word, word ooreenkomstig regulasie 19 (3) bereken en betaal en word gegrond op die pensioengewende emolumente wat die lid onmiddellik voor die aanvang van sy verlof of skorsing van diens bygedra het.

(h) Bydraes betaalbaar ingevolge hierdie regulasie word bereken teen die skaal van toepassing gedurende die tydperk van verlof of skorsing van diens sonder betaling.

(3) Wanneer 'n lid van die Fonds diens hervat nadat hy vir langer as 90 dae sonder betaling geskors was, moet die betrokke departementshoof of -onderhoof besonderhede van sodanige afwesigheid aan die Hoofbestuurder verstrek.

contributions due in respect of such period shall, upon his resumption of duty, be recovered from his salary in monthly instalments at the rate of 5 per cent of his current monthly pensionable emoluments or in one instalment when the amount outstanding does not exceed a figure equalling 5 per cent of such emoluments. No interest will be charged on such contributions.

(b) A member shall have the option to contribute to the Fund in respect of the whole of a period exceeding 90 days during which he has continuously been on leave of absence without pay or has been suspended from duty without pay.

(c) The option provided for in subparagraph (b) may be exercised at any time while the member is in service after the General Manager has furnished the member with particulars of his liability through the medium of an option form; provided that the member shall sign, date and return to the General Manager a receipt for such option form.

(d) An option exercised in terms of subparagraph (b) shall be irrevocable.

(e) (i) If a member has elected not to contribute in respect of a period referred to in subparagraph (b), such period shall not be taken into account in calculating the period of his continuous employment.

(ii) If a member elects to contribute in respect of a period referred to in subparagraph (b), the contributions due, together with interest thereon at the current rate as periodically determined in terms of regulation 20A, in respect of so much of the period of leave or suspension as exceeds 90 days, shall, subject to the provisions of subparagraph (e) (iii) and (iv), be deducted from his salary in such monthly payments as may be determined, but in such a manner that the payments shall not exceed 2 per cent of the member's pensionable emoluments, unless he so desires or unless 2 per cent of his pensionable emoluments is less than the further monthly interest on the debt.

(iii) A member may pay higher instalments by means of deductions from his pay-voucher or make a cash payment in settlement of the total debt or part thereof, with the balance in the latter case being deducted from his salary in monthly instalments agreed upon by the General Manager and the member.

(iv) If a member so desires, he may by arrangement with the General Manager, make additional cash payments periodically in reduction of his debt.

(f) If a member dies before having exercised his option, it shall be accepted, if it is to the benefit of his widow or other dependants, that it was his wish to contribute for a period referred to in subparagraph (b), and the outstanding debt shall be recovered from the pension benefit payable.

(g) Contributions in respect of any period regarded as leave of absence or suspension from duty without pay, shall be calculated and made in accordance with regulation 19 (3), and shall be based on the pensionable emoluments which the member was contributing immediately prior to the commencement of his leave or period of suspension from duty.

(h) Contributions payable in terms of this regulation shall be calculated at the rate applicable during the period of leave or suspension from duty without pay.

(3) When a member of the Fund resumes duty after a period of suspension without pay exceeding 90 days, the head or subhead of the department concerned shall supply particulars of such absence to the General Manager.

(4) 'n Lid bly op die gewone wyse tot die Fonds bydra terwyl hy weens siekte afwesig van diens is. Indien volle of gedeeltelike siekteloon ten opsigte van sodanige afwesigheid toegestaan word, is bydraes op sy volle pensioengevende emolumente betaalbaar. Indien geen betaling ten opsigte van 'n tydperk van afwesigheid van diens weens siekte toegestaan word nie, geld die bepalings van paragraaf (2).

DEPARTEMENT VAN VERVOER

No. R. 926

16 Mei 1986

TYDELIKE VRYSTELLING VAN SEKERE OORVLUG REGULASIES

Daar word hierby vir algemene inligting bekendgemaak dat die Minister van Vervoerwese ingevolge regulasie 2.1 van die Vliegereguleer-, Lugverkeersdienste-, Soek-en-Redding- en Oorvlugregulasies, 1975, gelas het dat regulasie 10.5 van die regulasies vanaf 1 Julie 1986 tot 31 Desember 1986 nie van toepassing is nie op enige lugvaartuig—

- wat die grens van Lesotho, Swaziland of Botswana oorstek op 'n ononderbroke vlug vanaf een punt na 'n ander, binne die Republiek;
- wat die grens van die Republiek oorstek met die doel om oor die gebied van die Republiek te vlieg maar nie daarin te land nie ten einde die grens van Lesotho, Swaziland of Botswana oor te steek of wat 'n grens van engeen van genoemde gebiede oorstek met die doel om oor die gebied van die Republiek te vlieg maar nie daarin te land nie ten einde enige ander grens oor te steek.

(4) A member shall continue to contribute to the Fund in the ordinary manner while absent from duty due to sickness. If full or partial sick pay is granted in respect of such absence, contributions shall be payable on his full pensionable emoluments. If no pay is granted in respect of a period of absence from duty due to sickness the provisions of paragraph (2) shall apply.

DEPARTMENT OF TRANSPORT

No. R. 926

16 May 1986

TEMPORARY EXEMPTION FROM CERTAIN OVER- FLIGHT REGULATIONS

It is hereby notified for general information that the Minister of Transport Affairs has in terms of regulation 2.1 of the Rules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations, 1975, directed that regulation 10.5 of the regulations shall not apply from 1 July 1986 until 31 December 1986 to any aircraft—

- which crosses the border of Lesotho, Swaziland or Botswana on an uninterrupted flight from one place to another, within the Republic;
- which crosses the border of the Republic for the purpose of overflying but not landing within the territory of the Republic in order to cross the border of Lesotho, Swaziland or Botswana or which crosses a border of any of the said territories for the purpose of overflying but not landing within the territory of the Republic in order to cross any other border.

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

Die "Onderstepoort Journal of Veterinary Research" word deur die Staatsdrukker, Pretoria, gedruk en is verkrygbaar van die Direkteur, Afdeling Landbou-inligting, Privaatsak X144, Pretoria, 0001, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Hierdie publikasie is 'n voortsetting van die "Reports of the Government Veterinary Bacteriologist of the Transvaal" wat terugdateer tot 1903 en waarvan 18 verskyn het tot 1932. Dit is gevolg deur 52 volumes van die "Onderstepoort Journal". Tans bestaan elke volume uit vier nommers wat teen R5 per kopie of R20 per jaar plus AVB binnelands en R6,25 per kopie of R25 per jaar buitelands van bogenoemde adres posvry verkrygbaar is (lugposbestellings: R10 per kopie of R40 per jaar).

Direkteure van laboratoriums ens. wat begerig is om publikasies om te ruil moet in verbinding tree met die Direkteur, Navorsingsinstituut vir Veeartsenykunde, Pk. Onderstepoort, 0110, Republiek van Suid-Afrika.

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

The Onderstepoort Journal of Veterinary Research is printed by the Government Printer, Pretoria, and is obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria, 0001, to whom all communications should be addressed.

This publication is a continuation of the Reports of the Government Veterinary Bacteriologist of the Transvaal which date back to 1903 and of which 18 have appeared up to 1932. These were followed by 52 volumes of the Onderstepoort Journal. At present each volume comprises four numbers which are obtainable from the above address at R5 per copy or R20 per annum plus GST local or other countries R6,25 per copy or R25 per annum (air mail: R10 per copy or R40 per annum).

Directors of laboratories etc. desiring to exchange publications are invited to communicate with the Director, Veterinary Research Institute, P.O. Onderstepoort, 0110, Republic of South Africa.

BELANGRIK!!

Plasing van tale:

Staatskoerante

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* jaarliks sal geskied, beginnende vanaf 1 Oktober tot 30 September, elke jaar.
2. Vir die tydperk 1 Oktober 1985 tot 30 September 1986 word Afrikaans EERSTE geplaas.
3. Hierdie reëling word in ooreenstemming gebring met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. ***Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.***

—oOo—

IMPORTANT!!

Placing of languages:

Government Gazettes

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be done annually, starting on 1 October until 30 September, every year.
2. For the period 1 October 1985 to 30 September 1986, Afrikaans is to be placed FIRST, changing annually hereafter.
3. This arrangement is to bring the *Government Gazettes* in conformity with Gazettes containing Acts of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. ***It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.***

Help om ons land, Suid-Afrika,
skoon te hou!



Please keep our country, South
Africa, clean!

DIE BLOMPLANTE VAN AFRIKA

Hierdie publikasie word uitgegee as 'n geïllustreerde reeks, baie na die aard van Curtis se "Botanical Magazine". Die doel van die werk is om die skoonheid en variasie van vorm van die flora van Afrika aan die leser bekend te stel, om belangstelling in die studie en kweek van die inheemse plante op te wek, en om plantkunde in die algemeen te bevorder.

Die meeste van die illustrasies word deur kunstenaars van die Navorsingsinstituut vir Plantkunde gemaak, dog die Redakteur verwelkom geskikte bydraes van 'n wetenskaplike en kunsstandaard afkomstig van verwante inrigtings.

Onder huidige omstandighede word twee dele van die werk in een omslag gepubliseer, maar met onreëlmatige tussenpose; elke deel bevat 10 kleurplate. Intekengeld bedra R15 per uitgawe van twee dele (buitelands R16 per uitgawe): Vier dele per band. Vanaf band 27 is die prys per band in rexine gebind R40; in luukse rexine gebind R45. (Buitelands, rexine gebind R45; luukse band R50).

Verkrygbaar van die Direkteur, Afdeling Landbouinligting, Privaatsak X144, Pretoria.

Verkoopbelasting moet by binnelandse bestellings ingesluit word.

THE FLOWERING PLANTS OF AFRICA

This publication is issued as an illustrated serial, much on the same lines as Curtis's Botanical Magazine, and for imitating which no apology need be tendered.

The desire and object of the promoters of the publication will be achieved if it stimulates further interest in the study and cultivation of our indigenous plants.

The illustrations are prepared mainly by the artists at the Botanical Research Institute, but the Editor welcomes contributions of suitable artistic and scientific merit from kindred institutions.

Each part contains 10 plates. Two parts are published in one cover and costs R15 per issue of two parts (other countries R16 per issue). Two, three or four parts may be published annually, depending on the availability of illustrations. A volume consists of four parts. From Volume 27, the price per volume is: Rexine binding, R40; de luxe binding R45 (other countries, rexine binding R45; de luxe binding R50).

Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria.

Sales tax must accompany inland orders.

PHYTOPHYLACTICA

Hierdie publikasie bevat artikels oor plantpatologie, mikologie, mikrobiologie, entomologie, nematologie en ander dierkundige plantplae. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstellike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen R5 plus AVB per eksemplaar of R20 per jaar, posvry (Buitelands R6,25 per eksemplaar of R25 per jaar).

PHYTOPHYLACTICA

This publication deals with plant pathology, mycology, microbiology, entomology, nematology, and other zoological plant pests. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R5 plus GST per copy or R20 per annum, post free (Other countries R6,25 per copy or R25 per annum).

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