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GOVERNMENT NOTICES

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING

No. R. 1634

31 July 1987

MARKETING ACT, 1968 (ACT 59 OF 1968)

DAIRY SCHEME.—LEVY AND SPECIAL LEVY ON DAIRY PRODUCTS—AMENDMENT

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

- (a) the Dairy Board referred to in section 6 of the Dairy Scheme published by Proclamation R. 290 of 1978, as amended, has under sections 21 and 22 of the said Scheme further amended the Schedule to Government Notice R. 300 of 13 February 1987, as amended, to the extent set out in the Schedule hereto; and
- (b) the said amendment has been approved by me and shall come into operation on 1 August 1987.

J. J. G. WENTZEL,
Minister of Agriculture.

SCHEDULE

The Schedule to Government Notice R. 300 of 13 February 1987, as amended by Government Notice R. 810 of 10 April 1987, is hereby further amended by the substitution in item 3 of Table 2 for the expression "7,97c/kg" where it occurs in column 3, of the expression "4,191 c/kg".

No. R. 1661

31 July 1987

WINE, OTHER FERMENTED BEVERAGES AND
SPIRITS ACT, 1957 (ACT 25 OF 1957)

REGULATIONS RELATING TO THE PRODUCTION OR MANUFACTURE, IMPORT, EXPORT AND LA- BELLING OF WINE, OTHER FERMENTED BEVE- RAGES AND SPIRITS.—AMENDMENT

The Minister of Agriculture has under section 39 of the Wine, Other Fermented Beverages and Spirits Act, 1957 (Act 25 of 1957), made the regulations in the Schedule.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN LANDBOU- EKONOMIE EN -BEMARKING

No. R. 1634

31 Julie 1987

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

SUIWELSKEMA.—HEFFING EN SPESIALE HEFFING OP SUIWELPRODUKTE—WYSIGING

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

- (a) die Suiwelraad bedoel in artikel 6 van die Suiwelskema gepubliseer by Proklamasie R. 290 van 1978, soos gewysig, kragtens artikels 21 en 22 van genoemde Skema die Bylae by Goewermenskennisgewing R. 300 van 13 Februarie 1987, soos gewysig, verder gewysig het in die mate in die Bylae hierby uiteengesit; en
- (b) genoemde wysiging deur my goedgekeur is en op 1 Augustus 1987 in werking tree.

J. J. G. WENTZEL,
Minister van Landbou.

BYLAE

Die Bylae by Goewermenskennisgewing R. 300 van 13 Februarie 1987, soos gewysig deur Goewermenskennisgewing R. 810 van 10 April 1987, word hierby verder gewysig deur in item 3 van Tabel 2 die uitdrukking "7,97 c/kg" waar dit in kolom 3 voorkom, deur die uitdrukking "4,191 c/kg" te vervang.

No. R. 1661

31 Julie 1987

WET OP WYN, ANDER GEGISTE DRANK EN SPIRI-
TUALIEË, 1957 (WET 25 VAN 1957)

REGULASIES BETREFFENDE DIE PRODUKSIE OF VERVAARDIGING, INVOER, UITVOER EN ETIKET- TERING VAN WYN, ANDER GEGISTE DRANK EN SPIRITUALIEË.—WYSIGING

Die Minister van Landbou het kragtens artikel 39 van die Wet op Wyn, Ander Gegiste Drank en Sprituaalies, 1957 (Wet 25 van 1957), die regulasies in die Bylae uitgevaardig.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means the regulations published by Government Notice R. 2544 of 19 December 1980, as amended by the regulations published by Government Notices R. 385 of 20 February 1981, R. 1421 of 10 July 1981, R. 2162 of 9 October 1981, R. 407 of 12 March 1982, R. 1064 of 4 June 1982, R. 2670 of 10 December 1982, R. 981 of 13 May 1983, R. 2321 of 21 October 1983, R. 1032 of 25 May 1984 (as corrected by Government Notice R. 388 of 15 February 1985), R. 1627 of 3 August 1984, R. 856 of 19 April 1985, R. 1499 of 28 June 1985, R. 357 of 28 February 1986 (as corrected by Government Notice R. 1269 of 27 June 1986), R. 1630 of 1 August 1986, R. 2189 of 24 October 1986 (as corrected by Government Notice R. 2579 of 5 December 1986) and R. 2692 of 19 December 1986.

Amendment of Table 1 of the Regulations

2. Table 1 of the Regulations is hereby amended—

- (a) by the insertion in column 2 after the word "Alicante Bouschet" of the word "Auxerrois"; and
- (b) by the insertion in column 2 after the word "Muscat Ottonel" of the word "Olasz".

No. R. 1662**31 July 1987****CORRECTION NOTICE****MARKETING ACT, 1968 (ACT 59 OF 1968)****DECIDUOUS FRUIT SCHEME.—AMENDMENT**

Government Notice R. 1445 of 3 July 1987 published in *Government Gazette* 10807 of the said date is hereby corrected by the substitution in section 16 under the heading "Prohibition of the sale of deciduous fruit not acquired from the Board or specified persons" for the expression "required" of the expression "acquired".

No. R. 1668**31 July 1987****MARKETING ACT, 1968 (ACT 59 OF 1968)****BANANA SCHEME.—AUTHORITY TO REFUSE TO TAKE DELIVERY OF CERTAIN BANANAS FOR SALE**

I, Jacob Johannes Greyling Wentzel, Minister of Agriculture, acting under section 64 (4) of the Marketing Act, 1968 (Act 59 of 1968) hereby—

- (a) authorise the Banana Board referred to in section 6 of the Banana Scheme published by Proclamation R. 109 of 1976, as amended, to refuse at any time during the period extending from the date of publication hereof up to and including 31 July 1988 to take delivery for sale of a class or grade of bananas which the said Board may from time to time determine as it deems fit; and
- (b) repeal Government Notice R. 1632 of 1 August 1986 with effect from the said date of publication.

J. J. G. WENTZEL,
Minister of Agriculture.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing R. 2544 van 19 Desember 1980, soos gewysig deur die regulasies gepubliseer by Goewermentskennisgewings R. 385 van 20 Februarie 1981, R. 1421 van 10 Julie 1981, R. 2162 van 9 Oktober 1981, R. 407 van 12 Maart 1982, R. 1064 van 4 Junie 1982, R. 2670 van 10 Desember 1982, R. 981 van 13 Mei 1983, R. 2321 van 21 Oktober 1983, R. 1032 van 25 Mei 1984 (soos verbeter by Goewermentskennisgewing R. 388 van 15 Februarie 1985), R. 1627 van 3 Augustus 1984, R. 856 van 19 April 1985, R. 1499 van 28 Junie 1985, R. 357 van 28 Februarie 1986 (soos verbeter by Goewermentskennisgewing R. 1269 van 27 Junie 1986), R. 1630 van 1 Augustus 1986, R. 2189 van 24 Oktober 1986 (soos verbeter by Goewermentskennisgewing R. 2579 van 5 Desember 1986) en R. 2692 van 19 Desember 1986.

Wysiging van Tabel 1 van die Regulasies

2. Tabel 1 van die Regulasies word hierby gewysig—

- (a) deur in kolom 2 na die woord "Alicante Bouschet" die woord "Auxerrois" in te voeg; en
- (b) deur in kolom 2 na die woord "Muscat Ottonel" die woord "Olasz" in te voeg.

No. R. 1662**31 Julie 1987****VERBETERINGSKENNISGEWING****BEMARKINGSWET, 1968 (WET 59 VAN 1968)****SAGTEVRUGTESKEMA.—WYSIGING**

Goewermentskennisgewing R. 1445 van 3 Julie 1987 gepubliseer in *Staatskoerant* 10807 van vermeldde datum word hierby verbeter deur in artikel 16, van die Engelse teks, onder die opskrif "Prohibition of the sale of deciduous fruit not acquired from the Board or specified persons" die uitdrukking "required" deur die uitdrukking "acquired" te vervang.

No. R. 1668**31 Julie 1987****BEMARKINGSWET, 1968 (WET 59 VAN 1968)****PIESANGSKEMA.—MAGTIGING OM TE WEIER OM SEKERE PIESANGS VIR VERKOOP IN ONTVANGS TE NEEM**

Ek, Jacob Johannes Greyling Wentzel, Minister van Landbou, handelende kragtens artikel 64 (4) van die *Bemarkingswet, 1968 (Wet 59 van 1968)*—

- (a) magtig hierby die Piesangraad bedoel in artikel 6 van die Piesangskema gepubliseer by Proklamasie R. 109 van 1976, soos gewysig, om te eniger tyd gedurende die tydperk vanaf die datum van publikasie hiervan tot en met 31 Julie 1988 te weier om 'n klas of graad peisangs wat genoemde Raad na goedgekeurde van tyd tot tyd bepaal, vir verkoop in ontvangs te neem; en
- (b) herroep hierby Goewermentskennisgewing R. 1632 van 1 Augustus 1986 met ingang van genoemde datum van publikasie.

J. J. G. WENTZEL,
Minister van Landbou.

DEPARTMENT OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

No. R. 1665

31 July 1987

CONSTITUTIONAL DEVELOPMENT SERVICES

LOCAL GOVERNMENT TRAINING ACT, 1985

IMPOSITION OF TRAINING LEVY

I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, by virtue of the powers vested in me in terms of section 10 of the Local Government Training Act, 1985 (Act 41 of 1985), and after consultation with the Minister of Finance and the Training Board, do hereby impose, for the financial year 1987/88, a training levy as set out in the accompanying Schedule and payable by local government bodies in general.

The training levy is payable to the Director-General: Department of Constitutional Development and Planning (Training fund), 260 Walker Street, Sunnyside, Pretoria, or Private Bag X644, Pretoria, 0001.

J. C. HEUNIS,

Minister of Constitutional Development and Planning.

SCHEDULE

The amount of R2,50 per employee for each employee in the employment of a local government body on 1 July 1987 for the financial year 1987/88: Provided that such levy shall be payable on or before 30 September 1987.

DEPARTMENT OF FINANCE

No. R. 1630

31 July 1987

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1304)

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.

SCHEDULE

I Tariff Heading	II Statistical unit	III IV Rate of Duty	
		General	M.F.N.
29.15 By the substitution for subheading No. 29.15.70.90 of the following: "90 Other	kg	20% or 170c per kg less 80%"	

Note.—The rate of duty on certain phthalates is amended from 20% or 150c per kg less 80% to 20% or 170c per kg less 80%.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV Skaal van Reg	
		Algemeen	M.B.N.
29.15 Deur subpos No. 29.15.70.90 deur die volgende te vervang: "90 Ander	kg	20% of 170c per kg min 80%"	

Opmerking.—Die skaal van reg op sekere ftalate word van 20% of 150c per kg min 80% na 20% of 170c per kg min 80% gewysig.

DEPARTEMENT VAN STAATKUNDIGE ONTWIKKELING EN BEPLANNING

No. R. 1665

31 Julie 1987

STAATKUNDIGE ONTWIKKELINGSDIENS

WET OP PLAASLIKE OWERHEIDSOPLEIDING, 1985

OPLEGGING VAN OPLEIDINGSHEFFING

Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen by artikel 10 van die Wet op Plaaslike Owerheidsopleiding, 1985 (Wet 41 van 1985), en na oorlegpleging met die Minister van Finansies en die Opleidingsraad, lê hierby, vir die boekjaar 1987/88, 'n opleidingsheffing soos uiteengesit in die bygaande Bylae en betaalbaar deur plaaslike owerheidsliggame in die algemeen, op.

Die opleidingsheffing is betaalbaar aan die Direkteur-generaal: Departement van Staatkundige Ontwikkeling en Beplanning (Opleidingsfonds), Walkerstraat 260, Sunnyside, Pretoria, of Privaatsak X644, Pretoria, 0001.

J. C. HEUNIS,

Minister van Staatkundige Ontwikkeling en Beplanning.

BYLAE

Die bedrag van R2,50 per werknemer vir elke werknemer in diens van 'n plaaslike owerheidsliggaam op 1 Julie 1987 vir die boekjaar 1987/88: Met dien verstande dat sodanige heffing betaalbaar is voor of op 30 September 1987.

DEPARTEMENT VAN FINANSIES

No. R. 1630

31 Julie 1987

DOEANE- EN AKSYNWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1304)

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.

No. R. 1631

31 July 1987

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1305)

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.

No. R. 1631

31 Julie 1987

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1305)

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.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV
		General		M.F.N.
39.02 By the insertion before subheading No. 39.02.10.10 of the following:				
".05 Ethylene vinyl acetate, liquid or pasty or in blocks, lumps, powders, granules, flakes and similar bulk forms, of a value for duty purposes per kg not exceeding 220c	kg	10% or 170c per kg less 90%		
".07 Ethylene vinyl acetate, liquid or pasty or in blocks, lumps, powders, granules, flakes and similar bulk forms, of a value for duty purposes per kg exceeding 220c	kg	free"		
By the deletion of subheading No. 39.02.10.21.				

Note.—The rate of duty on ethylene vinyl acetate, liquid or pasty, or in blocks, lumps, powders, granules, flakes and similar bulk forms, of a value for duty purposes per kg not exceeding 220c, is increased from free to 10% or 170c per kg less 90%.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg		IV
		Algemeen		M.B.N.
39.02 Deur voor subpos No. 39.02.10.10 die volgende in te voeg:				
".05 Etileenvinielasetaat, vloeistof of pasta, of in blokke, stukke, poeiers, korrels, vlokke en dergelike massavorms, met 'n waarde vir belastingdoeleindes per kg van hoogstens 220c	kg	10% of 170c per kg min 90%		
".07 Etileenvinielasetaat, vloeistof of pasta, of in blokke, stukke, poeiers, korrels, vlokke en dergelike massavorms, met 'n waarde vir belastingdoeleindes per kg van meer as 220c	kg	vry"		
Deur subpos No. 39.02.10.21 te skrap.				

Opmerking.—Die skaal van reg op etileenvinielasetaat, vloeistof of pasta, of in blokke, stukke, poeiers, korrels, vlokke en dergelike massavorms, met 'n waarde vir belastingdoeleindes per kg van hoogstens 220c, word van vry na 10% of 170c per kg min 90% verhoog.

No. R. 1632

31 July 1987

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/912)

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

K. D. S. DURR,
Deputy Minister of Finance.

No. R. 1632

31 Julie 1987

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/912)

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

K. D. S. DURR,
Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II			III Extent of Rebate
	Tariff Heading	Rebate Code	Description	
304.07	"15.07	01.00 49	By the insertion after tariff heading No. 15.03 of the following: Evening primrose oil, for the manufacture of food supplements in capsules	Full duty"
	"27.10	01.00 49	By the insertion after tariff heading No. 20.02 of the following: Liquid paraffin, for the manufacture of food supplements in capsules	Full duty
	29.01	01.00 48	Benzine, for the manufacture of food supplements in capsules	Full duty"
		"03.00 45	By the insertion after rebate code 02.00 to tariff heading No. 29.38 of the following: dl-a-Tocopheryl acetate, for the manufacture of food supplements in capsules	Full duty"

Note.—Provision is made for a rebate of the full duty on evening primrose oil, liquid paraffin, benzine and dl-a-tocopheryl acetate, for the manufacture of food supplements in capsules.

BYLAE

I Korting- item	II			III Mate van Korting
	Tarief- pos	Korting- kode	Beskrywing	
304.07	"15.07	01.00 49	Deur na tariefpos No. 15.03 die volgende in te voeg: Aandblomolie, vir die vervaardiging van voedselaanvullers in kapsules	Volle reg"
	"27.10	01.00 49	Deur na tariefpos No. 20.02 die volgende in te voeg: Aptekersparaffien, vir die vervaardiging van voedselaanvullers in kapsules	Volle reg
	29.01	01.00 48	Bensien, vir die vervaardiging van voedselaanvullers in kapsules	Volle reg"
		"03.00 45	Deur na kortingkode 02.00 by tariefpos No. 29.38 die volgende in te voeg: dl-a-Tokoferolasetaat, vir die vervaardiging van voedselaanvullers in kapsules	Volle reg"

Opmerking.—Voorsiening word gemaak vir 'n volle korting op reg op aandblomolie, aptekersparaffien, bensien en dl-a-tokoferolasetaat, vir die vervaardiging van voedselaanvullers in kapsules.

No. R. 1649

31 July 1987

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1306)

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.

No. R. 1649

31 Julie 1987

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1306)

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

K. D. S. DURR,
Adjunk-minister van Finansies.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV
		General	M.F.N.	
37.01 By the substitution for subheadings Nos. 37.01.27.20, 37.01.27.30 and 37.01.27.40 of the following:				
"20 Offset duplicating masters and lithographic plates, of a thickness not exceeding 0,2 mm, of aluminium	m ²	20% or 1 640c per m ² less 80%		
30 Offset duplicating masters, and lithographic plates of a thickness exceeding 0,2 mm but not exceeding 0,35 mm, of aluminium	m ²	20% or 1 435c per m ² less 80%		
40 Offset duplicating masters and lithographic plates, of a thickness exceeding 0,35 mm, of aluminium	m ²	20% or 1 550c per m ² less 80%"		

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV
		General		
By the substitution for subheadings Nos. 37.01.90.20, 37.01.90.30 and 37.01.90.40 of the following:				
..20 Offset duplicating masters and lithographic plates, of a thickness not exceeding 0,2 mm, of aluminium	m ²	20% or 1 860c per m ² less 80%		
.30 Offset duplicating masters and lithographic plates, of a thickness exceeding 0,2 mm but not exceeding 0,35 mm, of aluminium	m ²	20% or 1 455c per m ² less 80%		
.40 Offset duplicating masters and lithographic plates, of a thickness exceeding 0,35 mm, of aluminium	m ²	20% or 2 300c per m ² less 80%		
84.34 By the substitution for subheading No. 84.34.40 of the following:				
..84.34.40 Lithographic plates and offset duplicating masters, of aluminium	m ²	25% or 1 470c per m ² less 75%		

- Notes.—1. The rates of duty on offset duplicating masters and lithographic plates, of aluminium, classifiable under subheadings Nos. 37.01.27.20, 37.01.27.30, 37.01.27.40, 37.01.90.20, 37.01.90.30, 37.01.90.40 and 84.34.40, are amended.
2. Duplicating masters and lithographic plates which comply with the conditions of item 460.22, may be entered under rebate of duty under that item and for this purpose the Board of Trade and Industry has certified that the amendment of the rates of duty is as a result of an application for tariff protection not previously published in the *Government Gazette* for general information.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg		IV M.B.N.
		Algemeen		
37.01 Deur subposte Nos. 37.01.27.20, 37.01.27.30 en 37.01.27.40 deur die volgende te vervang:				
..20 Vlakdrukstamkopieë en litografiese plate, met 'n dikte van hoogstens 0,2 mm van aluminium	m ²	20% of 1 640c per m ² min 80%		
.30 Vlakdrukstamkopieë en litografiese plate, met 'n dikte van meer as 0,2 mm maar hoogstens 0,35 mm, van aluminium	m ²	20% of 1 435c per m ² min 80%		
.40 Vlakdrukstamkopieë en litografiese plate, met 'n dikte van meer as 0,35 mm, van aluminium	m ²	20% of 1 550c per m ² min 80%		
Deur subposte Nos. 37.01.90.20, 37.01.90.30 en 37.01.90.40 deur die volgende te vervang:				
..20 Vlakdrukstamkopieë en litografiese plate, met 'n dikte van hoogstens 0,2 mm, van aluminium	m ²	20% of 1 860c per m ² min 80%		
.30 Vlakdrukstamkopieë en litografiese plate, met 'n dikte van meer as 0,2 mm maar hoogstens 0,35 mm, van aluminium	m ²	20% of 1 455c per m ² min 80%		
.40 Vlakdrukstamkopieë en litografiese plate, met 'n dikte van meer as 0,35 mm, van aluminium	m ²	20% of 2 300c per m ² min 80%		
84.34 Deur subpos No. 84.34.40 deur die volgende te vervang:				
..84.34.40 Litografiese plate en vlakdrukstamkopieë, van aluminium	m ²	25% of 1 470c per m ² min 75%		

- Opmerkings.—1. Die skale van reg op vlakdrukstamkopieë en litografiese plate, van aluminium, indeelbaar by subposte Nos. 37.01.27.20, 37.01.27.30, 37.01.27.40, 37.01.90.20, 37.01.90.30, 37.01.90.40 en 84.34.40, word gewysig.
2. Sulke vlakdrukstamkopieë en litografiese plate wat aan die vereistes van item 460.22 voldoen, kan by dié item met korting op reg geklaar word en die Raad van Handel en Nywerheid het vir dié doel gesertifiseer dat die wysiging van die skale van reg as gevolg van 'n aansoek om tariefbeskerming is wat nie vooraf vir algemene inligting in die *Staatskoerant* gepubliseer is nie.

DEPARTMENT OF MANPOWER**No. R. 1616****31 July 1987****WAGE ACT, 1957****WAGE DETERMINATION 448.—CEMENT PRODUCTS INDUSTRY, CERTAIN AREAS**

By direction of the Minister of Manpower it is hereby notified, in terms of section 14 (2) of the Wage Act, 1957, that the Minister under the powers vested in him by section 14 (1) of the said Act, has made the Wage Determination in the Schedule hereto in respect of the Cement Products Industry, Certain Areas and has fixed the third Monday after the date of publication of this notice as the date from which the provisions of the said Wage Determination shall be binding.

SCHEDULE**1. AREA AND SCOPE OF DETERMINATION**

(1) This determination shall apply to every employer, other than a small employer as defined in subclause (3), after he has been engaged for 12 months in the aggregate in the Cement Products Industry, as defined in subclause (2), and to all his employees, other than managers as defined in subclause (4), in the following areas:

Cape Province.—The Magisterial Districts of Albany, Bellville, The Cape, De Aar, East London, George, Goodwood, Gordonia, Kimberley, King William's Town, Knysna, Kuils River, Malmesbury, Moorreesburg, Mossel Bay, Oudtshoorn, Paarl, Port Elizabeth, Simon's Town, Somerset West, Stellenbosch, Strand, Uitenhage, Wellington and Wynberg;

Natal.—The Magisterial Districts of Chatsworth, Durban, Inanda, Klip River, Newcastle, Pietermaritzburg and Pinetown;

Orange Free State.—The Magisterial Districts of Bethlehem, Bloemfontein, Bothaville, Harrismith, Kroonstad, Odendaalsrus, Sasolburg, Virginia and Welkom;

Transvaal.—The Magisterial Districts of Alberton, Balfour, Benoni, Bethal, Boksburg, Brakpan, Brits, Delmas, Ermelo, Germiston, Heidelberg, Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nigel, Oberholzer, Pietersburg, Piet Retief, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging, Westonaria, Witbank and Wonderboom.

(2) "Cement Products Industry" or "Industry" means the industry in which employers and employees are associated in establishments for the purpose of manufacturing one or more of the following articles: Bricks, tiles, roof tiles, blocks, pillars, pots, pipes, pipe fittings, ventilators or any other article of which cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any other heat process except for purposes of drying or for the purpose of accelerating the hardening of the binding agent;

and includes all operations incidental to or consequent on any of the aforesaid activities.

(3) "Small employer" means—

(a) an employer who at the date of publication of this notice is conducting one business in this industry only, which business is located in any of the areas referred to in subclause (1), and who was employing less than 15 employees in or in connection with such business, for so long as he continues thus to employ less than 15 employees at all times; or

(b) an employer who enters the Industry after the date of publication of this notice and who conducts one business in this industry only, which business is located in any of the areas referred to in subclause (1), and who at all times employs less than 15 employees in or in connection with such business:

Provided that for the purposes of this subclause an employer who manufactures the components of fencing or paving and who also erects such fencing or lays such paving, shall in respect of such activities be deemed to be conducting a business in this industry only.

(4) "Manager" means an employee who is charged by his employer with the overall supervision over, responsibility for and direction of the activities of an establishment or part of an establishment and the employees engaged therein, but does not include an employee in the same establishment who relieves or acts for a manager during the latter's absence.

DEPARTEMENT VAN MANNEKRAG**No. R. 1616****31 Julie 1987****LOONWET, 1957****LOONVASSTELLING 448.—SEMENTPRODUKTE- NYWERHEID, SEKERE GEBIEDE**

In opdrag van die Minister van Mannekrag, word hierby ingevolge artikel 14 (2) van die Loonwet, 1957, bekend gemaak dat die Minister kragtens die bevoegdheid aan hom verleë by artikel 14 (1) van genoemde Wet, die Loonvasstelling wat in die Bylae hiervan verskyn ten opsigte van die Sementproduktenywerheid, Sekere Gebiede, gemaak en die derde Maandag na die datum van publikasie van hierdie kennisgewing bepaal het as die datum waarop die bepalings van genoemde Loonvasstelling bindend word.

BYLAE**1. GEBIED EN OMVANG VAN DIE VASSTELLING**

(1) Hierdie vasstelling is van toepassing op elke werkgever, uitgesonderd 'n klein werkgever soos in subklousule (3) omskryf, nadat hy altesaam 12 maande lank by die Sementproduktenywerheid, soos in subklousule (2) omskryf, betrokke was, en op al sy werknemers, uitgesonderd bestuurders soos in subklousule (4) omskryf, in die volgende gebiede:

Kaaprovinsie.—Die landdrostdistrikte Albany, Bellville, De Aar, Die Kaap, George, Goodwood, Gordonia, Kimberley, King William's Town, Knysna, Kuilsrivier, Malmesbury, Moorreesburg, Mosselbaai, Oos-Londen, Oudtshoorn, Paarl, Port Elizabeth, Simonstad, Somerset-Wes, Stellenbosch, Strand, Uitenhage, Wellington en Wynberg;

Oranje-Vrystaat.—Die landdrostdistrikte van Bethlehem, Bloemfontein, Bothaville, Harrismith, Kroonstad, Odendaalsrus, Sasolburg, Virginia en Welkom;

Natal.—Die landdrostdistrikte van Chatsworth, Durban, Inanda, Kliprivier, Newcastle, Pietermaritzburg en Pinetown;

Transvaal.—Die landdrostdistrikte Alberton, Balfour, Benoni, Bethal, Boksburg, Brakpan, Brits, Delmas, Ermelo, Germiston, Heidelberg, Hoëveldrif, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nigel, Oberholzer, Pietersburg, Piet Retief, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging, Westonaria, Witbank en Wonderboom.

(2) "Sementproduktenywerheid" of "Nywerheid" beteken die nywerheid waarin werkgevers en werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om een of meer van die volgende artikels te vervaardig: Stene, teëls, dakpanne, blokke, pilare, potte, pype, pyptoebe-hore, lugroosters of enige ander artikel waarvan sement of kalk of beide sement en kalk die vernaamste bindmiddel vorm en wat nie deur middel van oondbrand gehard word of enige ander verhitingsproses ondergaan nie, behalwe vir drogingsdoeleindes of om die hardword van die bindmiddel te bespoedig;

en dit omvat ook alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit.

(3) "Klein werkgever" beteken—

(a) 'n werkgever wat tentyde van publikasie van hierdie kennisgewing een besigheid in slegs hierdie nywerheid bedryf het, welke besigheid geleë was in enige van die gebiede in subklousule (1) vermeld en wat minder as 15 werknemers in of in verband met sodanige besigheid in diens gehad het, vir soland as wat hy voortgaan om ten alle tye minder as 15 werknemers aldus in diens te hê; of

(b) 'n Werkgever wat na die datum van publikasie van hierdie kennisgewing tot die nywerheid toetree, wat een besigheid in slegs hierdie nywerheid bedryf, wat geleë is in enige van die gebiede in subklousule (1) vermeld, en wat te alle tye minder as 15 werknemers in of in verband met sodanige besigheid in diens het:

Met dien verstande dat vir die doeleindes van hierdie subklousule 'n werkgever wat komponente vir omheinings of plaveisel vervaardig en ook sodanige omheinings oprig of plaveisel lê, daar ten opsigte van sodanige aktiwiteite geag sal word dat hy 'n besigheid slegs in hierdie nywerheid dryf.

(4) "Bestuurder" beteken 'n werknemer wat deur sy werkgever belas is met die algehele toesig oor, verantwoordelikheid vir en bestuur van die werksaamhede van 'n bedryfsinrigting of gedeelte daarvan en die werknemers wat daarin werk, maar sluit nie 'n werknemer in dieselfde bedryfsinrigting in wat 'n bestuurder aflos of tydens sy afwesigheid namens hom optree nie.

2. DEFINITIONS

Unless the context otherwise indicates, any expression which is used in this determination and which is defined in the Wage Act, 1957, has the same meaning as in that act and for the purposes of this determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged; further, unless inconsistent with the context—

A. in both sections of the Industry—

- (1) "apprentice" means an employee employed in terms of a contract of apprenticeship registered or deemed to have been registered in terms of the Manpower Training Act, 1981, and includes an employee employed in a trade designated or deemed to have been designated in terms of that act for a period prior to the registration of a contract of apprenticeship;
- (2) "artisan" means an employee who has completed or is deemed to have completed a contract of apprenticeship in a trade designated or deemed to have been designated in terms of the Manpower Training Act, 1981, or who holds a certificate issued or deemed to have been issued to him by the Registrar of Manpower Training and conferring artisan status on him in terms of that act, and any other employee engaged in work normally performed by an artisan except where specifically otherwise provided in this determination and includes a patternmaker (other than a mould maker) and a welder (other than a spot, butt, jig or tack welder);
- (3) "artisan's aide" means an employee, other than an apprentice or a trainee, who under the direction and supervision of an artisan assists the latter in the performance of tasks which do not require the training or skill of an artisan;
- (4) "assistant foreman" means an employee who assists a foreman and who in so doing may perform any of the duties of a foreman and who may act for the latter during his absence;
- (5) "assistant hostel manager" means an employee who, under the direction of a hostel manager, performs any of the duties of such manager and who may act for the latter during his absence;
- (6) "boiler attendant" (grade III employee) means an employee who, under supervision, maintains the water level and steam pressure in a boiler and who may make, maintain and draw the fire in such boiler;
- (7) "casual employee" means an employee who is employed by the same employer on not more than three days in any week;
- (8) "clerical assistant" means an employee who, under the supervision of a clerk, performs any one or more of the following duties:
 - (a) Adding or subtracting, also with the aid of a machine;
 - (b) calculating wages;
 - (c) filing or sorting documents according to written instructions or a list in alphabetical or numerical order or according to colour;
 - (d) transferring names and addresses from completed documents to envelopes, labels or circulars in another manner than on a typewriter;
 - (e) transferring particulars into registers in another manner than on a typewriter;
 and who may generally assist a clerk;
- (9) "clerk" means an employee who is engaged in writing, typing, filing or in any other form of clerical work and includes a cashier, counter salesman, despatch clerk, storeman, telephone switchboard operator or any office machine operator but does not include a factory clerk or any other class of employee elsewhere defined in this clause notwithstanding the fact that clerical work may form part of such employee's duties;
- (10) "commission work" means any system under which an employee's remuneration is calculated on the value of or number of orders submitted by him to and accepted by his employer;
- (11) "counter salesman" (clerk) means an employee who over the counter of a beer hall or shop in an establishment or a hostel, sells cigarettes, foodstuffs, liquor, soft drinks, sweets or any other article and who is responsible for ordering stocks and counting and recording of cash receipts;
- (12) "crane driver" means an employee who operates and controls a power-driven crane other than a mobile hoist or a power-driven floor operated crane or hoist;
- (13) "day" means the period of 24 hours from midnight to midnight: Provided that in the case of a shift worker, a security guard or a watchman, it shall mean a period of 24 hours reckoned from the time such an employee commences work;

2. WOORDOMSKRYWING

Tensy die sinsverband anders aandui, het elke uitdrukking wat in hierdie vasstelling gebesig en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in daardie wet en by die toepassing van hierdie vasstelling word 'n werknemer geag in dié klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is; en, voorts, tensy onbestaanbaar met die sinsverband, beteken—

A. in albei seksies van die Nywerheid—

- (1) "algemene werker" 'n werknemer wat een of meer van die volgende pligte verrig:
 - (a) Sakke, bakke, damme, meubels, masjinerie, implemente, tenks, gereedskap, gerei of ander artikels of persele of voertuie skoonmaak;
 - (b) vorms en dele van vorms skoonmaak, olie of poleer;
 - (c) met behulp van 'n kraggedrewe vloerpoleermasjien of stofsuiers skoonmaak;
 - (d) oppervlakke met verdunde suuroplossing skoonmaak;
 - (e) skroefdrade aan boutte met 'n nie-kraggedrewe toestel skoonmaak;
 - (f) goedere, produkte of materiaal met die hand bymekaarmaak, dra, verskuif, rol of opstapel of 'n voertuig op 'n ander wyse stoot of trek as met 'n kraggedrewe toestel;
 - (g) vormstukke verwyder;
 - (h) geboue of ander bouwerke met die hand sloop;
 - (i) pype of ander artikels indompel of bestryk, uitgesonderd by die plastiekbekleding van pype;
 - (j) hake aan produkte of goedere aanbring sodat dit opgehys kan word;
 - (k) digting met die hand aan vorms aanbring;
 - (l) geutbakke of ander houers vul, uitgesonderd vir versending;
 - (m) mengerhysemmers met die hand vul;
 - (n) tuinwerk;
 - (o) plate, pype, pyptoebehore of ander gevormde artikels met die hand slyp, borsel, vryf, skoonmaak of afskuur;
 - (p) wapening wat vooraf inmekaargesit is, insit;
 - (q) rame of vorms ophang of omdraai;
 - (r) met die hand laai of aflaa;
 - (s) klip, grond, sand of klei met die hand losmaak, uithaal, breek of uitsprei;
 - (t) vure maak of in stand hou of afval verwyder, uitgesonderd dié pligte in (d) en (u) van 'n werknemer graad IV;
 - (u) as, sement, sand of klip met die hand meng;
 - (v) kleurstof en sement met die hand meng;
 - (w) 'n triltafel of -bord bedien, uitgesonderd 'n outomatiese triller;
 - (x) deure, kiste, kratte, sakke of kartonne oop- of toemaak;
 - (y) kleppe of krane onder toesig oop- of toemaak, uitgesonderd om 'n kraggedrewe masjien regstreeks aan die gang te sit of stop te sit;
 - (z) 'n handpomp bedien;
- (aa) artikels in houers verpak wat spesiaal ontwerp is om sodanige artikels te bevat;
- (ab) komponente vir versending gereedmaak;
- (ac) spykers, skroewe of boutte uit artikels trek;
- (ad) stofsakke van stoffilters verwyder en weer daarop terugplaas;
- (ae) badvorms deur middel van 'n takelstel verwyder;
- (af) sanitêre emmers verwyder, leegmaak, skoonmaak of vervang of wat rioolpype of -punte oopmaak of sanitêre geriewe of uitrusting skoonmaak of versorg;
- (ag) materiale met 'n skopgraaf skep;
- (ah) sakke met die hand sorteer, uitskud, in bondels opmaak of heelmaak;
- (ai) artikels bespuit, natmaak of indompel;
- (aj) materiale roer;

- (14) "despatch clerk" (clerk) means an employee who is responsible for the despatch or the packing of goods for transport or delivery and who may supervise the assembling, checking, mass-measuring, packing, marking, addressing or despatching of goods or packages;
- (15) "despatch packer" (grade III employee) means an employee who, under the supervision of a clerk, despatch clerk, foreman or a storeman is engaged in packing articles for despatch;
- (16) "dolly" means a trailer on which a semi-trailer rests and which converts the latter into a trailer;
- (17) "driver" means an employee, other than a travelling representative's assistant, who is engaged in driving a motor vehicle, and for the purposes of this definition the expression "driving a motor vehicle" includes all periods of driving, any time spent on work connected with the vehicle or the load and all periods during which such employee is obliged to remain at his post in readiness to drive;
- (18) "emergency work" means—
- any work which, owing to unforeseen circumstances such as fire, storm, accident, epidemic, act of violence, sabotage, industrial unrest, theft, a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings, must be done without delay;
 - any work in connection with the overhauling or repairing of plant or machinery which cannot be performed during ordinary working hours;
 - any work in connection with the loading or unloading of—
 - ships;
 - trucks or vehicles of the South African Transport Services;
 - vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Transport Services;
- (19) "examiner" means an employee who, under the general supervision of an inspector, examines or tests materials and tests, examines, gauges or measures any products for manufacturing defects but who is not responsible for the acceptance or rejection of such articles;
- (20) "experience" means in relation to—
- a clerk, clerical assistant or a factory clerk, the total period or periods of employment which an employee has had as a clerk, clerical assistant or a factory clerk in any industry or trade or in the service of a local authority or the State;
 - any other class of employee, the total period or periods of employment which an employee has had in his class in this industry;
- (21) "extra heavy motor vehicle (articulated)" means a motor vehicle (articulated) the gross combination mass of which exceeds 16 000 kg but not 25 000 kg;
- (22) "extra heavy motor vehicle (rigid)" means a motor vehicle (rigid) the gross vehicle mass of which exceeds 16 000 kg but not 25 000 kg;
- (23) "factory clerk" means an employee who, under the supervision of a hostel manager, a foreman or a qualified clerk, is engaged in any one or more of the following duties:
- Checking, counting, recording, measuring (other than to set gauge or measure) or mass-measuring (other than to set gauge);
 - copying batch cards, job cards, production cards or other factory documents by hand;
 - entering names or numbers on time or wage cards;
 - filing, keeping or sorting invoices, consignment or delivery notes, requisitions or time or wage cards in numerical or alphabetical order;
 - interpreting or translating languages spoken by Blacks;
 - issuing components, tools or engineering stock or equipment against requisitions or receiving tools or such stock or equipment and returning requisitions held;
 - registering the engagement, discharge or resignation of employees;
 - scheduling production figures;
 - stamping or writing tickets or labels;
- (ak) palette vasbind;
- (al) motorvoertuie was of poleer;
- en daarbenewens—
- in die Betonprodukteseksie die pligte in subklousule 75 vermeld;
 - in die Seksie vir Veselversterkte Sementprodukte die pligte in subklousule 85 vermeld;
- (2) "ambagsman" 'n werknemer wat 'n kontrak van vakleeringskap voltooi het of geag word te voltooi het in 'n ambag wat aangewys is of geag word aangewys te wees ingevolge die Wet op Mannekragopleiding, 1981, of wat die houer is van 'n sertifikaat aan hom uitgereik of geag word uitgereik te wees deur die Registrateur van Mannekragopleiding wat ambagsmanstatus aan hom verleen ingevolge daardie wet, en alle ander werknemers wat werk doen wat gewoonlik deur 'n ambagsman verrig word, behalwe waar spesifiek anders in hierdie vasstelling bepaal word, en omvat dit ook 'n modelmaker (uitgesonderd 'n vormmaker) en 'n sweiser (uitgesonderd 'n punt-, stuik-, set-maak of hegsweiser);
- (3) "ambagsmanshulp" 'n werknemer, uitgesonderd 'n vakleerling of 'n kwekeling, wat onder die leiding en toesig van 'n ambagsman laasgenoemde bystaan in die uitvoering van take wat nie die opleiding of bedreweheid van 'n ambagsman vereis nie;
- (4) "assistent-tehuisbestuurder" 'n werknemer wat, onder die leiding van 'n tehuisbestuurder, enige van die pligte van sodanige bestuurder uitvoer en wat gedurende laasgenoemde se afwesigheid namens hom kan waarneem;
- (5) "assistent-voorman" 'n werknemer wat 'n voorman behulpzaam is en wat sodoende enige van die pligte van 'n voorman kan verrig en wat gedurende laasgenoemde se afwesigheid namens hom kan waarneem;
- (6) "bediener van 'n laaigraaf" 'n werknemer wat 'n kragaangedrewe laaigraaf bedien wat by die laai, verskuiwing of aflaai van grond, sand, klippe, gruis of enige grondstowwe gebruik word en wat daarbenewens, olie-, brandstof- en waterpeile mag nagaan en indien nodig sodanige peile mag byvul en sodanige voertuig mag skoonmaak;
- (7) "bediener van 'n mobiele hystoestel" 'n werknemer wat 'n kraggedrewe mobiele hystoestel of 'n vurkhysswa bedien wat by die laai, aflaai, verskuif of opstapel van goedere gebruik word, en wat daarbenewens olie-, brandstof- en waterpeile mag nagaan en indien nodig sodanige peile mag byvul en sodanige voertuig mag skoonmaak;
- (8) "bode" (werknemer graad III) 'n werknemer wat briewe, boodskappe of goedere afhaal, sorteer, versprei of aflewer te voet of deur middel van 'n trapfiets, driewieler, handvoertuig of 'n twee- of driewielmotorfiets, bromponie of outofiets met 'n enjinkapasiteit van hoogstens 100 cm³ en wat skryfwerk in verband met sodanige afhaling of aflewering kan verrig en wat met 'n kantoorkrammasjien of 'n afrolmasjien kan werk;
- (9) "bruto kombinasie-massa" met betrekking tot 'n motorvoertuig (gelede), die maksimum massa van enige kombinasie van voertuie, met inbegrip van die trekvoertuig en vrag, soos deur die vervaardiger daarvan gespesifiseer of, in die afwesigheid van sodanige spesifikasie, soos deur die registrasie-owerheid bepaal;
- (10) "bruto voertuig-massa" met betrekking tot 'n motorvoertuig (nie-gelede), die maksimum massa van sodanige voertuig en sy vrag, soos deur die vervaardiger gespesifiseer of, in die afwesigheid van sodanige spesifikasie, soos deur die registrasie-owerheid bepaal;
- (11) "dag" die tydperk van 24 uur van middernag tot middernag: Met dien verstande dat, in die geval van 'n skofwerker, 'n sekuriteitswag of wag, dit beteken 'n tydperk van 24 uur gereken vanaf die tydperk waarop so 'n werknemer begin werk;
- (12) "drastel" 'n sleepwa waarop 'n leunwa rus en wat laasgenoemde in 'n sleepwa omskep;
- (13) "drywer" 'n werknemer, uitgesonderd 'n reisende verteenwoordiger se assistent, wat 'n motorvoertuig dryf, en by die toepassing van hierdie omskrywing omvat die uitdrukking " 'n motorvoertuig dryf" alle tydperke wat hy dryf, alle tyd wat hy aan werk in verband met die voertuig of die vrag bestee en alle tydperke wat sodanige werknemer verplig is om op sy pos te bly gereed om te dryf;

- (j) writing passes;
 - (k) writing out consignment or delivery notes;
 - (l) writing up stock cards;
- (24) "first-aid attendant" means an employee who holds a current certificate of competency in first-aid issued by—
- (a) the South African Red Cross Society;
 - (b) the St John Ambulance Association; or
 - (c) die Suid-Afrikaanse Noodhulpiga;
- and who is in charge of a first-aid room or sick bay and who may administer treatment to employees as prescribed and directed by a medical practitioner and keep records;
- (25) "foreman" means an employee who is in charge of the employees in an establishment, or part of an establishment, who exercises control over such employees and who is responsible to the manager for the efficient performance by them of their duties;
- (26) "front-end loader operator" means an employee who operates a power-driven front-end loader used in the loading, shifting or unloading of soil, sand, stones, gravel or any raw materials and who may, in addition, check oil, fuel, and water levels and if necessary top up such levels and clean such vehicle;
- (27) "general worker" means an employee who is engaged in any one or more of the following duties:
- (a) Cleaning bags, bins, dams, furniture, machinery, implements, tanks, tools, utensils or other articles or premises or vehicles;
 - (b) cleaning, oiling or polishing moulds and mould parts;
 - (c) cleaning by means of a power-driven floor polishing machine or vacuum cleaner;
 - (d) cleaning surfaces with diluted acid solution;
 - (e) cleaning screw threads on bolts by non-power-driven device;
 - (f) collecting, carrying, moving, rolling or stacking goods, products or material by hand or pushing or pulling any vehicle otherwise than by power-driven device;
 - (g) demoulding products;
 - (h) demolishing buildings or other structures by hand;
 - (i) dipping or coating pipes or other articles, other than in the plastic lining of pipes;
 - (j) fixing hooks on to products or goods for hoisting;
 - (k) fixing seals on to moulds by hand;
 - (l) filling hoppers or other containers, other than for despatch;
 - (m) filling mixer hoist buckets by hand;
 - (n) gardening work;
 - (o) grinding, brushing, rubbing, cleaning or sanding sheets, pipes, pipe fittings or other moulded articles by hand;
 - (p) inserting pre-assembled reinforcing;
 - (q) lifting or turning over frames or moulds;
 - (r) loading or unloading by hand;
 - (s) loosening; taking out, breaking or spreading stone, soil, sand or clay by hand;
 - (t) making or maintaining fires or removing refuse, other than the duties in (d) and (u) of a grade IV employee;
 - (u) mixing ash, cement, sand or stone by hand;
 - (v) mixing colouring material with cement by hand;
 - (w) operating a vibration table or board, other than an automatic vibrator;
 - (x) opening or closing doors, boxes, crates, bags or cartons;
 - (y) opening or closing valves or cocks (under supervision), other than for the direct setting into motion or stopping of any power-driven machine;
 - (z) operating a hand pump;
 - (aa) packing articles into containers specially designed to contain such articles;
 - (ab) preparing components for despatch;
 - (ac) pulling out nails, screws or bolts from articles;
 - (ad) removing from and replacing dust bags on dust filters;
 - (ae) removing bath moulds by means of block and tackle;

- (14) "eerstehulpbediener" 'n werknemer wat in besit is van 'n geldige bekwaamheidsertifikaat in eerstehulp uitgereik deur—
- (a) die Suid-Afrikaanse Rooikruisvereniging;
 - (b) die St John Ambulance Association; of
 - (c) die Suid-Afrikaanse Noodhulpiga;
- en wat in beheer is van 'n eerstehulpkamer of siekeboeg en wat werknemers volgens die voorskrifte en bevele van 'n mediese praktisyn behandel en rekords hou;
- (15) "ekstra swaar motorvoertuig (gelede)" 'n motorvoertuig (gelede) waarvan die bruto kombinasie-massa meer as 16 000 kg maar hoogstens 25 000 kg is;
- (16) "ekstra swaar motorvoertuig (nie-gelede)" 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig-massa meer as 16 000 kg maar hoogstens 25 000 kg is;
- (17) "fabrieksklerk" 'n werknemer wat onder die toesig van 'n tehuisbestuurder, 'n voorman of 'n gekwalifiseerde klerk, een of meer van die volgende pligte verrig:
- (a) Nagaan, tel, opteken, meet (uitgesonderd met 'n voorafgestelde meter of volgens vaste maat) of massameet (uitgesonderd met voorafgestelde skaal);
 - (b) afskrifte van lotkaarte, werkkaarte, produksiekaarte of ander fabrieksdokumente met die hand maak;
 - (c) name of nommers of tyd- of loonkaarte inskryf;
 - (d) fakture, vrag- of aflewingsbriewe, rekvisities of tyd- of loonkaarte in numerieke of alfabetiese volgorde liasseer, hou of sorteer;
 - (e) swart tale tolk of vertaal;
 - (f) onderdele, gereedskap of ingenieursvoorraad of -uitrusting teen rekvisities uitreik of gereedskap of sodanige voorraad of uitrusting ontvang en die rekvisities teruggee wat daarvoor gehou is;
 - (g) die indiensneming, ontslag of bedanking van werknemers aanteken;
 - (h) produksiesyferstate opstel;
 - (i) kaartjies stempel of uitskryf;
 - (j) passe uitskryf;
 - (k) vrag- of aflewingsbriewe uitskryf;
 - (l) voorraadkaarte bygewerk hou;
- (18) "faktotum" 'n werknemer, uitgesonderd 'n vakleerling, ambagshulp of kwekeling, wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting, uitgesonderd masjinerie of uitrusting wat regstreeks by die vervaardigingsproses van 'n bedryfsinrigting gebruik word, en wat ook kleinere herstelwerk of opknappings aan geboue mag doen, maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie;
- (19) "gekwalfiseerd" met betrekking tot 'n werknemer, dat die ondervinding van 'n werknemer in sy klas hom geregtig maak op die hoogste loontarief wat vir daardie klas voorgeskryf is; omgekeerd beteken "ongekwalfiseerd" dat sy ondervinding in sy klas hom nie op sodanige hoogste loontarief geregtig maak nie;
- (20) "gewone werkure" die werkure by klousule 5 (1) voorgeskryf of, indien volgens ooreenkoms tussen 'n werkgewer en sy werknemer laasgenoemde korter ure werk, daar die korter ure;
- (21) "hyskraandrywer" 'n werknemer wat 'n kraggedrewe hyskraan bedien en beheer, uitgesonderd 'n mobiele hystoestel of 'n kraggedrewe hyskraan of hystoestel wat van die vloer af bedien word;
- (22) "inspekteur" 'n werknemer wat verantwoordelik is vir die aan-neming of afwysing van die produkte van 'n bedryfsinrigting;
- (23) "ketelbediener" 'n werknemer wat onder toesig die waterpeil en stoomdruk in 'n stoomketel in stand hou en wat die vuur in sodanige stoomketel kan maak, stook of uithaal;
- (24) "klerk" 'n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en dit omvat 'n kassier, toonbank-verkoopman, versendingsklerk, magasynman, 'n telefoonskalkelbordonoperateur, of enige kantoor-masjienoperateur maar nie 'n fabrieksklerk of enige ander klas werknemer wat elders in hierdie klousule omskryf word nie, al maak klerklike werk ook deel uit van so 'n werknemer se werk;

- (af) removing, emptying, cleaning or replacing sanitary pails or clearing sewerage pipes or points or cleaning or attending to sanitary conveniences or equipment;
- (ag) shovelling materials;
- (ah) sorting, shaking out, bundling or mending by hand sacks or bags;
- (ai) spraying, watering or immersing articles;
- (aj) stirring materials;
- (ak) strapping pallets;
- (al) washing or polishing motor vehicles;

and in addition—

- (i) in the Concrete Products Section, the duties listed in subclause (75);
- (ii) in the Fibre-reinforced Cement Products Section, the duties listed in subclause (86);

(28) "grade II employee" means an employee who is engaged in any one or more of the following duties:

- (a) Mixing acid and water and using such mixture to treat manufactured articles;
- (b) operating a testing machine in the testing of manufactured articles;
- (c) operating a waste recovery plant;
- (d) putting screw threads on bolts by non-power-driven machine;

and in addition—

- (i) in the Concrete Products Section, the duties listed in subclause (77);
- (ii) in the Fibre-reinforced Cement Products Section, the duties listed in subclause (88);

(29) "grade III employee" means an employee who is engaged in one or more of the following capacities or duties:

- (a) Assembling units or fixing units or ornamental concrete articles together;
- (b) boiler attendant;
- (c) cage welder;
- (d) despatch packer;
- (e) finishing, coating or colouring ornamental work in pressed concrete articles;
- (f) making crates or boxes other than assembling from shooks by hand;
- (g) mass-measuring to set mass meter or measuring to a fixed measure;
- (h) oiling or greasing power-driven machinery or vehicles;
- (i) operating—
 - (i) a floor-operated crane or hoist;
 - (ii) a portable power-driven hand tool;
 - (iii) an electric circular saw, non-portable cutting wheel or a power-driven guillotine, grinding or sanding machine all of which are pre-set;
 - (iv) a clutch-controlling off-take conveyer;
 - (v) a grass rolling machine;
 - (vi) a sand or stone sifting machine;
- (j) recording distances travelled by motor vehicles;
- (k) skip employee;
- (l) vulcanising rubber rings;

and in addition—

- (i) in the Concrete Products Section, the duties listed in item (78);
- (ii) in the Fibre-reinforced Cement Products Section, the duties listed in item (89);

(30) "grade IV employee" means an employee who is engaged in any one or more of the following duties:

- (a) Assisting an artisan, other than by the independent use of the latter's tools;
- (b) assembling wooden boxes from shooks by hand;
- (c) assisting an examiner in his duties which may include elementary gauging, testing and or measuring;
- (d) attending a non-pressure boiler;
- (e) changing wheels or mending punctures;

(25) "klerklike assistent" 'n werknemer wat onder die toesig van 'n klerk een of meer van die volgende pligte uitvoer:

- (a) Optel of aftrek, ook met behulp van 'n masjien;
- (b) lone bereken;
- (c) dokumente volgens skriftelike aanwysings of 'n lys in alfabetiese of numerieke volgorde of volgens kleur lasser of sorteer;
- (d) name en adresse van ingevulde dokumente op kaarte, etikette of omsendbriewe oordra op 'n ander manier as met 'n tikmasjien;
- (e) besonderhede in registers oordra op 'n ander manier as met 'n tikmasjien;

en wat algemene bystand aan 'n klerk kan verleen;

(26) "kommissiewerk" enige stelsel waarvolgens 'n werknemer se besoldiging bereken word volgens die getal of waarde van bestelling wat hy aan sy werkgever voorle en wat laasgenoemde aanvaar;

(27) "korttyd" 'n tydelike vermindering van die getal gewone werkeure weens 'n handelslapte, 'n tekort aan grondstowwe, 'n onklaarraking van installasie of masjinerie, of weens die feit dat die geboue onbruikbaar is of dreig om dit te word;

(28) "kwekeling" 'n werknemer, uitgesonderd 'n vakleerling, vir wie daar ingevolge die Wet op Mannekragopleiding, 1981, voorsiening gemaak word vir opleiding in 'n ambag wat ingevolge daardie wet aangewys is of geag word aangewys te wees;

(29) "leunwa" 'n sleepwa wat geen vooras het nie en so ontwerp of ingerig is om op 'n voorspanmotor te rus en deur hom getrek word;

(30) "ligte motorvoertuig" 'n motorvoertuig waarvan die bruto voertuigmassa of bruto kombinasie-massa hoogstens 3 500 kg is;

(31) "loon" die bedrag geld wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkeure: Met dien verstande dat as 'n werkgever 'n werknemer ten opsigte van sodanige gewone werkeure gereeld 'n hoër bedrag betaal as dié by klousule 3 (1) voorgeskryf, dit sodanige hoër bedrag beteken; maar hierdie voorbehoudsbepaling mag nie so uitgelê word dat dit besoldiging bedoel of omvat wat 'n werknemer wat in diens is op enige grondslag waarvoor daar in klousule 9 voorsiening gemaak word, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie; en "daaglikse loon" of "weekloon" het 'n ooreenstemmende betekenis(se);

(32) "los werknemer" 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgever in diens is;

(33) "magasynman" (klerk) 'n werknemer wat beheer het oor voorrade inkomende goedere of afgewerkte of gedeeltelik afgewerkte produkte en wat daarvoor verantwoordelik is om goedere in 'n magasyn, pakhuis of oop voorraadwerf te ontvang, op te berg, te verpak of uit te pak of om goedere uit 'n magasyn, pakhuis of oop voorraadwerf aan verbruiksafdelings of vir versending te lewer;

(34) "masjienbediener" 'n werknemer wat 'n kragaangedrewe masjien bedien, versorg, aansit, afsit, dit voer of daarvan afneem, wat die werk wat deur die masjien gedoen word noukeurig ondersoek of nagaan en wat geringe lopende verstellings aan die masjien kan maak, en die uitdrukking "masjien bedien" het 'n ooreenstemmende betekenis;

(35) "masjienfaktotum" 'n werknemer, uitgesonderd 'n ambagsmanshulp, 'n kwekeling of 'n vakleerling wat kleinere herstelwerk of verstellings doen aan masjinerie of toerusting wat regstreeks by die vervaardigingsproses gebruik word, maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie;

(36) "masjienversorger" 'n werknemer wat 'n kragaangedrewe masjien oppas en wie se plig dit is om aan die masjienbediener te rapporteer indien die masjien enigins verkeerd funksioneer of gaan staan wat—

- (a) die voerder na so 'n masjien kan aansit en stopsit, insluitende die aansit en stopsit van 'n onafhanklike kragaangedrewe voerder;
- (b) so 'n masjien met die hand kan voer en daarvan kan afneem;

- (f) cleaning machine parts;
 - (g) cooking rations or making tea or similar beverages;
 - (h) cutting or trimming electric tubing, wire or reinforcing by hand or mechanical means other than by power-driven machine;
 - (i) deliver messages, letters, or goods on foot or by means of a bicycle, tricycle or other non-power-driven device;
 - (j) extracting collars, shoes, mandrels or moulds from pipes;
 - (k) filling, stamping, tamping or ramming material into moulds by hand;
 - (l) grinding, floating, rubbing or slurring concrete articles by hand;
 - (m) inserting or holding in position reinforcing for welding or bending reinforcing in a jig;
 - (n) loading or feeding materials into or taking off from machines, or feeding into or drawing off from tanks or vats under supervision;
 - (o) marking, branding or stencilling products;
 - (p) oiling or greasing non-power-driven machinery;
 - (q) operating a non-power-driven crane or hoist;
 - (r) operating an automatic vibrator, other than a vibrating table or board;
 - (s) patching products;
 - (t) painting or lime washing buildings, fences, machinery or plant, other than painting or blending of paint normally done by an artisan;
 - (u) stoking, raking, slicing or drawing the fire of a boiler;
 - (v) taking out, putting on, charge or replacing batteries of motor vehicles;
 - (w) topping up batteries, fuel, oil and water in motor vehicles;
- and in addition—
- (i) in the Concrete Products Section, the duties contained in item (79);
 - (ii) in the Fibre-reinforced Cement Products Section, the duties listed in item (90);
- (31) "gross combination mass" in relation to a motor vehicle (articulated) means the maximum mass of the combination of vehicles, including that of the drawing motor vehicle and the load, as specified by the manufacturer or, in the absence of such specification as determined by the registering authority concerned;
- (32) "gross vehicle mass" in relation to a motor vehicle (rigid) means the maximum mass of such vehicle and its load as specified by the manufacturer or, in the absence of such specification, as determined by the registering authority concerned;
- (33) "handyman" means an employee, other than an apprentice, artisan's aide or a trainee, who is engaged in making minor repairs or adjustments to machinery or equipment, other than machinery or equipment directly used in the manufacturing process and who may effect minor repairs or renovations to buildings but who does not perform work normally done by an artisan;
- (34) "heavy motor vehicle (articulated)" means a motor vehicle (articulated) the gross combination mass of which exceeds 9 000 kg but not 16 000 kg;
- (35) "heavy motor vehicle (rigid)" means a motor vehicle (rigid) the gross vehicle mass of which exceeds 9 000 kg but not 16 000 kg;
- (36) "hostel manager" means an employee who is responsible for the efficient running of a hostel which may include a sick bay and a beer hall and other sport and recreational facilities;
- (37) "hostel overseer" means an employee who, under the direction of a hostel manager assists such manager in maintaining order and discipline in a hostel;
- (38) "inspector" means an employee who is responsible for the acceptance or rejection of products of an establishment;
- (39) "law" includes the common law;
- (40) "light motor vehicle" means a motor vehicle the gross vehicle mass or gross combination mass of which does not exceed 3 500 kg;
- (c) die masjien kan stopsit ingeval dit nie reg funksioneer nie indien die masjienbediener buite bereik is;
- maar wat nie sodanige masjien kan aansit of heraansit of enige verstelling daaraan kan doen nie behalwe onder regstreekse opdrag van die masjienbediener;
- (37) "medium motorvoertuig (gelede)" 'n motorvoertuig (gelede) waarvan die bruto kombinasie-massa meer as 3 500 kg maar hoogstens 9 000 kg is;
- (38) "medium motorvoertuig (nie-gelede)" 'n motorvoertuig (nie-gelede) waarvan die bruto voertuigmassa meer as 3 500 kg maar hoogstens 9 000 kg is;
- (39) "militêre diens" 'n tydperk van diens of opleiding kragtens die Verdedigingswet, 1957 (Wet 44 van 1957);
- (40) "motorvoertuig" 'n selfaangedrewe voertuig met 'n enjinkapasiteit van meer as 100 cm³ wat gebruik word vir die vervoer van goedere, uitgesonderd 'n reisende verteenwoordiger se monstert, en dit omvat 'n voorspanmotor, trekker, 'n motorfiets of 'n outofiets, maar nie ook 'n mobiele hystoetel nie;
- (41) "motorvoertuig (gelede)" 'n kombinasie van voertuie bestaande uit 'n motorvoertuig en 'n leunwa of 'n sleepwa;
- (42) "motorvoertuig (nie-gelede)" 'n motorvoertuig uitgesonderd 'n motorvoertuig (gelede);
- (43) "noodwerk"—
- (a) enige werk wat weens onvoorsiene omstandighede soos 'n brand, 'n storm, 'n ongeluk, 'n epidemie, 'n geweld-daad, sabotasie, nywerheidsnors, diefstal, die onklaar-raking van installasie of masjinerie, of weens die ineenstorting of dreigende ineenstorting van geboue sonder versuim gedoen moet word;
 - (b) enige werk in verband met die opknapping of herstel van 'n installasie of masjinerie wat nie gedurende ge-wone werkkure verrig kan word nie;
 - (c) enige werk in verband met die laai of aflaai van—
- (i) skepe;
 - (ii) spoorwaens of voertuie van die Suid-Afrikaanse Vervoerdienste;
 - (iii) voertuie wat deur 'n vervoerkontraakteur gebruik word in die nakoming van sy kontrak as sodanig met die Suid-Afrikaanse Vervoerdienste;
- (44) "ondersoeker" 'n werknemer wat onder die algemene toesig van 'n inspekteur materiale ondersoek of toets en produkte vir vervaardigingsdefekte toets, ondersoek, yk en meet, maar wat nie verantwoordelik is vir die aanneming of afwysing van soda-nige artikels nie;
- (45) "ondervinding", met betrekking tot—
- (a) 'n klerk, 'n klerklike assistent of 'n fabrieksklerk, die totale tydperk of tydperke wat 'n werknemer as 'n klerk, 'n klerklike assistent of 'n fabrieksklerk in enige bedryf of in die diens van 'n plaaslike owerheid of die Staat werksaam was;
 - (b) enige ander werknemer, die totale tydperk of tydperke wat 'n werknemer in sy klas in die Sementprodukteny-werheid werksaam was;
- (46) "oortyd" daardie gedeelte van enige tydperk wat 'n werknemer in 'n week of op 'n dag werk, wat langer is as sy weeklikse of daaglikse gewone werkkure, na gelang van die geval, maar dit omvat nie 'n tydperk waarin 'n werknemer op 'n Sondag of 'n openbare vakansiedag, soos omskryf, werk nie;
- (47) "openbare vakansiedag" Nuwejaarsdag (of die eersvolgende Maandag wanneer Nuwejaarsdag op 'n Sondag val), Goeie Vrydag, Hemelvaartdag, Republiekdag, Geloftedag en Kersdag;
- (48) "plaaslike owerheid" 'n munisipale raad, stadsraad, dorpsbestuursraad, afdelingsraad, of 'n soortgelyke instelling of liggaam beoog in artikel 84 (1) (f) van die Wet op Provinsiale Bestuur, 1961, of in enige ander parlementêre wetgewing;
- (49) "reisende verteenwoordiger" 'n werknemer wat as 'n reisende verteenwoordiger van 'n bedryfsinrigting namens so 'n inrig-ting bestellings vra, werf of soek;

- (41) "local authority" means any borough council, city council, municipal council, village management board, divisional council or any similar institution or body contemplated in section 84 (1) (f) of the Provincial Government Act, 1961, or in any other parliamentary legislation;
- (42) "machine handyman" means an employee other than an apprentice, artisan's aide or trainee, who is engaged in making minor repairs or adjustments to machinery or equipment used directly in the manufacturing process but who does not perform work normally done by an artisan;
- (43) "machine minder" means an employee who is engaged in watching and minding a power-driven machine and reports any malfunctioning or stopping of such machine to the machine operator, and who may—
- start or stop the feed into such machine, including the starting or stopping of an independent power-driven feeder;
 - feed into or take off from such machine by hand;
 - stop the machine in the event of its malfunctioning if the machine operator is beyond reach;
- but who may not start, re-start or make any adjustment, other than pre-selected adjustments, to such machine, except under the direct instruction of the machine operator;
- (44) "machine operator" means an employee who operates, attends, starts, stops, feeds into or takes from a power-driven machine, who scrutinizes or checks the work done by the machine and who may effect minor running adjustments to the machine and the expression "operating a machine" has a corresponding meaning;
- (45) "medium motor vehicle (articulated)" means a motor vehicle (articulated) the gross combination mass of which exceeds 3 500 kg but not 9 000 kg;
- (46) "medium motor vehicle (rigid)" means a motor vehicle (rigid) the gross vehicle mass of which exceeds 3 500 kg but not 9 000 kg;
- (47) "messenger" (grade III employee) means an employee who is engaged in collecting, sorting, distributing or delivering letters, messages or goods by means of a two- or three-wheeled motor cycle, motor scooter or autocycle with an engine capacity of not more than 100 cm³ and who may perform any writing in connection with such collecting or delivering and may operate an office stapling or duplicating machine;
- (48) "military service" means any service or training in terms of the Defence Act, 1957, (Act 44 of 1957);
- (49) "mobile hoist operator" means an employee engaged in operating a mobile power-driven hoist or a fork lift truck used in the loading, unloading, moving or stacking of goods and who may, in addition, check oil, fuel and water levels and if necessary, top up such levels and clean such vehicle;
- (50) "motor vehicle" means a self-propelled with an engine capacity exceeding 100 cm³, used for conveying goods, other than a travelling representative's samples, and includes a truck-tractor, tractor, a motor cycle or a motor tricycle but does not include a mobile hoist;
- (51) "motor vehicle (articulated)" means a combination of vehicles consisting of a motor vehicle and a semi-trailer or trailer;
- (52) "motor vehicle (rigid)" means a motor vehicle other than a motor vehicle, (articulated);
- (53) "ordinary hours of work" means the hours of work prescribed in clause 5 (1) or if by agreement between the employer and his employee a lesser number of ordinary hours is worked such shorter hours;
- (54) "overtime" means that portion of any period worked by an employee during any week or on any day, as the case may be, which is longer than his ordinary hours of work, but does not include any period during which an employee works for his employer on a Sunday or a public holiday as defined;
- (55) "piece-work" means any system under which an employee's remuneration is based on the quantity of work done;
- (56) "public holiday" means New Year's Day (or the succeeding Monday whenever New Year's Day falls on a Sunday), Good Friday, Ascension Day, Republic Day, Day of the Vow and Christmas Day;
- (50) "reisende verteenwoordiger se assistent" 'n werknemer wat 'n reisende verteenwoordiger vergesel en hom met die inpak, uitpak of vertoon van sy monsters help en wat dié motorvoertuig wat die reisende verteenwoordiger in die uitvoering van sy werk gebruik, mag dryf;
- (51) "sekuriteitswag" 'n werknemer wat een of meer van die volgende werksaamhede verrig:
- Goedere, voertuie of persone deursoek;
 - oor wagte toesig hou of hulle beheer;
 - die gang van persone of voertuie deur kontrolepunte of hekke kontroleer of daarvoor verslag doen;
- en van wie ook vereis kan word om enige van of al die pligte wat vir 'n wag voorgeskryf is, uit te voer;
- (52) "skofwerker" 'n werknemer wat skofwerk verrig in 'n bedryfsinrigting waarin twee of drie agtereenvolgende skofte per dag op hoogstens ses dae per week gewerk word;
- (53) "sleepwa" 'n voertuig wat nie selfaangedrewe is nie en wat ontwerp of aangepas is om deur 'n motorvoertuig getrek te word, en dit sluit 'n drastel in;
- (54) "spanleier" 'n werknemer wat beheer het oor 'n groep werknemers, graad III of graad IV, of algemene werkers;
- (55) "stukwerk" 'n stelsel waarvolgens 'n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is;
- (56) "swaar motorvoertuig (gelede)" 'n motorvoertuig (gelede) waarvan die bruto kombinasie-massa meer as 9 000 kg maar hoogstens 16 000 kg is;
- (57) "swaar motorvoertuig (nie-gelede)" 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig-massa meer as 9 000 kg maar hoogstens 16 000 kg is;
- (58) "tehuisbestuurder" 'n werknemer wat verantwoordelik is vir die doeltreffende bestuur van 'n tehuis, wat 'n siekeboeg en 'n biersaal en ander sport- en ontspanningsgeriewe kan insluit;
- (59) "tehuissigter" 'n werknemer wat onder leiding van 'n tehuisbestuurder sodanige bestuurder help om orde en dissipline in 'n tehuis te handhaaf;
- (60) "toesighouer" 'n werknemer wat langer as een werkdag of een skof in toesighoudende beheer van 'n groep werknemers in 'n bedryfsinrigting is en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend vervul;
- (61) "toonbankverkoopklerk" (klerk) 'n werknemer wat oor die toonbank van 'n biersaal of winkel in 'n bedryfsinrigting of 'n tehuis, sigarette, lewensmiddele, drank, koeldrank, lekkergoed of enige ander artikel verkoop en wat verantwoordelik is vir die bestel van voorraad en die tel en opskryf van kontantontvangste;
- (62) "trekker" 'n motorvoertuig ontwerp of ingerig hoofsaaklik om ander voertuie mee te trek en nie om 'n vrag daarop te dra nie;
- (63) "ultraswaar motorvoertuig" 'n motorvoertuig waarvan die bruto voertuig-massa of die bruto kombinasie-massa 25 000 kg oorskry;
- (64) "vakleerling" 'n werknemer wat in diens is ingevolge 'n vakleerlingskapkontrak wat geregistreer is of geag word geregistreer te wees ingevolge die Wet op Mannekragopleiding, 1981, en omvat dit 'n werknemer wat in diens is in 'n ambag wat aangewys is of geag word aangewys te wees kragtens daardie wet vir 'n tydperk voor die registrasie van 'n kontrak van vakleerlingskap;
- (65) "versendingsklerk" (klerk) 'n werknemer wat verantwoordelik is vir die versending of verpakking van goedere vir vervoer of aflewering en wat toesig mag hou oor die byeenbring, nagaan, massameting, verpakking, merk, adresseer of versending van goedere of pakkette;
- (66) "versendingspakker" (werknemer graad III) 'n werknemer wat onder die toesig van 'n klerk, versendingsklerk, voorman of 'n magasynman artikels vir versending verpak;
- (67) "voorman" 'n werknemer wat aan die hoof staan van die werknemers in 'n bedryfsinrigting of gedeelte van 'n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat aan die bestuurder daarvoor verantwoordelik is dat hulle hul pligte doeltreffend uitvoer;

- (57) "qualified" in relation to an employee, means that the experience of an employee of his class entitles him to the highest wage rate prescribed for that class, and, conversely, "unqualified" means that his experience in his class does not entitle him to such highest rate;
- (58) "security guard" means an employee who is engaged in any one or more of the following duties:
- (a) Searching goods, vehicles or persons;
 - (b) supervising or controlling watchmen;
 - (c) controlling or reporting on the movement of persons or vehicles through check-points or gates,
- and who may be required to perform any or all of the duties prescribed for a watchman;
- (59) "semi-trailer" means a trailer without a front axle and designed or adapted to rest on and be drawn by a truck-tractor;
- (60) "shift worker" means an employee who is engaged on shift work in an activity in an establishment or part of an establishment in which two or three consecutive shifts per day are worked on not more than six days per week;
- (61) "short-time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw materials, a breakdown of plant or machinery or a breakdown or treated breakdown of buildings;
- (62) "storeman" (clerk) means an employee who is in charge of stocks of incoming goods or finished or partly finished products and who is responsible for receiving, storing, packing or unpacking goods in a store or warehouse or open stock yard or delivering goods from a store or warehouse or open stock yard to consuming departments or for despatch;
- (63) "supervisor" means an employee who for longer than one work-day or one shift is in supervisory control of a group of employees in an establishment or section thereof and who is responsible for the efficient performance by them of their duties;
- (64) "team leader" means an employee who is in charge of a group of grade III or grade IV employees or general workers;
- (65) "tractor" means a motor vehicle designed or adapted to draw other vehicles and not to carry any load;
- (66) "trailer" means a vehicle which is not self-propelled but designed or adapted to be drawn by a motor vehicle and includes a dolly;
- (67) "trainee" means an employee, other than an apprentice, to whom training is being provided in terms of the Manpower Training Act, 1981, in a trade designated or deemed to have been designated in terms of that act;
- (68) "travelling representative" means an employee who, as a travelling representative of an establishment, invites, canvasses or solicits orders on behalf of such establishment;
- (69) "travelling representative's assistant" means an employee who accompanies a travelling representative and assists him in packing, unpacking or displaying his samples and who may drive the motor vehicle used by the travelling representative in the performance of his duties;
- (70) "truck-tractor" means a motor vehicle designed or adapted to draw other vehicles and not to carry any load other than that imposed by a semi-trailer or ballast;
- (71) "ultra heavy motor vehicle" means a motor vehicle the gross vehicle mass or gross combination mass of which exceeds 25 000 kg;
- (72) "wage" means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount, but this proviso shall not be so construed as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 9 receives over and above the amount which he would have received had he not been employed on such a basis; and "daily wage" or "weekly wage" has a corresponding meaning;
- (68) "voorspanmotor" 'n motorvoertuig ontwerp of ingerig om ander voertuie mee te trek en om nie 'n ander vraag as dié wat in die vorm van 'n leunwa of ballas daarop rus, te dra nie;
- (69) "wag" 'n werknemer, uitgesonderd 'n sekuriteitswag, wat een of meer van die volgende pligte uitvoer:
- (a) Persele, geboue, strukture of ander vaste of roerende eiendom bewaak, beskerm of patroleer;
 - (b) honde hanteer of beheer in die uitvoering van een of al die pligte in (a) bedoel;
- (70) "week" met betrekking tot 'n werknemer, die tydperk van sewe dae waarbinne die werkweek van sodanige werknemer gewoonlik val;
- (71) "werknemer graad II" 'n werknemer wat een of meer van die volgende verrig:
- (a) Suur en water meng en sodanige mengsel gebruik vir die behandeling van vervaardigde artikels;
 - (b) 'n toetsmasjien bedien by die toetsing van vervaardigde artikels;
 - (c) 'n afvalherwinnaanleg bedien;
 - (d) skroefdrade aan boue aanbring met 'n nie-kraggedrewe masjien,
- en daarbenewens—
- (i) in die Betonprodukteseksie die pligte in subklousule 82 vermeld;
 - (ii) in die Veselversterkte Sementprodukteseksie die pligte in subklousule 93 vermeld;
- (72) "werknemer graad III" 'n werknemer wat in een of meer van die volgende hoedanigheid werksaam is of een of meer van die volgende pligte uitvoer:
- (a) Eenhede inmeekaarsit of eenhede van vervaardigde ornamentele artikels aanmekaar vassit;
 - (b) ketelbediener (kyk definisie);
 - (c) versendingsverpakker (kyk definisie);
 - (d) sierwerk in geperste betonartikels afwerk, bestryk of kleur;
 - (e) kratte of kiste maak, uitgesonderd om dit met die hand van kisplankies aanmekaar te sit;
 - (f) die massa met 'n voorafgestelde skaal meet of meet volgens vasgestelde maat;
 - (g) kooie sweis;
 - (h) kraggedrewe masjinerie of voertuie olie of ghries;
 - (i) bedien van—
 - (i) 'n kraan of hystoestel wat van die vloer af bedien word;
 - (ii) 'n draagbare kraggedrewe handwerktuig;
 - (iii) 'n elektriese sirkelsaag, nie-verplaasbare snywiel of 'n kraggedrewe guillotine, slyp- of skuurmasjien, wat almal vooraf ingestel is;
 - (iv) 'n afvoerband met koppelaarbeheer;
 - (v) 'n grasrolmasjien;
 - (vi) 'n sand- of klipsifmasjien;
 - (j) afstande wat motorvoertuie aflê, aanteken;
 - (k) rubberringe vulkaniseer;
 - (l) hysbakopsigter;
- en daarbenewens—
- (i) in die Betonprodukteseksie die pligte in subklousule 84 vermeld;
 - (ii) in die Veselversterkte Sementprodukteseksie die pligte in subklousule 95 vermeld;
- (73) "werknemer graad IV" 'n werknemer wat enigeen of meer van die volgende pligte uitvoer:
- (a) 'n Ambagsman behulpsaam wees uitgesonderd deur die selfstandige gebruik van laasgenoemde se gereedskap;
 - (b) houtkaste van kisplankies met die hand aanmeekaarsit;
 - (c) 'n ondersoeker met sy pligte help, wat elementêre meting, toetsing en/of afmeting kan insluit;

(73) "watchman" means an employee other than a security guard who is engaged in any one or more of the following duties:

- (a) Guarding, protecting or patrolling premises, buildings, structures of fixed or movable property;
- (b) handling or controlling dogs in the performance of any or all of the duties referred to in (a);

(74) "week", in relation to an employee, means the period of seven days within which the working week of that employee ordinarily falls; and

B. In the Concrete Products Section—

(75) "general worker" means an employee who, in addition to the duties listed in subclause (27), is engaged in any one or more of the following duties:

- (a) Assisting in the stacking of sleepers, other than by using a power-driven device;
- (b) caulking or grouting ends of sleepers by hand;
- (c) cleaning mould components;
- (d) fitting bobbins or spacers or reinforcing by hand;
- (e) fixing lifting dollies, hooks or steps irons in the manufacture of concrete products by hand;
- (f) making holes in wet concrete products by hand;

(76) "grade I employee" means an employee who is engaged in any one or more of the following capacities or duties:

- (a) Mixing colouring material with cement for roof tiles and feeding into a power-driven colour mixer;
- (b) operating—
 - (i) a batching plant where the mass-measuring is automatic;
 - (ii) a cantilevered (non propped) boom scraper in a batching plant;
 - (iii) a roof tile extrusion machine;
 - (iv) a sleeper-moulding machine;
- (c) operator of a central concrete-mixing plant (see definition);
- (d) operator of a horizontal pipe-making machine (see definition);
- (e) operator of a plastic-lining machine (see definition);
- (f) pipe spinner (see definition);
- (g) pole spinner (see definition);

(77) "grade II employee" means an employee who, in addition to the duties listed in subclause (28), is engaged in any one or more of the following duties:

- (a) Applying rough surface facings, by means of a power-driven vibrator, to machine made roof tiles;
- (b) controlling the addition of water to a power-driven continuous feed concrete mixer for roof tiles;
- (c) controlling the amount of coloured cement facings when sprayed by air operated guns onto concrete roof tiles;
- (d) cutting pre-stressed or other wires by means of an acetylene cutting torch;
- (e) inserting coloured cement facings in moulds in tile making (other than inserting one colour only);
- (f) making bolts for insertion in concrete products;
- (g) making roof tiles in a non-power-driven press;
- (h) making sleeves to receive window sash pins;
- (i) operating—
 - (i) a pole-spinning machine;
 - (ii) a press in making blocks, bricks, slabs, tiles, roof tiles or other cement products;
 - (iii) a pre-stressing jack;
 - (iv) a reinforcement-making machine;
 - (v) a vertical pipe-making machine;

- (d) 'n druklose stoomketel bedien;
- (e) wiele omruil of lekke regmaak;
- (f) masjiendele skoonmaak;
- (g) rantsoene kook of tee of dergelike drank berei;
- (h) elektriese pype, draad of wapening met die hand of op meganiese wyse, uitgesonderd met 'n kraggedrewe masjien, sny of afwerk;
- (i) boodskappe, briewe of goedere te voet of met behulp van 'n fiets, driewiel of ander nie-kraggedrewe toestel aflewer;
- (j) krae, slytstukke, drewels of vorms uit pype trek;
- (k) materiaal met die hand in vorms instamp, stamp of vasstamp of dit daarmee vul;
- (l) betonartikels met die hand slyp, afstryk, vryf of flodder;
- (m) wapening insit of in posisie hou sodat dit gesweis kan word of wapening in 'n klemtoestel buig;
- (n) materiale onder toesig in masjiene laai of voer of van masjiene afneem of in tenks of vate voer of daaruit aftap;
- (o) produkte merk, van 'n handelsmerk voorsien of sjablonen;
- (p) nie-kraggedrewe masjiene olie of ghries;
- (q) 'n nie-kraggedrewe hyskraan of hystoestel bedien;
- (r) 'n outomatiese triller, uitgesonderd 'n triltafel of -bord bedien;
- (s) produkte lap;
- (t) geboue, heinings, masjinerie of installasies verf of afwit, uitgesonderd verfwerk of die vermenging van verf wat gewoonlik deur 'n ambagsman gedoen word;
- (u) 'n stoomketel stook, krap met 'n vuurskop of die vuur uitkrap;
- (v) batterij van motorvoertuie afhaal, laai of terugplaas;
- (w) batterij, brandstof, olie en water in motorvoertuie byvul;

en daarbenewens—

- (i) in die Betonprodukteseksie, die pligte in subklousule 84 vermeld;
- (ii) in die Veselversterkte Sementprodukteseksie die pligte in subklousule 95 vermeld;

(74) "wet" ook die gemene reg; en

B. In die Betonprodukteseksie—

(75) "algemene werker" 'n werknemer wat, benewens die pligte in subklousule vermeld, een of meer van die volgende pligte uitvoer:

- (a) Help om dwarslêers op te stapel, uitgesonderd deur gebruikmaking van 'n kraggedrewe toestel;
- (b) die ente van dwarslêers met die hand kalfater of met bryvul;
- (c) die samestellende dele van vorms skoonmaak;
- (d) tolle of skeiers met die hand aan wapening sit;
- (e) hef-arms, hake of klimysters by die vervaardiging van betonprodukte met die hand vassit;
- (f) met die hand gate in nat betonprodukte maak;

(76) "bediener van 'n horisontale pypvervaardigingsmasjien" (werknemer graad I) 'n werknemer wat 'n horisontale pypvervaardigingsmasjien bedien en wat die draaiende vorm op sodanige masjien met die hand of op 'n meganiese wyse kan vul;

(77) "bediener van 'n plastiekbekledingsmasjien" (werknemer graad I) 'n werknemer wat onder die toesig van 'n voorman die massa van plastiekmateriaal op 'n ingestelde massameter bepaal, materiaal byvoeg tot op 'n vaste merk en 'n bekledingsmasjien bedien;

(78) "bediener van 'n sentrale betonmenginstallasie" (werknemer graad I) 'n werknemer wat onder die toesig van 'n toesighouer of 'n voorman 'n betonmenginstallasie in 'n betonproduksielotaanleg bedien;

- (78) "grade III employee" means an employee who, in addition to the duties listed in subclause (29), is engaged in any one or more of the following duties:
- Assembling or dismantling moulds in the manufacture of concrete products;
 - assembling or dismantling equipment for plastic lining of concrete pipes;
 - assistig with the operation of a caging drum;
 - adding water to unslaked lime;
 - bagging putty lime;
 - caulking or grouting ends of sleepers by means of a machine;
 - degreasing steel in the manufacture of sleepers;
 - drawing together (other than by welding) protruding ends of reinforcing of poles or filling or padding the ends with concrete;
 - feeding ingredients to a concrete mixer to fixed mass-measure or measure;
 - filling moulds for terrazzo;
 - gauging sleepers;
 - grinding terrazzo by means of carborundum stone by hand prior to slurring, polishing or finishing;
 - making cement blocks by means of a non-power-driven machine;
 - operating—
 - an aggregate scraper machine;
 - a butt or spot welding machine;
 - a caging machine or grid welder;
 - a concrete-mixing machine;
 - a destranding machine;
 - a drilling machine on the plastic lining of pipes;
 - a mortar injection machine in the manufacture of sleepers;
 - a non-portable pallet cleaning machine;
 - a polishing machine;
 - a reinforcement-bending machine;
 - a spooling or re-coiling machine;
 - a straightening or stretching machine;
 - painting seats or ends of sleepers;
 - pouring plastic into concrete pipes;
 - priming inside of concrete pipes prior to plastic lining;
 - rubbing window frames for surface smoothing or repairing chippings or straight edging;
 - shovelling concrete by hand into a revolving pipe mould on a horizontal pipe-making machine but not operating such machine;
- (79) "grade IV employee" means an employee who, in addition to the duties listed in subclause (30), is engaged in one or more of the following duties: Attaching or detatching an external vibrator or holding a poker vibrator in position;
- (80) "operator of a central concrete-mixing plant" (grade I employee) means an employee who, under the supervision of a supervisor or a foreman, operates a central concrete-mixing plant in a concrete batching plant;
- (81) "operator of a horizontal pipe-making machine" (grade I employee) means an employee who operates a horizontal pipe-making machine and who may fill the revolving mould on such machine by hand or other mechanical means;
- (82) "operator of a plastic-lining machine" (grade I employee) means an employee who, under the supervision of a foreman, mass-measures plastic material on a set gauge, adds material to a fixed mark and operates a lining machine;

- (79) "paaldraaier" (werknemer graad I) 'n werknemer wat verantwoordelik is vir die bediening van een of meer draaimasjiene by die vervaardiging van betonpale;
- (80) "pypdraaier" (werknemer graad I) 'n werknemer wat verantwoordelik is vir die bediening van 'n betonpypdraaibank en wat kan help om draaiende vorms te vul;
- (81) "werknemer graad I" 'n werknemer wat een of meer van die volgende pligte uitvoer of in een of meer van die volgende hoedanighede diens doen:
- Kleurstof met sement meng vir dakpanne en in 'n kraggedrewe kleurmenger voer;
 - bediener van—
 - 'n produksielotaanleg waar die massameting outomaties geskied;
 - 'n vrydraer- (ongestutte) swaaiarmskraper in 'n produksielotaanleg;
 - 'n dakpanuitpersmasjiën;
 - 'n dwarslêervormmasjiën;
 - 'n sentrale betonmenginstallasie (kyk definisie);
 - bediener van 'n horisontale pypvervaardigingsmasjiën (kyk definisie);
 - bediener van 'n plastiekbekledingsmasjiën (kyk definisie);
 - pypdraaier (kyk definisie);
 - paaldraaier (kyk definisie);
- (82) "werknemer graad II" 'n werknemer wat, benewens die pligte in subklousule 71 vermeld, een of meer van die volgende pligte uitvoer:
- Voorwerk met 'n ruwe oppervlak aan masjiengemaakte dakpanne aanbring deur middel van 'n kraggedrewe triller;
 - die toevoeging beheer van water in 'n kraggedrewe dakpanbetonmenger met ononderbroke toevoer;
 - die hoeveelheid gekleurde sementvoorwerk beheer wanneer dit met lugsuïte op betondakpanne gespuït word;
 - voorgespanne of ander draad deur middel van 'n asetileenvlamsnyer afsny;
 - gekleurde sementvoorwerk by teëlmakery in vorms insit (uitgesonderd die insit van slegs een kleur);
 - boute maak vir invoeging in betonprodukte;
 - dakpanne in 'n nie-kraggedrewe pers maak;
 - hulse maak vir vensteraamtappenne;
 - bediener van—
 - 'n paaldraaimasjiën;
 - 'n pers vir die maak van blokke, stene, platblokke, teëls, dakpanne of ander sementprodukte;
 - 'n voorspanningsdomkrag;
 - 'n masjiën vir die maak van wapening;
 - 'n vertikale pypvervaardigingsmasjiën;
- (83) "werknemer graad III" 'n werknemer wat, benewens die pligte in subklousule vermeld, een of meer van die volgende pligte uitvoer:
- Vorms by die vervaardiging van betonprodukte inmeekaarsit of uitmeekaar haal;
 - uitrusting vir die plastiekbekleding van betonpype inmeekaarsit of uitmeekaar haal;
 - assistent-bediener van 'n kooitrommel;
 - water by ongebluste kalk byvoeg;
 - sakke met kalkdeeg vul;
 - die ente van dwarslêers deur middel van 'n masjiën kalfwater of met bry vul;
 - staal by die vervaardiging van dwarslêers ontghies;
 - uitsteekpunte van die wapening van pale na mekaar toe trek (sonder om dit te sweis) of die ente met beton opvul of opstop;
 - bestanddele volgens 'n vaste massamaat of maat in 'n betonmenger voer;

(83) "pipe spinner" (grade I employee) means an employee who is in charge of the operation of a concrete pipe-spinning bench and who may assist with the filling of revolving moulds;

(84) "pole spinner" (grade I employee) means an employee who is in charge of the operation of one or more spinning machines in the manufacture of concrete poles.

C. In the Fibre-reinforced Cement Products Section:

(85) "chopper" (grade III employee) means an employee who, from wet fibre-reinforced cement sheets, chops pieces of material using a template or measuring and marking the shapes and sizes to be chopped, for use by moulders;

(86) "general worker" means an employee who, in addition to the duties listed in subclause (27), is engaged in any one or more of the following duties:

- (a) Breaking off edges of sheets;
- (b) breaking materials or dry pulp by means of a hammer, steel rod or non-power-driven guillotine;
- (c) cleaning spray pipes on a fibre-reinforced product making machine;
- (d) cutting sheets of fibre-reinforced cement mixture (other than from a production roller) or rolling such sheets by hand for lifting or carrying;
- (e) edge cutting or trimming wet sheets by hand;
- (f) filling bags with ground hardwaste;
- (g) mixing fibre;
- (h) off-loading silica from trucks by means of a water hose;
- (i) picking off lumps or matted fibre or cement mix from felt or canvas belt conveyor;

(87) "grade I employee" means an employee who is engaged in any one or more of the following duties:

- (a) Checking thickness on cutting off sheets from a production roller and regulating speed on a sheet-making machine;
- (b) drilling, tapping or turning pipes, other than on a production lathe;
- (c) making fittings including guaging, turning by hand and glueing together components;
- (d) operating an off-take installation of a sheet-making machine;
- (e) operating any type of machine for pulping or shredding cellulose or similar materials;

(88) "grade II employee" means an employee who, in addition to the duties listed in subclause (28), is engaged in any one or more of the following duties: Grinding, rubbing, smoothing or buffing products by power-driven machine;

(89) "grade III employee" means an employee who, in addition to the capacities or duties listed in subclause (29), is engaged in any one or more of the following capacities or duties:

- (a) Assisting a Grade I employee in the manufacture of pipe fittings;
- (b) assisting an operator of a pipe or joint lathe;

(j) vorms vir terrasso vul;

(k) dwarslêers meet;

(l) terrasso met die hand slyp deur middel van karborundumsteen voordat dit geflodder, gepoleer of afgewerk word;

(m) sementblokke met 'n nie-kraggedrewe masjien maak;

(n) bediener van 'n—

(i) aggregaatskraapmasjien;

(ii) betonmengmasjien;

(iii) rig- of rekmasjien;

(iv) stuik- of puntsweismasjien;

(v) inkooimasjien of roostersweiser;

(vi) wapeningbuigmasjien;

(vii) spoel- of herhaspelmajien;

(viii) nie-verplaasbare paletskoonmaakmasjien;

(ix) poleermasjien;

(x) ontlegmasjien;

(xi) boormasjien by die plastiekbekleding van pype;

(xii) betoninspruitmasjien by die vervaardiging van dwarslêers;

(o) die saals of ente van dwarslêers verf;

(p) plastiek in betonpype giet;

(q) die binnekant van betonpype 'n grondverflaag gee voordat dit met plastiek beklee word;

(r) vensterrame afvryf om die oppervlak glad te maak of stukkende plekkies herstel of met die reihout werk;

(s) beton met 'n graaf in 'n draaiende pypvorm op 'n horisontale pypvervaardigingsmasjien skep maar wat nie sodanige masjien bedien nie;

(84) "werknemer graad IV" 'n werknemer wat, benewens die pligte in subklousule 73 vermeld, die volgende pligte uitvoer: 'n Buitetriller vassit of afneem of 'n pooktriller in posisie hou;

C. In die Sektie vir Veselversterkte Sementprodukte(seksie)

(85) "algemene werker" 'n werknemer wat, benewens die pligte in subklousule 73 vermeld, een of meer van die volgende pligte uitvoer:

(a) Die rande van plate afbreek;

(b) materiale of droë pulp met behulp van die hamer, staalstang of nie-kraggedrewe guillotine breek;

(c) spuitpype skoonmaak aan masjiene vir die maak van veselversterkte produkte;

(d) plate veselversterkte sementmengsel sny (uitgesonderd van die produksierol af) of 'n danige plate met die hand oprol sodat dit opgelig of gedra kan word;

(e) die rande van nat plate met die hand afsny of afwerk;

(f) sakke vul met gemaalde harde-afval;

(g) vesels meng;

(h) silika van vragmotors/trokke aflaai met behulp van 'n waterslang;

(i) klonte of gekoekte vesels of sementmengsel van vilt- of seilvoerband verwyder;

(86) "bediener van 'n beheertafel, -paneel of -konsole van 'n masjien vir die maak van veselversterkte sementpype" 'n werknemer wat 'n beheertafel, -paneel of -konsole van 'n masjien vir die maak van veselversterkte sementpype bedien;

(87) "bediener van 'n veselversterkte sementpyp- of voegdraaibank, 'n boorfreesmasjien of 'n meervoegsnyer" 'n bediener van 'n veselversterkte sementpyp of voegdraaibank, 'n boorfreesmasjien of 'n meervoegsnyer, en omvat dit ook die stel van sodanige masjiene;

(88) "skofbaas" 'n werknemer wat onder die toesig van 'n voorman of 'n assistentvoorman in beheer is van een of meer eenhede vir die produksie van veselversterkte sement;

- (c) blending or mixing fibre;
 - (d) chopper (see definition);
 - (e) drilling, cutting or mitring products to set pattern, including the drilling of stopends;
 - (f) feeding logs into and removing the remaining strips of wood from a wood-fibre shredding machine;
 - (g) moulder (see definition);
 - (h) operating an automatic slate-coating machine including checking for even flow of paint and changing spray nozzels;
 - (i) operating a calender machine or loosening pipes;
 - (j) operating a de-watering press;
 - (k) operating a hollander, a kollergang or a repulping machine;
 - (l) spray-painting products;
 - (m) watching and controlling the addition of water and slurry into production machines;
- (90) "grade IV employee" means an employee who, in addition to the duties listed in subclause (30), is engaged in any one or more of the following duties:
- (a) Assisting a calender machine operator;
 - (b) assisting in form plate or cutting frame repairing;
 - (c) unwinding sheets over flat pallets or sweeping over to smooth;
 - (d) unwinding sheets over corrugated pallets or lapping sheets into corrugations or smoothing grooves by means of rods;
- (91) "moulder" (grade III employee) means an employee who makes fibre-reinforced cement articles by filling, ramming, stamping or tamping wet sheets in moulds and then trims off the excess material;
- (92) "mould maker" means an employee who makes "working moulds" in plaster of paris, concrete, glass fibre or fibre-reinforced cement from master moulds;
- (93) "operator of a control table, panel or console of a fibre-reinforced cement pipe-making machine" means an employee who operates a control table, panel or console of a pipe-making machine;
- (94) "operator of a fibre-reinforced cement pipe or joint lathe, boring mill or a multi-joint cutter" means an employee who operates a pipe or joint lathe, a boring mill or a multi-joint cutter including setting such machines;
- (95) "shiftsman" means an employee who, under the supervision of a foreman or an assistant foreman, is in charge of one or more production units.

3. REMUNERATION

(1) *Minimum wages.*—The minimum wage which an employer shall pay to his employees shall be as specified in paragraphs (a) and (b): Provided that if the employer has been engaged in this industry in an area covered by this determination for a period of more than 12 months but less than 24 months in the aggregate, such wage may be reduced by not more than 10 per cent until he has been thus engaged for a period of 24 months in the aggregate, whereupon the minimum wage specified hereunder shall become payable and be paid:

- (89) "uitsnyer" (werknemer graad III) 'n werknemer wat stukke materiaal uit nat veselversterkte sementplate uitsny met behulp van 'n patroon, of the fatsoene en groottes wat uitgesny moet word, uitmeet en merk, vir gebruik deur vormers;
- (90) "vormer" (werknemer graad III) 'n werknemer wat veselversterkte sementartikels maak deur vorms met nat plate te vul, dit in vorms in te stamp, te stamp of vas te stamp en dan die oortollige materiaal af te sny;
- (91) "vormmaker" 'n werknemer wat van hoofvorms af "werk-vorms" maak van gebrande gips, beton, glasvesel of veselversterkte sement;
- (92) "werknemer graad I" 'n werknemer wat een of meer van die volgende pligte uitvoer:
 - (a) Dikte van plate nagaan wanneer hulle van produksieroller afgesny word en die spoed reguleer van 'n masjien vir die maak van plate;
 - (b) pype boor, moerdraad daarin sny of dit draai, uitgesonderd op 'n produksiedraaibank;
 - (c) toebehore maak, asook samestellende dele meet, met die hand draai en aanmekeer lym;
 - (d) bediener van 'n afneeminrigting van 'n masjien vir die maak van plate;
 - (e) enige tipe masjien vir die verpulping of versnippering van sellulose of dergelike materiaal bedien;
- (93) "werknemer graad II" 'n werknemer wat, benewens die pligte in subklousule 71 vermeld, artikels deur middel van 'n kraggedrewe masjien skuur, vryf, glad maak of poets;
- (94) "werknemer graad III" 'n werknemer wat, benewens die pligte in subklousule 72 vermeld, een of meer van die volgende pligte uitvoer:
 - (a) 'n Werknemer graad I help by die vervaardiging van pyptoebehore;
 - (b) 'n bediener van 'n voeg- of pypdraaibank help;
 - (c) vesels vermeng of meng;
 - (d) uitsnyer (kyk definisie);
 - (e) produkte volgens 'n vasgestelde patroon boor, afsny of verstek asook doodloopte boor;
 - (f) blokke in 'n houtveselsnippermasjien voer en die oorblywend stroke hout verwyder;
 - (g) vormer (kyk definisie);
 - (h) outomatiese leibestrykmasjien, asook die gelykmatige vloe van verf kontroleer en sproeikoppe omruil;
 - (i) 'n kalendermasjien bedien of pype losmaak;
 - (j) 'n ontwateringspers bedien;
 - (k) 'n hollander, 'n kollergang of 'n herverpulpmasjien bedien;
 - (l) produkte spuitverf;
 - (m) die toevoeging van water en flodder in produksiemasjiene dophou en beheer;
- (95) "werknemer graad IV" 'n werknemer wat, benewens die pligte in subklousule 73 vermeld, een of meer van die volgende pligte uitvoer:
 - (a) 'n Kalendermasjienbediener help;
 - (b) 'n kopieersjabloonhersteller of snyraamhersteller help;
 - (c) plate oor plat palette afrol of daarvoor vee om dit glad te maak;
 - (d) plate oor gegolfde palette afrol of plate in golwings oormekaar plaas of groewe deur middel van stawe uitstryk.

3. BESOLDIGING

(1) *Minimum lone.*—Die minimum loon wat 'n werkgewer aan elke lid van ondergenoemde klasse werknemers in sy diens moet betaal, is dié soos in paragrawe (a) en (b) uiteengesit: Met dien verstande dat indien die werkgewer in die Nywerheid in 'n gebied waarin hierdie vasstelling van toepassing is vir 'n tydperk van langer as 12 maande maar minder as 24 maande altesaam betrokke is, sodanige loon met hoogstens 10 persent verminder mag word totdat hy aldus vir 'n tydperk van 24 maande altesaam betrokke is, waarna die minimum loon wat hieronder bepaal word, betaalbaar word en betaal moet word:

(a) Employees, other than casual employees:

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonia, Wonderboom and Wynberg			The Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Malmesbury, Moorreesburg, Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wellington and Witbank		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week
Artisan.....	169,28	173,88	178,48	152,72	156,86	161,16
Artisan's aide—						
during the first six months of experience.....	68,08	72,68	77,28	61,18	65,32	69,62
during the second six months of experience.....	72,68	77,28	81,88	65,78	69,92	74,22
thereafter.....	77,74	82,34	86,94	70,38	74,52	78,82
Assistant foreman.....	148,58	153,18	157,78	134,32	138,46	142,60
Assistant hostel manager.....	148,58	153,18	157,78	134,32	138,46	142,60
Clerical assistant—						
during the first six months of experience.....	68,08	72,68	77,28	61,18	65,32	69,46
during the second six months of experience.....	72,68	77,28	81,88	65,78	69,92	74,06
thereafter.....	77,74	82,34	86,94	70,38	74,52	78,66
Clerk—						
during the first year of experience.....	79,12	83,72	88,32	71,30	75,44	79,58
during the second year of experience.....	96,60	101,20	105,80	83,26	87,40	91,54
during the third year of experience.....	114,08	118,68	123,28	103,04	107,18	111,32
thereafter.....	131,56	136,16	140,76	118,68	122,82	126,96
Crane driver.....	102,58	107,18	111,78	92,46	96,60	100,90
Driver of a motor vehicle <i>outside</i> an establishment—						
light motor vehicle.....	75,44	80,04	84,64	68,08	72,22	76,36
medium motor vehicle—						
articulated.....	95,68	100,28	104,88	86,02	90,16	94,30
rigid.....	91,54	96,14	100,74	82,34	86,48	90,62
heavy motor vehicle—						
articulated.....	109,02	113,62	118,22	97,98	102,12	106,26
rigid.....	104,42	109,02	113,62	93,84	97,98	102,12
extra heavy motor vehicle—						
articulated.....	124,20	128,80	133,40	112,24	116,38	120,52
rigid.....	118,68	123,28	127,88	107,18	111,32	115,46
ultra heavy motor vehicle.....	130,18	134,78	139,38	117,30	121,44	125,58
Driver of a motor vehicle <i>within</i> an establishment—						
light motor vehicle.....	70,84	75,44	80,04	63,48	67,62	71,76
medium motor vehicle—						
articulated.....	85,10	89,70	94,30	76,82	80,96	85,10
rigid.....	81,42	86,02	90,62	73,60	77,74	81,88
heavy motor vehicle—						
articulated.....	95,68	100,28	104,88	86,02	90,16	94,30
rigid.....	91,54	96,14	100,74	82,34	86,48	90,62
extra heavy motor vehicle—						
articulated.....	109,02	113,62	118,22	98,44	102,58	106,72
rigid.....	104,42	109,02	113,62	93,84	97,98	102,12
Examiner.....	As for a clerk					

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg			The Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Malmesbury, Moorreesburg, Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wellington and Witbank		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week
Factory clerk.....	As for an artisan's aide					
First aid attendant.....	81,42	86,02	90,62	73,60	77,74	81,88
Foreman.....	174,34	178,94	183,54	157,32	161,46	165,60
Front-end loader operator.....	83,26	87,86	92,46	74,98	79,12	83,26
General worker—						
during the first six months of his employment with the same employer.....	54,28	58,42	62,56	48,76	52,44	56,58
thereafter.....	60,26	64,86	69,46	54,28	58,42	62,56
Grade I employee.....	82,80	87,40	92,00	74,52	78,66	82,96
Grade II employee.....	77,74	82,34	86,94	70,38	74,52	78,82
Grade III employee.....	68,08	72,68	77,28	61,18	65,32	69,62
Grade IV employee.....	63,48	68,08	72,68	57,04	61,18	65,48
Handyman.....	88,78	93,38	97,98	80,04	84,18	88,48
Hostel manager.....	174,34	178,94	183,54	157,32	161,46	165,60
Hostel overseer.....	81,42	86,02	90,62	73,60	77,74	81,88
Inspector.....	148,58	153,18	157,78	134,32	138,46	142,76
Machine handyman.....	107,18	111,78	116,38	96,60	100,74	105,04
Mobile hoist operator.....	70,84	75,44	80,04	63,48	67,62	71,92
Mould maker—						
during the first year of experience.....	76,36	80,96	85,56	69,00	73,14	77,44
during the second year of experience.....	90,62	95,22	99,82	81,88	86,02	90,32
thereafter.....	104,88	109,48	114,08	94,76	98,90	103,20
Operator of a control table, panel or consol of a fibre-reinforced cement pipe-making machine.....	107,18	111,78	116,38	96,60	100,74	105,04
Operator of a fibre-reinforced cement pipe or joint lathe, boring mill or multi-joint cutter.....	107,18	111,78	116,38	96,60	100,74	105,04
Security guard.....	81,42	86,02	90,62	73,60	77,74	81,88
Shiftsman.....	127,88	132,48	137,08	115,46	119,60	123,90
Supervisor—the highest wage prescribed in this subclause for the highest class of employee under his supervision plus 10 per cent						
Team leader.....	70,84	75,44	80,04	63,48	67,62	71,92
Travelling representative—						
during the first year of experience.....	127,88	132,48	137,08	115,00	119,14	123,28
during the second year of experience.....	139,38	143,98	148,58	125,58	129,72	133,86
during the third year of experience.....	150,88	155,48	160,08	136,16	140,30	144,44
during the fourth year of experience.....	162,84	167,44	172,04	146,74	150,88	155,02
thereafter.....	174,34	178,94	183,54	157,32	161,46	165,60
Travelling representative's assistant.....	75,44	80,04	84,64	68,08	72,22	76,36
Watchman.....	68,08	72,68	77,28	61,18	65,32	69,62
Employee not elsewhere in this subclause specifically mentioned	68,08	72,68	77,28	61,18	65,32	69,62

	In die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstad, Somerset-Wes, Springs, Stellenbosch, Strand, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg			In die landdrosdistrikte Bloemfontein, Kimberley, Klerksdorp, Malmesbury, Moorreesburg, Oos-Londen, Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wellington en Witbank		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week	R per week	R per week	R per week
Algemene werker—						
gedurende die eerste ses maande diens by dieselfde werkgever	54,28	58,42	62,56	48,76	52,44	56,58
daarna.....	60,26	64,86	69,46	54,28	58,42	62,56
Ambagsman	169,28	173,88	178,48	152,72	156,86	161,16
Ambagsmanshulp—						
gedurende die eerste ses maande ondervinding	68,08	72,68	77,28	61,18	65,32	69,62
gedurende die tweede ses maande ondervinding	72,68	77,28	81,88	65,78	69,92	74,22
daarna.....	77,74	82,34	86,94	70,38	74,52	78,82
Assistent-tehuisbestuurder.....	148,58	153,18	157,78	134,32	138,46	142,60
Assistent-voorman	148,58	153,18	157,78	134,32	138,46	142,60
Bediener van 'n beheertafel, -paneel of -konsole van 'n masjien vir die maak van veselversterkte sementype	107,18	111,78	116,38	96,60	100,74	105,04
Bediener van 'n laaigraaf	83,26	87,86	92,46	74,98	79,12	83,26
Bediener van 'n mobiele hystoestel.....	70,84	75,44	80,04	63,48	67,62	71,92
Bediener van 'n veselversterktesementpyp- of voegdraaibank, 'n boorfreesmasjien of 'n meervoegsnier.....	107,18	111,78	116,38	96,60	100,74	105,04
Drywer van 'n motorvoertuig binne 'n bedryfsinrigting—						
ligte motorvoertuig	70,84	75,44	80,04	63,48	67,62	71,76
medium motorvoertuig—						
gelede.....	85,10	89,70	94,30	76,82	80,96	85,10
nie-gelede	81,42	86,02	90,62	73,60	77,74	81,88
swaar motorvoertuig—						
gelede.....	95,68	100,28	104,88	86,02	90,16	94,30
nie-gelede	91,54	96,14	100,74	82,34	86,48	90,62
ekstra swaar motorvoertuig—						
gelede.....	109,02	113,62	118,22	98,44	102,58	106,72
nie-gelede	104,42	109,02	113,62	93,84	97,98	102,12
Drywer van 'n motorvoertuig buite 'n bedryfsinrigting—						
ligte motorvoertuig	75,44	80,04	84,64	68,08	72,22	76,36
medium motorvoertuig—						
gelede.....	95,68	100,28	104,88	86,02	90,16	94,30
nie-gelede	91,54	96,14	100,74	82,34	86,46	90,62
swaar motorvoertuig—						
gelede.....	109,02	113,62	118,22	97,98	102,12	106,26
nie-gelede	104,42	109,02	113,62	93,84	97,98	102,12
ekstra swaar motorvoertuig—						
gelede.....	124,20	128,80	133,40	112,24	116,38	120,52
nie-gelede	118,68	123,28	127,88	107,18	111,32	115,46
ultra swaar motorvoertuig.....	130,18	134,78	139,38	117,30	121,44	125,58
Eerstehulpbediener	81,42	86,02	90,62	73,60	77,74	81,88

	In die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstad, Somerset-Wes, Springs, Stellenbosch, Strand, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg			In die landdrosdistrikte Bloemfontein, Kimberley, Klerksdorp, Malmesbury, Moorreesburg, Oos-Londen, Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wellington en Witbank		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week	R per week	R per week	R per week
Fabrieksklerk	Soos vir 'n ambagsmanshulp					
Faktotum	88,78	93,38	97,98	80,04	84,18	88,48
Hyskraandrywer	102,58	107,18	111,78	92,46	96,60	100,90
Inspekteur	148,58	153,18	157,78	134,32	138,46	142,76
Klerk—						
gedurende die eerste jaar ondervinding	79,12	83,72	88,32	71,30	75,44	79,58
gedurende die tweede jaar ondervinding	96,60	101,20	105,80	83,26	87,40	91,54
gedurende die derde jaar ondervinding	114,08	118,68	123,28	103,04	107,18	111,32
daarna	131,56	136,16	140,76	118,68	122,82	126,96
Klerklike assistent—						
gedurende die eerste ses maande ondervinding	68,08	72,68	77,28	61,18	65,32	69,46
gedurende die tweede ses maande ondervinding	72,68	77,28	81,88	65,78	69,92	74,06
daarna	77,74	82,34	86,94	70,38	74,52	78,66
Masjienfaktotum	107,18	111,78	116,38	96,60	100,74	105,04
Ondersoeker	Soos vir 'n klerk					
Reisende verteenwoordiger—						
gedurende die eerste jaar ondervinding	127,88	132,48	137,08	115,00	119,14	123,28
gedurende die tweede jaar ondervinding	139,38	143,98	148,58	125,58	129,72	133,86
gedurende die derde jaar ondervinding	150,88	155,48	160,08	136,16	140,30	144,44
gedurende die vierde jaar ondervinding	162,84	167,44	172,04	146,74	150,88	155,02
daarna	174,34	178,94	183,54	157,32	161,46	165,60
Reisende verteenwoordiger se assistent	75,44	80,04	84,64	68,08	72,22	76,36
Sekuriteitswag	81,42	86,02	90,62	73,60	77,74	81,88
Skofbaas	127,88	132,48	137,08	115,46	119,60	123,90
Spanleier	70,84	75,44	80,04	63,48	67,62	71,92
Tehuisbestuurder	174,34	178,94	183,54	157,32	161,46	165,60
Tehuisopsigter	81,42	86,02	90,62	73,60	77,74	81,88
Toesighouer—die hoogste loon by hierdie subklousule vir die hoogste klas werknemer onder sy toesig, plus 10 persent						
Voorman	174,34	178,94	183,54	157,32	161,46	165,60
Vormmaker—						
gedurende die eerste jaar ondervinding	76,36	80,96	85,56	69,00	73,14	77,44
gedurende die tweede jaar ondervinding	90,62	95,22	99,82	81,88	86,02	90,32
daarna	104,88	109,48	114,08	94,76	98,90	103,20
Wag	68,08	72,68	77,28	61,18	65,32	69,62
Werknemer graad I	82,80	87,40	92,00	74,52	78,66	82,96
Werknemer graad II	77,74	82,34	86,94	70,38	74,52	78,82
Werknemer graad III	68,08	72,68	77,28	61,18	65,32	69,62
Werknemer graad IV	63,48	68,08	72,68	57,04	61,18	65,48
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	68,08	72,68	77,28	61,18	65,32	69,62

	The Magisterial Districts of Middelburg (Tvl), Newcastle, Pietersburg and Rustenburg			The Magisterial Districts of Brits, Delmas, George, Heidelberg (Tvl), Highveld Ridge, Klip River, Knysna, Kroonstad, Mossel Bay and Oudtshoorn		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week
Artisan	134,78	138,46	142,14	129,72	135,70	142,14
Artisan's aide—						
during the first six months of experience	54,28	57,96	61,64	51,98	56,58	61,64
during the second six months of experience	57,96	61,64	65,32	55,66	60,26	65,32
thereafter	62,10	65,78	69,46	59,80	64,40	69,46
Assistant foreman	118,22	121,90	125,58	113,62	119,60	125,58
Assistant hostel manager	118,22	121,90	125,58	113,62	119,60	125,58
Clerical assistant—						
during the first six months of experience	54,28	57,96	61,64	51,52	56,58	61,64
during the second six months of experience	57,96	61,64	65,32	55,20	60,62	65,32
thereafter	62,10	65,78	69,46	59,34	64,40	69,46
Clerk—						
during the first year of experience	63,02	66,70	70,38	60,26	65,32	70,38
during the second year of experience	76,82	80,50	84,18	73,14	78,66	84,18
during the third year of experience	90,62	94,30	97,98	86,48	92,46	97,98
thereafter	104,42	108,10	111,78	100,28	106,26	111,78
Crane driver	81,42	85,10	88,78	78,66	83,72	88,78
Driver of a motor vehicle <i>outside</i> an establishment—						
light motor vehicle	60,26	63,94	67,62	57,50	62,56	67,62
medium motor vehicle—						
articulated	75,90	79,58	83,26	73,14	78,20	83,26
rigid	72,68	76,36	80,04	69,46	74,98	80,04
heavy motor vehicle—						
articulated	86,48	90,16	93,84	83,72	88,78	93,84
rigid	82,80	86,48	90,16	79,58	85,10	90,16
extra heavy motor vehicle—						
articulated	99,36	103,04	106,72	94,76	100,74	106,72
rigid	94,76	98,44	102,12	90,16	96,14	102,12
ultra heavy motor vehicle	103,96	107,64	111,32	99,36	105,34	111,32
Driver of a motor vehicle <i>within</i> an establishment—						
light motor vehicle	56,12	59,80	63,48	53,82	58,88	63,48
medium motor vehicle—						
articulated	67,62	71,30	74,98	64,86	69,92	74,98
rigid	64,86	68,54	72,22	61,64	67,16	72,22
heavy motor vehicle—						
articulated	75,90	79,58	83,26	73,14	78,20	83,26
rigid	72,68	76,36	80,04	69,46	74,98	80,04
extra heavy motor vehicle—						
articulated	86,48	90,16	93,84	83,72	88,78	93,84
rigid	82,80	86,48	90,16	79,58	85,10	90,16
Examiner	As for a clerk					

	The Magisterial Districts of Middelburg (Tvl), Newcastle, Pietersburg and Rustenburg			The Magisterial Districts of Brits, Delmas, George, Heidelberg (Tvl), Highveld Ridge, Klip River, Knysna, Kroonstad, Mossel Bay and Oudtshoorn		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week
Factory clerk.....	As for an artisan's aide					
First aid attendant.....	64,80	68,54	72,22	61,64	67,16	72,22
Foreman.....	138,92	142,60	146,28	113,40	139,84	146,28
Front-end loader operator.....	66,24	69,92	73,60	63,94	68,54	73,60
General worker—						
during the first six months of his employment with the same employer.....	43,24	46,46	49,68	41,40	45,54	49,68
thereafter.....	47,84	51,52	55,20	46,00	50,60	55,20
Grade I employee.....	65,78	69,46	73,14	63,48	68,08	73,14
Grade II employee.....	62,10	65,78	69,46	59,80	64,40	69,46
Grade III employee.....	54,28	57,96	61,64	51,98	56,58	61,64
Grade IV employee.....	50,14	53,82	57,50	48,76	52,90	57,50
Handyman.....	70,84	74,52	78,20	68,08	73,14	78,20
Hostel manager.....	138,92	142,60	146,28	133,40	139,84	146,28
Hostel overseer.....	64,80	68,54	72,22	61,64	67,16	72,22
Inspector.....	118,22	121,90	125,58	114,08	119,60	125,58
Machine handyman.....	85,10	88,78	92,46	81,88	86,94	92,46
Mobile hoist operator.....	56,12	59,80	63,48	54,28	58,88	63,48
Mould maker—						
during the first year of experience.....	64,40	68,08	71,76	58,42	64,86	71,76
during the second year of experience.....	76,36	80,04	83,72	69,46	76,36	83,72
thereafter.....	88,78	92,46	96,14	80,50	88,32	96,14
Operator of a control table, panel or consol of a fibre-reinforced cement pipe-making machine.....	85,10	88,78	92,46	81,88	86,94	92,46
Operator of a fire-reinforced cement pipe or joint lathe, boring mill or multi-joint cutter.....	85,10	88,78	92,46	81,88	86,94	92,46
Security guard.....	64,80	68,54	72,22	61,64	67,16	72,22
Shiftsman.....	101,66	105,34	109,02	97,98	103,50	109,02
Supervisor—the highest wage prescribed in this subclause for the highest class of employee under his supervision plus 10 per cent						
Team leader.....	56,12	59,80	63,48	54,28	58,88	63,48
Travelling representative—						
during the first year of experience.....	101,66	105,34	109,02	97,52	103,50	109,02
during the second year of experience.....	110,86	114,54	118,22	106,72	112,70	118,22
during the third year of experience.....	120,06	123,74	127,42	115,46	121,44	127,42
during the fourth year of experience.....	129,72	133,40	137,08	124,66	131,10	137,08
thereafter.....	138,92	142,60	146,28	133,40	139,84	146,28
Travelling representative's assistant.....	60,26	63,94	67,62	57,50	62,56	67,62
Watchman.....	54,28	57,96	61,64	51,98	56,58	61,64
Employee not elsewhere in this subclause specifically mentioned	54,28	57,96	61,64	51,98	56,58	61,64

	In die landdrosdistrikte Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg			In die landdrosdistrikte Brits, Delmas, George, Heidelberg (Tvl), Hoëveldrif, Kliprivier, Knysna, Kroonstad, Mosselbaai en Oudtshoorn		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week	R per week	R per week	R per week
Algemene werker—						
gedurende die eerste ses maande diens by dieselfde werkgever	43,24	46,46	49,68	41,40	45,54	49,68
daarna	47,84	51,52	55,20	46,00	50,60	55,20
Ambagsman	134,78	138,46	142,14	129,72	135,70	142,14
Ambagsmanshulp—						
gedurende die eerste ses maande ondervinding	54,28	57,96	61,64	51,98	56,58	61,64
gedurende die tweede ses maande ondervinding	57,96	61,64	65,32	55,66	60,26	65,32
daarna	62,10	65,78	69,46	59,80	64,40	69,46
Assistent-tehuisbestuurder	118,22	121,90	125,58	113,62	119,60	125,58
Assistent-voorman	118,22	121,90	125,58	113,62	119,60	125,58
Bediener van 'n beheertafel, -paneel of -konsole van 'n masjien vir die maak van veselversterkte sementpype	85,10	88,78	92,45	81,88	86,94	92,46
Bediener van 'n laaigraaf	66,24	69,92	73,60	63,94	68,54	73,60
Bediener van 'n mobiele hystoestel	56,12	59,80	63,48	54,28	58,88	63,48
Bediener van 'n veselversterktesementpyp- of voegdraaibank, boorfreesmasjien of 'n meervoegsnier	85,10	88,78	92,46	81,88	86,94	92,46
Drywer van 'n motorvoertuig binne 'n bedryfsinrigting—						
ligte motorvoertuig	56,12	59,80	63,48	53,82	58,88	63,48
medium motorvoertuig—						
gelede	67,62	71,30	74,98	64,86	69,92	74,98
nie-gelede	64,86	68,54	72,22	61,64	67,16	72,22
swaar motorvoertuig—						
gelede	75,90	79,58	83,26	73,14	78,20	83,26
nie-gelede	72,68	76,36	80,04	69,46	74,98	80,04
ekstra swaar motorvoertuig—						
gelede	86,48	90,16	93,84	83,72	88,78	93,84
nie-gelede	82,80	86,48	90,16	79,58	85,10	90,16
Drywer van 'n motorvoertuig buite 'n bedryfsinrigting—						
ligte motorvoertuig	60,26	63,94	67,62	57,50	62,56	67,62
medium motorvoertuig—						
gelede	75,90	79,58	83,26	73,14	78,20	83,26
nie-gelede	72,68	76,36	80,04	69,46	74,98	80,04
swaar motorvoertuig—						
gelede	86,48	90,16	93,84	83,72	88,78	93,84
nie-gelede	82,80	86,48	90,16	79,58	85,10	90,16
ekstra swaar motorvoertuig—						
gelede	99,36	103,04	106,72	94,76	100,74	106,72
nie-gelede	94,76	98,44	102,12	90,16	96,14	102,12
ultra swaar motorvoertuig	103,96	107,64	111,32	99,36	105,34	111,32
Eerstehulpbediener	64,80	68,54	72,22	61,64	67,16	72,22

	In die landdrosdistrikte Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg			In die landdrosdistrikte Brits, Delmas, George, Heidelberg (Tvl), Hoëveldrif, Kliprivier, Knysna, Kroonstad, Mosselbaai en Oudtshoorn		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week	R per week	R per week	R per week
Fabrieksklerk	Soos vir 'n ambagsmanshulp					
Faktotum	70,84	74,52	78,20	68,08	73,14	78,20
Hyskraandrywer	81,42	85,10	88,78	78,66	83,72	88,78
Inspekteur	118,22	121,90	125,58	114,08	119,60	125,58
Klerk—						
gedurende die eerste jaar ondervinding	63,02	66,70	70,38	60,26	65,32	70,38
gedurende die tweede jaar ondervinding	76,82	80,50	84,18	73,14	78,66	84,18
gedurende die derde jaar ondervinding	90,62	94,30	97,98	86,48	92,46	97,98
daarna	104,42	108,10	111,78	100,28	106,26	111,78
Klerklike assistent—						
gedurende die eerste ses maande ondervinding	54,28	57,96	61,64	51,52	56,58	61,64
gedurende die tweede ses maande ondervinding	57,96	61,64	65,32	55,20	60,26	65,32
daarna	62,10	65,78	69,46	59,34	64,40	69,46
Masjienfaktotum	85,10	88,78	92,46	81,88	86,94	92,46
Ondersoeker	Soos vir 'n klerk					
Reisende verteenwoordiger—						
gedurende die eerste jaar ondervinding	101,66	105,34	109,02	97,52	103,50	109,02
gedurende die tweede jaar ondervinding	110,86	114,54	118,22	106,72	112,70	118,22
gedurende die derde jaar ondervinding	120,06	123,74	127,42	115,46	121,44	127,42
gedurende die vierde jaar ondervinding	192,72	133,40	137,08	124,66	131,10	137,08
daarna	138,92	142,60	146,28	133,40	139,84	146,28
Reisende verteenwoordiger se assistent	60,26	63,94	67,62	57,50	62,56	67,62
Sekuriteitswag	64,80	68,54	72,22	61,64	67,16	72,22
Skofbaas	101,66	105,34	109,02	97,98	103,50	109,02
Spanleier	56,12	59,80	63,48	54,28	58,88	63,48
Tehuisbestuurder	138,92	142,60	146,28	133,40	139,84	146,28
Tehuisopsigter	64,80	68,54	72,22	61,64	67,16	72,22
Toesighouer—die hoogste loon by hierdie subklousule vir die hoogste klas werknemer onder sy toesig, plus 10 persent						
Voorman	138,92	142,60	146,28	133,40	139,84	146,28
Vormmaker—						
gedurende die eerste jaar ondervinding	64,40	68,08	71,76	58,42	64,86	71,76
gedurende die tweede jaar ondervinding	76,36	80,04	83,72	69,46	76,36	83,72
daarna	88,78	92,46	96,14	80,50	88,32	96,14
Wag	54,28	57,96	61,64	51,98	56,58	61,64
Werknemer graad I	65,78	69,46	73,14	63,48	68,08	73,14
Werknemer graad II	62,10	65,78	69,46	59,80	64,40	69,46
Werknemer graad III	54,28	57,96	61,64	51,98	56,58	61,64
Werknemer graad IV	50,14	53,82	57,50	48,76	52,90	57,50
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	54,28	57,96	61,64	51,98	56,58	61,64

	The Magisterial Districts of Bethlehem, Ermelo, Gordonia, Harrismith, King William's Town and Standerton			The Magisterial District of Albany		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week
Artisan	129,72	132,94	136,62	116,38	126,50	136,62
Artisan's aide—						
during the first six months of experience	51,98	55,20	58,88	46,46	52,44	58,88
during the second six months of experience	55,66	58,88	62,56	50,14	56,12	62,56
thereafter	59,80	63,02	66,70	53,82	60,26	66,70
Assistant foreman	113,62	116,84	120,52	101,66	111,32	120,52
Assistant hostel manager	113,62	116,84	120,52	101,66	111,32	120,52
Clerical assistant—						
during the first six months of experience	51,52	54,74	58,42	46,46	52,44	58,42
during the second six months of experience	55,20	58,42	62,10	49,68	56,12	62,10
thereafter	59,34	62,56	66,24	53,36	59,80	66,24
Clerk—						
during the first year of experience	60,26	63,48	67,16	53,82	60,72	67,16
during the second year of experience	73,14	76,36	80,04	65,78	73,14	80,04
during the third year of experience	86,48	89,70	93,38	77,74	85,56	93,38
thereafter	100,28	103,50	107,18	90,16	98,90	107,18
Crane driver	78,66	81,88	85,56	70,38	77,74	85,56
Driver of a motor vehicle <i>outside</i> an establishment—						
light motor vehicle	57,50	60,72	64,40	51,52	57,96	64,40
medium motor vehicle—						
articulated	73,14	76,36	80,04	65,78	73,14	80,04
rigid	69,46	72,68	76,36	62,56	69,46	76,36
heavy motor vehicle—						
articulated	83,72	86,94	90,62	74,98	82,80	90,62
rigid	79,58	82,80	86,48	71,30	79,12	86,48
extra heavy motor vehicle—						
articulated	94,76	97,98	101,66	85,10	93,38	101,66
rigid	87,86	91,08	94,76	80,96	87,86	94,76
ultra heavy motor vehicle	99,36	102,58	106,26	89,24	97,98	106,26
Driver of a motor vehicle <i>within</i> an establishment—						
light motor vehicle	53,82	57,04	60,72	48,30	54,74	60,72
medium motor vehicle—						
articulated	64,86	68,08	71,76	58,42	65,32	71,76
rigid	61,64	64,86	68,54	55,66	62,10	68,54
heavy motor vehicle—						
articulated	73,14	76,36	80,04	65,78	73,14	80,04
rigid	69,46	72,68	76,36	62,56	69,46	76,36
extra heavy motor vehicle—						
articulated	83,72	86,94	90,62	74,98	82,80	90,62
rigid	79,58	82,80	86,48	71,30	79,12	86,48
Examiner	as for a clerk					

	The Magisterial Districts of Bethlehem, Ermelo, Gordonia, Harrismith, King William's Town and Standerton			The Magisterial District of Albany		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week
Factory clerk.....	As for an artisan's aide					
First aid attendant.....	61,64	64,86	68,54	55,66	62,10	68,54
Foreman.....	133,40	136,62	140,30	119,60	130,18	140,30
Front-end loader operator.....	63,94	67,16	70,38	57,50	63,94	70,38
General worker— during the first six months of his employment with the same employer.....	41,40	44,62	47,84	37,26	42,78	47,84
thereafter.....	46,00	49,22	52,90	41,40	46,92	52,90
Grade I employee.....	63,48	66,70	70,38	56,58	63,48	70,38
Grade II employee.....	59,80	63,02	66,70	53,82	60,26	66,70
Grade III employee.....	51,98	55,20	58,88	46,92	52,90	58,88
Grade IV employee.....	48,76	51,98	55,66	43,70	49,68	55,66
Handyman.....	68,08	71,30	74,98	61,18	68,08	74,98
Hostel manager.....	133,40	136,62	140,30	119,60	130,18	140,30
Hostel overseer.....	61,64	64,86	68,54	55,66	62,10	68,54
Inspector.....	114,08	117,30	120,98	102,12	111,32	120,98
Machine handyman.....	81,88	85,10	88,78	73,60	80,96	88,78
Mobile hoist operator.....	54,28	57,50	61,18	48,76	54,74	61,18
Mould maker— during the first year of experience.....	58,42	61,64	65,32	52,90	58,88	65,32
during the second year of experience.....	69,46	72,68	76,36	62,56	69,46	76,36
thereafter.....	80,50	83,72	87,40	72,22	79,58	87,40
Operator of a control table, panel or console of a fibre-reinforced cement pipe-making machine.....	81,88	85,10	88,78	73,60	80,96	88,78
Operator of a fibre-reinforced cement pipe or joint lathe, boring mill or multi-joint cutter.....	81,88	85,10	88,78	73,60	80,96	88,78
Security guard.....	61,64	64,86	68,54	55,66	62,10	68,54
Shiftsman.....	97,98	101,20	104,88	87,86	96,14	104,88
Supervisor—the highest wage prescribed in this subclause for the highest class of employee under his supervision plus 10 per cent						
Team leader.....	54,28	57,50	61,18	48,76	54,74	61,18
Travelling representative— during the first year of experience.....	97,52	100,74	104,42	87,40	96,14	104,42
during the second year of experience.....	106,72	109,94	113,62	95,22	104,42	113,62
during the third year of experience.....	115,46	118,68	122,36	103,50	113,16	122,36
during the fourth year of experience.....	124,66	127,88	131,56	111,78	121,90	131,56
thereafter.....	133,40	136,62	140,30	119,60	130,18	140,30
Travelling representative's assistant.....	57,50	60,72	64,40	51,52	57,96	64,40
Watchman.....	51,98	55,20	58,88	46,92	52,90	58,88
Employee not elsewhere in this subclause specifically mentioned	51,98	55,20	58,88	46,92	52,90	58,88

	In die landdrosdistrikte Bethlehem, Ermelo, Gordonia, Harrismith, King William's Town en Standerton			In die landdrosdistrik Albany		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week	R per week	R per week	R per week
Algemene werker—						
gedurende die eerste ses maande diens by dieselfde werkgewer	41,40	44,62	47,84	37,26	42,78	47,84
daarna.....	46,00	49,22	52,90	41,40	46,92	52,90
Ambagsman	129,72	132,94	136,62	116,38	126,50	136,62
Ambagsmanshulp—						
gedurende die eerste ses maande ondervinding	51,98	55,20	58,88	46,46	52,44	58,88
gedurende die tweede ses maande ondervinding.....	55,66	58,88	62,56	50,14	56,12	62,56
daarna.....	59,80	63,02	66,70	53,82	60,26	66,70
Assistent-tehuisbestuurder.....	113,62	116,84	120,52	101,66	111,32	120,52
Assistent-voorman	113,62	116,84	120,52	101,66	111,32	120,52
Bediener van 'n beheertafel, -paneel of -konsole van 'n masjien vir die maak van veselversterkte sementpype	81,88	85,10	88,78	73,60	80,96	88,78
Bediener van 'n laaggraaf	63,94	67,16	70,38	57,50	63,94	70,38
Bediener van 'n mobiele hystoestel.....	54,28	57,50	61,18	48,76	54,74	61,18
Bediener van 'n veselversterktesementpyp- of voegdraaibank, boorfreesmasjien of 'n meervoegsnier.....	81,88	85,10	88,78	73,60	80,96	88,78
Drywer van 'n motorvoertuig binne 'n bedryfsinrigting—						
ligte motorvoertuig	53,82	57,04	60,72	48,30	54,74	60,72
medium motorvoertuig—						
gelede.....	64,86	68,08	71,76	58,42	65,32	71,76
nie-gelede	61,64	64,86	68,54	55,66	62,10	68,54
swaar motorvoertuig—						
gelede.....	73,14	76,36	80,04	65,78	73,14	80,04
nie gelede	69,46	72,68	76,36	62,56	69,46	76,36
ekstra swaar motorvoertuig—						
gelede.....	83,72	86,94	90,62	74,98	82,80	90,62
nie gelede	79,58	82,80	86,48	71,30	79,12	86,48
Drywer van 'n motorvoertuig buite 'n bedryfsinrigting—						
ligte motorvoertuig	57,50	60,72	64,40	51,52	57,96	64,40
medium motorvoertuig—						
gelede.....	73,14	76,36	80,04	65,78	73,14	80,04
nie-gelede	69,46	72,68	76,36	62,56	69,46	76,36
swaar motorvoertuig—						
gelede.....	83,72	86,94	90,62	74,98	82,80	90,62
nie-gelede	79,58	82,80	86,48	71,30	79,12	86,48
ekstra swaar motorvoertuig—						
gelede.....	94,76	97,98	101,66	85,10	93,38	101,66
nie-gelede	87,86	91,08	94,76	80,96	87,86	94,76
ultra swaar motorvoertuig.....	99,36	102,58	106,26	89,24	97,98	106,26
Eerstehulpbediener	61,64	64,86	68,54	55,66	62,10	68,54

	In die landdrosdistrikte Bethlehem, Ermelo, Gordonia, Harrismith, King William's Town en Standerton			In die landdrosdistrik Albany		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week	R per week	R per week	R per week
Fabrieksklerk	Soos vir 'n ambagsmanshulp					
Faktotum	68,08	71,30	74,98	61,18	68,08	74,98
Hyskraandrywer	78,66	81,88	85,56	70,38	77,74	85,56
Inspekteur	114,08	117,30	120,98	102,12	111,32	120,98
Klerk—						
gedurende die eerste jaar ondervinding	60,26	63,48	67,16	53,82	60,72	67,16
gedurende die tweede jaar ondervinding	73,14	76,36	80,04	65,78	73,14	80,04
gedurende die derde jaar ondervinding	86,48	89,70	93,38	77,74	85,56	93,38
daarna	100,28	103,50	107,18	90,16	98,90	107,18
Klerklike assistent—						
gedurende die eerste ses maande ondervinding	51,52	54,74	58,42	46,46	52,44	58,42
gedurende die tweede ses maande ondervinding	55,20	58,42	62,10	49,68	56,12	62,10
daarna	59,34	62,56	66,24	53,36	59,80	66,24
Masjienfaktotum	81,88	85,10	88,78	73,60	80,96	88,78
Ondersoeker	Soos vir 'n klerk					
Reisende verteenwoordiger—						
gedurende die eerste jaar ondervinding	97,52	100,74	104,42	87,40	96,14	104,42
gedurende die tweede jaar ondervinding	106,72	109,94	113,62	95,22	104,42	113,62
gedurende die derde jaar ondervinding	115,46	118,68	122,36	103,50	113,16	122,36
gedurende die vierde jaar ondervinding	124,66	127,88	131,56	111,78	121,90	131,56
daarna	133,40	136,62	140,30	119,60	130,18	140,30
Reisende verteenwoordiger se assistent	57,50	60,72	64,40	51,52	57,96	64,40
Sekuriteitswag	61,64	64,86	68,54	55,66	62,10	68,54
Skofbaas	97,98	101,20	104,88	87,86	96,14	104,88
Spanleier	54,28	57,50	61,18	48,76	54,74	61,18
Tehuisbestuurder	133,40	136,62	140,30	119,60	130,18	140,30
Tehuisopsigter	61,64	64,86	68,54	55,66	62,10	68,54
Toesighouer—die hoogste loon by hierdie subklousule vir die hoogste klas werknemer onder sy toesig, plus 10 persent						
Voorman	133,40	136,62	140,30	119,60	130,18	140,30
Vormmaker—						
gedurende die eerste jaar ondervinding	58,42	61,64	65,32	52,90	58,88	65,32
gedurende die tweede jaar ondervinding	69,46	72,68	76,36	62,56	69,46	76,36
daarna	80,50	83,72	87,40	72,22	79,58	87,40
Wag	51,98	55,20	58,88	46,92	52,90	58,88
Werknemer graad I	63,48	66,70	70,38	56,58	63,48	70,38
Werknemer graad II	59,80	63,02	66,70	53,82	60,26	66,70
Werknemer graad III	51,98	55,20	58,88	46,92	52,90	58,88
Werknemer graad IV	48,76	51,98	55,66	43,70	49,68	55,66
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	51,98	55,20	58,88	46,92	52,90	58,88

	The Magisterial Districts of Balfour, Bethal, Bothaville, De Aar and Piet Retief		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week
Artisan	116,38	119,60	122,82
Artisan's aide—			
during the first six months of experience	46,46	49,68	52,90
during the second six months of experience	50,14	53,36	56,58
thereafter	53,82	57,04	60,26
Assistant foreman	101,66	104,88	108,10
Assistant hostel manager	101,66	104,88	108,10
Clerical assistant—			
during the first six months of experience	46,46	49,68	52,90
during the second six months of experience	49,68	52,90	56,12
thereafter	53,36	56,58	59,80
Clerk—			
during the first year of experience	53,82	57,04	60,26
during the second year of experience	65,78	69,00	72,22
during the third year of experience	77,74	80,96	84,18
thereafter	90,16	93,38	96,60
Crane driver	70,38	73,60	76,82
Driver of a motor vehicle <i>outside</i> an establishment—			
light motor vehicle	51,52	54,74	57,96
medium motor vehicle—			
articulated	65,78	69,00	72,22
rigid	62,56	65,78	69,00
heavy motor vehicle—			
articulated	74,98	78,20	81,42
rigid	71,30	74,52	77,74
extra heavy motor vehicle—			
articulated	85,10	88,32	91,54
rigid	80,96	84,18	87,40
ultra heavy motor vehicle	89,24	92,46	95,68
Driver of a motor vehicle <i>within</i> an establishment—			
light motor vehicle	48,30	51,52	54,74
medium motor vehicle—			
articulated	58,42	61,64	64,86
rigid	55,66	58,88	62,10
heavy motor vehicle—			
articulated	65,78	69,00	72,28
rigid	62,56	65,78	69,00
extra heavy motor vehicle—			
articulated	74,98	78,22	81,42
rigid	71,30	74,52	77,74
Examiner	As for a clerk		
Factory clerk	As for an artisan's aide		
First aid attendant	55,66	58,88	62,10
Foreman	119,60	122,82	126,04
Front-end loader operator	57,50	60,72	63,94
General worker—			
during the first six months of his employment with the same employer	37,26	40,48	43,24
thereafter	41,40	44,62	47,84
Grade I employee	56,58	60,26	63,48
Grade II employee	53,82	57,04	60,26
Grade III employee	46,92	50,14	53,36
Grade IV employee	43,70	46,92	50,14
Handyman	61,18	64,40	67,62
Hostel manager	119,60	122,82	126,04
Hostel overseer	55,66	58,88	62,10
Inspector	102,12	105,34	108,56
Machine handyman	73,60	76,82	80,04
Mobile hoist operator	48,76	51,98	55,20

	The Magisterial Districts of Balfour, Bethal, Bothaville, De Aar and Piet Retief		
	During the first nine months after this determination becomes binding	During the second nine months after this determination becomes binding	Thereafter
	R per week	R per week	R per week
Mould maker—			
during the first year of experience	52,90	56,12	59,34
during the second year of experience	62,56	65,78	69,00
thereafter	72,22	75,44	78,66
Operator of a control table, panel or consol of a fibre-reinforced cement pipe-making machine	73,60	76,82	80,04
Operator of a fibre-reinforced cement pipe or joint lathe, boring mill or multi-joint cutter	73,60	76,82	80,04
Security guard	55,66	58,88	62,10
Shiftsman	87,86	91,08	94,30
Supervisor—the highest wage prescribed in this subclause for the highest class of employee under his supervision plus 10 per cent			
Team leader	48,76	51,98	55,20
Travelling representative—			
during the first year of experience	87,40	90,62	93,94
during the second year of experience	95,22	98,44	101,66
during the third year of experience	103,50	106,72	109,94
during the fourth year of experience	111,78	115,00	118,22
thereafter	119,60	122,82	126,04
Travelling representative's assistant	51,52	54,74	57,96
Watchman	46,92	50,14	53,36
Employee not elsewhere in this subclause specifically mentioned	46,92	50,14	53,36

	In die landdrostdistrikte Balfour, Bethal, Bothaville, De Aar en Piet Retief		
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week
Algemene werker—			
gedurende die eerste ses maande diens by dieselfde werkgewer	37,26	40,48	43,24
daarna	41,40	44,62	47,84
Ambagsman	116,38	119,60	122,82
Ambagsmanshulp—			
gedurende die eerste ses maande ondervinding	46,46	49,68	42,90
gedurende die tweede ses maande ondervinding	50,14	53,36	56,58
daarna	53,82	57,04	60,26
Assistent-tehuisbestuurder	101,66	104,88	108,10
Assistent-voorman	101,66	104,88	108,10
Bediener van 'n beheertafel, -paneel of -konsole van 'n masjien vir die maak van veselversterkte sementype	73,60	76,82	80,04
Bediener van 'n laaigraaf	57,50	60,72	63,94
Bediener van 'n mobiele hystoestel	48,76	51,98	55,20
Bediener van 'n veselversterktesementpyp- of voegdraaibank, 'n frees-boormasjien of 'n meervoegsnyer	73,60	76,82	80,04
Drywer van 'n motorvoertuig binne 'n bedryfsinrigting—			
ligte motorvoertuig	48,30	51,52	54,74
medium motorvoertuig—			
gelede	58,42	61,64	64,86
nie-gelede	55,66	58,88	62,10
swaar motorvoertuig—			
gelede	65,78	69,00	72,28
nie-gelede	62,56	65,78	69,00
ekstra swaar motorvoertuig—			
gelede	74,98	78,22	81,42
nie-gelede	71,30	74,52	77,74

In die landdrosdistrikte Balfour, Bethal, Bothaville, De Aar en Piet Retief			
	Gedurende die eerste nege maande nadat hierdie vasstelling bindend word	Gedurende die tweede nege maande nadat hierdie vasstelling bindend word	Daarna
	R per week	R per week	R per week
Drywer van 'n motorvoertuig buite 'n bedryfsinrigting—			
ligte motorvoertuig	51,52	54,74	57,96
medium motorvoertuig—			
gelede	65,78	69,00	72,22
nie-gelede	62,56	65,78	69,00
swaar motorvoertuig—			
gelede	74,98	78,20	81,42
nie-gelede	71,30	74,52	77,74
ekstra swaar motorvoertuig—			
gelede	85,10	88,32	91,54
nie-gelede	80,96	84,18	87,40
ultra swaar motorvoertuig	89,24	92,46	95,68
Eerstehulpbediener	55,66	58,88	62,10
Fabrieksklerk	Soos vir 'n ambagsmanshulp		
Faktotum	61,18	64,40	67,62
Hyskraandrywer	70,38	73,60	76,82
Inspekteur	102,12	105,34	108,56
Klerk—			
gedurende die eerste jaar ondervinding	53,82	57,04	60,26
gedurende die tweede jaar ondervinding	65,78	69,00	72,22
gedurende die derde jaar ondervinding	77,74	80,96	84,18
daarna	90,16	93,38	96,60
Klerklike assistent—			
gedurende die eerste ses maande ondervinding	46,46	49,68	52,90
gedurende die tweede ses maande ondervinding	49,68	52,90	56,12
daarna	53,36	56,58	59,80
Masjienfaktotum	73,60	76,82	80,04
Ondersoeker	Soos vir 'n klerk		
Reisende verteenwoordiger—			
gedurende die eerste jaar ondervinding	87,40	90,62	93,94
gedurende die tweede jaar ondervinding	95,22	98,44	101,66
gedurende die derde jaar ondervinding	103,50	106,72	109,94
gedurende die vierde jaar ondervinding	111,78	115,00	118,22
daarna	119,60	122,82	126,04
Reisende verteenwoordiger se assistent	51,52	54,74	57,96
Sekuriteitswag	55,66	58,88	62,10
Skofbaas	87,86	91,08	94,30
Spanleier	48,76	51,98	55,20
Tehuisbestuurder	119,60	122,82	126,04
Tehuisopsigter	55,66	58,88	62,10
Toesighouer—die hoogste loon by hierdie subklousule vir die hoogste klas werknemer onder sy toesig, plus 10 persent			
Voorman	119,60	122,82	126,04
Vormmaker—			
gedurende die eerste jaar ondervinding	52,90	56,12	59,34
gedurende die tweede jaar ondervinding	62,56	65,78	69,00
daarna	72,22	75,44	78,66
Wag	46,92	50,14	53,36
Werknemer graad I	56,58	60,26	63,48
Werknemer graad II	53,82	57,04	60,26
Werknemer graad III	46,92	50,14	53,36
Werknemer graad IV	43,70	46,92	50,14
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	46,92	50,14	53,36

(b) *Casual employees.*—For each day or part of a day of employment, other than employment on a public holiday as defined or on a Sunday, not less than the daily wage prescribed under paragraph (a) read with subclause (4) (c) for an employee in the same area who performs the same class of work as the casual employee is required to do, plus 15 per cent: Provided that where the employer requires a casual employee—

- (i) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "daily wage" shall mean the daily wage for a qualified employee of that class;
- (ii) to work for a period of not more than four consecutive hours on any day, his wage as referred to in this paragraph may be reduced by not more than 50 per cent in respect of that day.

(2) *Basis of contract.*—For the purposes of this clause the contract of employment of an employee, other than a casual employee, shall be on a weekly basis, and, save as provided in clause 4 (6), he shall be paid in respect of a week not less than the full weekly wage prescribed in subclause (1), as read with the definition of "wage" in clause 2 and with subclause (3), for an employee of his class in the area in which he works, whether he has in that week worked the maximum number of ordinary hours of work applicable to him or less.

(3) *Differential wage.*—An employer who requires or permits a member of one class of his employees to perform for longer than one hour on any day, either in addition to his own work or in substitution therefor, work of another class for which—

- (a) a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day, not less than the daily wage calculated at the higher rate; or
- (b) a rising scale of wages terminating in a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day not less than the daily wage calculated on the notch in the rising scale immediately above the wage which the employee was receiving for his ordinary work:

Provided that—

- (i) this subclause shall not apply to an employee while undergoing training, for a period of not more than three weeks from the commencement of such training;
- (ii) this subclause shall not apply where the difference between classes in terms of subclause (1) is based on experience;
- (iii) unless expressly otherwise provided in a written contract between an employer and his employee, nothing in this determination shall be so construed as to preclude an employer from requiring his employee to perform work of another class for which class the same or a lower wage is prescribed than that prescribed for such employee.

(4) *Calculation of wages.*—(a) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by his weekly ordinary hours of work.

(b) Subject to subclause (1) (b) (ii), the hourly wage of a casual employee shall be the wage payable to him for that day divided by his ordinary hours worked for such day.

(c) The daily wage of an employee other than a casual employee, shall be his weekly wage divided by the number of days worked by him in a week.

(d) The monthly wage of an employee shall be four and a third times his weekly wage.

(5) *Transport expenses and allowances.*—In addition to paying any other remuneration due to—

- (a) an employee who uses his employer's motor transport or who is required to travel by train or by any means of conveyance other than his own, his employer shall reimburse him all the reasonable expenses incurred by him in connection with such transport in the performance of his duties, and for the purposes of this subclause the cost of overnight garaging of a motor vehicle shall be deemed to be a transport expense;
- (b) an employee who is required to provide motor transport for the performance of his duties, his employer shall pay him for each kilometre travelled in the performance of his duties a transport allowance of not less than—
 - (i) 23 cents if the engine capacity of the vehicle concerned does not exceed 1 300 cm³;
 - (ii) 29 cents if the engine capacity of such vehicle exceeds 1 300 cm³ but not 2 500 cm³;
 - (iii) 35 cents if the engine capacity of such vehicle exceeds 2 500 cm³.

(b) *Los werknemers.*—Vir elke dag of gedeelte van 'n dag diens, uitgesonderd diens op 'n openbare vakansiedag soos omskryf of op 'n Sondag, minstens die dagloon voorgeskryf by paragraaf (a) gelees met subklousule (4) (c) vir 'n werknemer in dieselfde gebied wat vir die werkgewer dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 15 persent: Met dien verstande dat waar die werkgewer van die los werknemer vereis om—

- (i) die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "dagloon" beteken die dagloon vir 'n gekwalifiseerde werknemer van daardie klas;
- (ii) vir 'n tydperk van hoogstens vier agtereenvolgende ure op enige dag te werk, sy loon waarna in hierdie paragraaf verwys word, met hoogstens 50 persent ten opsigte van sodanige dag verminder kan word.

(2) *Kontrakgrondslag.*—By die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, op 'n weeklikse grondslag berus en, behoudens klousule 4 (6), moet hy ten opsigte van 'n week minstens die volle weekloon betaal word wat by subklousule (1), gelees met die omskrywing van "loon" in klousule 2 en met subklousule (3), vir 'n werknemer van sy klas in die gebied waarin hy werk, voorgeskryf word, afgesien daarvan of hy in so 'n week die maksimum getal gewone werkure of minder, gewerk het.

(3) *Differensiële loon.*—'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om langer as altesaam een uur op 'n dag, of benewens sy eie werk of in die plek daarvan, werk van 'n ander klas te verrig waarvoor of—

- (a) 'n hoër loon as dié van sy eie klas soos by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer minstens die dagloon bereken teen die hoër tarief, betaal;
- (b) 'n stygende loonskaal wat uitloop op 'n hoër loon as dié van sy eie klas soos by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer minstens die dagloon bereken op die kerf in die stygende skaal onmiddellik bokant die loon wat die werknemer vir sy gewone werk ontvang het, betaal:

Met dien verstande dat—

- (i) hierdie subklousule nie vir 'n werknemer geld nie onderwyl hy opleiding ondergaan vir 'n tydperk van hoogstens drie weke vanaf die aanvang van sodanige opleiding;
- (ii) hierdie subklousule nie geld nie wanneer die verskil tussen die klasse ingevolge subklousule (1) op ondervinding berus;
- (iii) tensy daar in 'n skriftelike kontrak tussen 'n werkgewer en sy werknemer uitdruklik anders bepaal word, niks in hierdie vaststelling só uitgelê mag word dat dit 'n werkgewer belet om van sy werknemer te vereis om 'n ander klas werk te verrig waarvoor die voorgeskrewe loon dieselfde of laer is as dié wat vir so 'n werknemer voorgeskryf word.

(4) *Loonberekening.*—(a) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur sy weeklikse gewone werkure.

(b) Behoudens subklousule (1) (b) (ii), is die uurloon van 'n los werknemer die loon wat aan hom vir daardie dag betaalbaar is, gedeel deur sy gewone werkure vir daardie dag.

(c) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur die getal dae waarop hy gewoonlik in 'n week werk.

(d) Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

(5) *Vervoeruitgawes en -toelae.*—Benewens die betaling van enige ander besoldiging verskuldig aan—

- (a) 'n werknemer wat van sy werkgewer se motorvoertuig gebruik maak of van wie vereis word om per trein of met enige ander vervoermiddel as sy eie te reis, moet sy werkgewer hom vergoed vir alle redelike uitgawes wat hy in die uitvoering van sy pligte in verband met sodanige vervoer aangegaan het, en by die toepassing van hierdie subklousule word die koste verbonde aan die stalling van 'n motorvoertuig oornag, geag 'n vervoeruitgawe te wees;
- (b) 'n werknemer van wie vereis word om 'n motorvoertuig vir die uitvoering van sy pligte te verskaf, moet sy werkgewer hom vir elke kilometer wat hy in die uitvoering van sy pligte afgelê het, 'n vervoertoelae betaal van minstens—
 - (i) 23c waar die enjinkapasiteit van die betrokke voertuig hoogstens 1 300 cm³ is;
 - (ii) 29c waar die enjinkapasiteit van sodanige voertuig meer as 1 300 cm³ maar hoogstens 2 500 cm³ is;
 - (iii) 35c waar die enjinkapasiteit van sodanige voertuig meer as 2 500 cm³ is.

(6) *Subsistence expenses and allowances.*—(a) In addition to the payment of any other remuneration due to an employee who, in the performance of his duties, is absent from his place of residence and the employer's establishment, an employer shall, in the case of—

- (i) *a travelling representative and a travelling representative's assistant*—
 - (aa) reimburse him all reasonable expenses incurred for meals, tea, coffee or similar beverages where such absence exceeds six consecutive hours but does not extend over a night; or
 - (ab) reimburse him all reasonable expenses incurred for accommodation as well as meals, tea, coffee or similar beverages, or pay a subsistence allowance of not less than R25 per night to the travelling representative and R13 per night to the travelling representative's assistant, whichever is the greater amount, where such absence extends over one or more nights;
- (ii) *a driver*—pay him a subsistence allowance of not less than R5 per night plus R2 per meal-time, not exceeding three per day, where such absence extends over one or more nights: Provided that where the employer provides a bed the first allowance may be reduced by not more than R1 per night;
- (iii) *an employee accompanying a driver*—pay him a subsistence allowance of not less than R2,50 per night plus R2 per meal-time, not exceeding three per day, where such absence extends over one or more nights.

(b) For the purposes of this subclause the expression "night" means the period from 23h00 to 04h00.

(7) *Payment of transport and subsistence expenses and allowances.* (a) An employer shall pay any expenses and allowances payable to an employee in terms of subclauses (5) and (6) within seven days of the employee's written claim therefor: Provided that an employee shall submit any such claims within one month of entitlement and shall not submit more than one claim in any one week.

(b) An employer may require his employee to frame any claim so that it shall reflect in the case of any claim in terms of—

- (i) subclause (5) (a), the mode of transport employed and the transport expenses incurred or the nature of any other expenses for which reimbursement is claimed;
- (ii) subclause (5) (b), the distance travelled each day, the points of call and, except in municipal areas, the route followed;
- (iii) subclause (6), the time of commencement and ending of each period of absence;

and to enable his employee to comply with such a requirement, the employer shall, before any such journey is undertaken by an employee referred to in subclauses (5) and (6), provide him with a suitable book or forms in or on which to keep the appropriate records: Provided that if an employee is unable to write, his employer shall cause him to be assisted in the framing of his claim.

4. PAYMENT OF REMUNERATION

(1) *Employees, other than casual employees.*—Save as provided in clauses 3 (7) and 6 (5), any amount due to an employee, other than a casual employee, shall be paid weekly, fortnightly or monthly in cash, or, with the consent of the employee by cheque during his ordinary hours of work, or within 15 minutes thereafter on the usual pay-day of the establishment for such employee (or in the case of a shift worker at a time agreed upon between such employee and his employer, which time shall be during the usual office hours of the establishment but not later than 24 hours after the usual pay-day) or on termination of employment if this takes place before the usual pay-day, and such amount shall be contained in a sealed envelope or container on which shall be recorded or which shall be accompanied by a statement showing—

- (a) the employer's name;
- (b) the employee's name or his number on the pay-roll and his class;
- (c) the period in respect of which payment is made;
- (d) the number of ordinary hours of work worked by the employee in that period;
- (e) the number of overtime hours worked by the employee in that period;
- (f) the number of overtime hours worked by the employee on a Sunday or a public holiday as defined;
- (g) the employee's wage;
- (h) details of any other remuneration arising out of the employee's employment;

(6) *Onderhoudsuitgawes en -toelaes.*—(a) Benewens die betaling van enige ander besoldiging verskuldig aan 'n werknemer wat by die uitvoering van sy pligte van sy woonplek en sy werkgever se bedryfsinrigting afwesig is, moet sy werkgever, in die geval van—

- (i) *'n reisende verteenwoordiger en 'n reisende verteenwoordiger se assistent*—
 - (aa) hom vir alle redelike uitgawes aangegaan vir etes, tee, koffie of soortgelyke drankte vergoed waar die tydperk van afwesigheid ses ure oorskry maar nie oor 'n nag strek nie; of
 - (ab) hom vir alle redelike uitgawes aangegaan vir verblyf sowel as etes, tee, koffie of soortgelyke drankte vergoed; of 'n onderhoudstoelaag van minstens R25 per nag aan die reisende verteenwoordiger en R13 per nag aan die reisende verteenwoordiger se assistent betaal, watter ook al die grootste bedrag is, waar die afwesigheid oor een of meer nagte strek;
- (ii) *'n drywer*—hom 'n onderhoudstoelaag van minstens R5 per nag plus R2 per maaltyd van nie meer as drie per dag nie betaal, waar sodanige tydperk van afwesigheid oor een of meer nagte strek: Met dien verstande dat waar die werkgever 'n bed verskaf die eerste toelaag met nie meer as R1 per nag verminder mag word nie;
- (iii) *'n werknemer wat 'n drywer vergesel*—hom 'n onderhoudstoelaag van minstens R2,50 per nag plus R2 per maaltyd, van nie meer as drie per dag nie betaal, waar sodanige tydperk van afwesigheid oor een of meer nagte strek.

(b) By die toepassing van hierdie subklousule beteken "nag" die tydperk van 23h00 tot 04h00.

(7) *Betaling van vervoer- en onderhoudsuitgawes en -toelaes.*—(a) 'n Werkgever moet alle toelaes en uitgawes wat ingevolge subklousules (5) en (6) aan 'n werknemer betaalbaar is, binne sewe dae nadat die werknemer dit skriftelik geëis het, aan hom betaal: Met dien verstande dat 'n werknemer elke sodanige eis binne een maand vanaf die tydperk waarop hy daarop geregtig geword het, moet indien maar dat hy nie meer as een eis in 'n week mag indien nie.

(b) 'n Werkgever kan van sy handelsreisiger vereis om elke eis so op te stel dat dit weergee, in die geval van 'n eis ingevolge—

- (i) subklousule (5) (a), die soort vervoer en die vervoerkoste of die aard van alle ander uitgawes waarvoor hy vergoeding eis;
- (ii) subklousule (5) (b), die afstand wat hy elke dag afgelê het, die plekke wat besoek is en, uitgesonderd in munisipale gebiede, die roete wat gevolg is;
- (iii) subklousule (6), die tyd waarop elke tydperk van afwesigheid begin en geëindig het;

en ten einde aan so 'n vereiste te kan voldoen, moet sy werkgever, voordat enige sodanige reis deur 'n werknemer bedoel in subklousule (5) en (6) onderneem word, aan hom 'n geskikte boek of vorms verskaf waarin of waarop gepaste aantekening gehou kan word: Met dien verstande dat indien die werknemer nie in staat is om te skryf nie, die werkgever sal toesien dat hy hulp kry om sy eis op te stel.

4. BETALING VAN BESOLDIGING

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens klousules 3 (7) en 6 (5) moet enige bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, wekeliks, tweewekeliks of maandeliks in kontant betaal word gedurende sy gewone werkure, of binne 15 minute daarna op die gewone betaaldag van die bedryfsinrigting vir sodanige werknemer (of in die geval van 'n skofwerker op 'n tyd waaroor sodanige werknemer en sy werkgever ooreengekom het en wat gedurende die gewone kantoorure van die bedryfsinrigting moet wees, maar nie later nie as 24 uur na die gewone betaaldag) of by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n verseëelde kovert of houer wees waarop of wat vergesel gaan van 'n staat waarop die volgende gemeld word:

- (a) Die werkgever se naam;
- (b) die werknemer se naam of sy nommer op die betaalstaat en sy klas;
- (c) die tydperk waarvoor die betaling geskied;
- (d) die getal ure wat die werknemer gedurende daardie tydperk gewerk het;
- (e) die getal ure wat die werknemer gedurende daardie tyd oortyd gewerk het;
- (f) die getal ure wat die werknemer op 'n Sondag of 'n openbare vakansiedag soos omskryf, gewerk het;
- (g) die werknemer se loon;
- (h) besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspuit;

- (i) details of any deductions made; and
(j) the net amount paid to the employee;

and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee: Provided that—

- (i) the particulars prescribed above may be recorded on such envelope or container or in such statement in code which code shall be fully set out and explained in an accompanying notice or in a notice kept posted in some conspicuous place in the establishment, accessible to all employees affected thereby;
- (ii) at the employee's written request the amount due to him may be paid into his building society or bank account by his employer who shall hand to him the relevant receipt together with the aforementioned statement;
- (iii) the information relating to paragraphs (d), (e) and (f) need not be furnished in respect of an employee who is excluded from the hours of work provisions by virtue of clause 5 (7).

(2) *Casual employees.*—An employer shall pay the remuneration due to a casual employee in cash on termination of his employment, but at least once a week.

(3) *Premiums.*—Subject to any law no payment by or on behalf of an employee shall be accepted by an employer, either directly or indirectly, in respect of the employment or training of that employee.

(4) *Purchase of goods.*—An employer shall not require his employee to purchase any goods from him or from any shop, place or person nominated by him.

(5) *Accommodation, meals and rations.*—Subject to any law an employer shall not require his employee to accept accommodation, meals or rations from him or from any person or at any place nominated by him.

(6) *Deductions.*—An employer shall not levy any fines against his employee nor may he make any deductions from his employee's remuneration other than the following:

- (a) With the written consent of the employee, a deduction for any holiday, sick, medical, insurance, savings, provident or pension fund, or in respect of subscriptions to a trade union or to any institution for the benefit of the employee or to an employee's recreational club, if such club is on the employer's premises;
- (b) except where otherwise provided in this determination, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;
- (c) a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;
- (d) whenever an employee is required by law or agrees to accept accommodation, meals or rations from his employer, a deduction not exceeding the following amounts:

Per week Per month

	R	R
(i) Accommodation.....	1,50	6,50
(ii) Meals and/or rations	3,00	13,00
(iii) Accommodation and meals and/or rations	4,50	19,50;

- (e) whenever the ordinary hours of work are reduced because of short-time, a deduction not exceeding the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction: Provided that—

- (i) such deduction shall not exceed one third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;
- (ii) no deduction shall be made in the case of short-time arising out of a slackness of trade or shortage of raw materials, unless the employer has given his employee notice on the previous work-day of his intention to reduce the ordinary hours of work;
- (iii) no deduction shall be made in the case of short-time owing to the vagaries of the weather or a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings, in respect of the first hour not worked, unless the employer has given his employee notice on the previous day that no work will be available;

- (i) besonderhede van enige bedrag wat afgetrek is; en
(j) die netto bedrag wat aan die werknemer betaal word;

en sodanige koevert of houer waarop hierdie inligting aangeteken is of sodanige staat word die eiendom van die werknemer: Met dien verstande dat—

- (i) die besonderhede hierbo voorgeskryf, in kodevorm op die koevert of houer of staat opgeteken kan word en dat sodanige kode volledig uiteengesit en verduidelik moet word in 'n bygaande kennisgewing of 'n kennisgewing wat opgeplak gehou moet word op 'n opvallende plek in die bedryfsinrigting wat toeganklik is vir alle werknemers wat by die saak betrokke is;
- (ii) met die skriftelike toestemming van 'n werknemer, die bedrag aan hom verskuldig, gestort kan word in sy bouvereniging- of bankrekening deur die werkgewer wat die betrokke kwitansie, tesame met voornoemde staat, aan hom moet oorhandig;
- (iii) die inligting met betrekking tot paragrawe (d), (e) en (f) nie verstrekkend hoeft te word nie ten opsigte van 'n werknemer wat ingevolge klousule 5 (7) van die werkbepalings uitgesluit is.

(2) *Los werknemers.*—'n Werkgewer moet die besoldiging wat aan 'n los werknemer verskuldig is, by die beëindiging van sy diens in kontant aan hom betaal, maar minstens eenmaal per week.

(3) *Premies.*—Behoudens die bepalinge van enige ander wet, mag geen bedrag regstreeks of onregstreeks deur 'n werkgewer van of ten behoeve van 'n werknemer aangeneem word vir die indiensneming of opleiding van daardie werknemer nie.

(4) *Koop van goedere.*—'n Werkgewer mag nie van sy werknemer vereis om enige goedere van hom of van enige winkel, plek of persoon deur hom aangewys, te koop nie.

(5) *Huisvesting, etes of rantsoene.*—Behoudens die bepalinge van enige ander wet, mag 'n werknemer nie van sy werknemer vereis om huisvesting, etes of rantsoene van enigiemand anders of op enige plek deur hom aangewys, aan te neem nie.

(6) *Aftrekkings.*—'n Werkgewer mag sy werknemer geen boetes ople of enige bedrae van sy werknemer se besoldiging aftrek nie, buiten die volgende:

- (a) Met die skriftelike toestemming van sy werknemer, 'n bedrag vir 'n vakansie-, siektebystands-, mediese hulp-, versekerings-, spaar-, voorsorgs- of pensioenfonds, of vir ledegeld aan 'n vakvereniging of aan 'n instelling tot voordeel van die werknemer, of aan 'n werknemer se ontspanningsklub, as so 'n klub op die werkgewer se perseel is;
- (b) behoudens andersluidende bepalinge in hierdie vasstelling, telkens wanneer van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het;
- (c) enige bedrag wat 'n werkgewer volgens wet of kragtens 'n bevel van 'n bevoegde hof mag of moet aftrek;
- (d) wanneer daar volgens wet van 'n werknemer vereis word of wanneer hy daartoe instem om huisvesting, etes of rantsoene, van sy werkgewer aan te neem, 'n bedrag van hoogstens:

Per week Per maand

	R	R
(i) Huisvesting	1,50	6,50
(ii) Etes en/of rantsoene	3,00	13,00
(iii) Huisvesting, etes en/of rantsoene	4,50	19,50;

- (e) wanneer die gewone werkure weens korttyd verminder word, 'n bedrag van hoogstens die werknemer (uitgesonderd 'n los werknemer) se uurloon vir elke uur van sodanige vermindering: Met dien verstande dat—

- (i) sodanige aftrekking hoogstens een derde van die werknemer se weekloon is, ongeag die getal ure waarmee die gewone werkure aldus verminder word;
- (ii) geen aftrekking ten opsigte van korttyd wat deur 'n handelslapte of 'n tekort aan grondstowwe ontstaan, geskied nie tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;
- (iii) geen aftrekking ten opsigte van korttyd geskied nie vir die eerste uur waarin daar nie gewerk word nie weens gure weer of 'n onklaarraking van masjinerie of installasie of weens die feit dat die geboue onbruikbaar is of dreig om dit te word, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;

(f) with the written consent of an employee, a deduction of any amount which the employer has paid or has undertaken to pay to—

(i) any banking institution, building society, insurance business, registered financial institution, local authority or the State in respect of a payment on a loan granted to such employee to acquire a dwelling;

(ii) any organisation or body in respect of the rent of a dwelling or accommodation in a hostel occupied by such employee if such dwelling or hostel is provided through the instrumentality of such organisation or body wholly or partly from funds advanced for that purpose by the State or a body referred to in subparagraph (i);

(g) with the written consent of the employee, a deduction of any amount loaned or advanced to him by the employer: Provided that any deduction for the repayment of any such loan or advance shall not exceed one third of the total remuneration due to the employee on the pay-day concerned and provided further that no such deduction shall be made in respect of any period during which the employee's wage is reduced in terms of paragraph (e).

5. ORDINARY HOURS OF WORK, OVERTIME AND PAYMENT FOR OVERTIME

(1) *Ordinary hours of work.*—An employer shall not require or permit an employee to work more ordinary hours of work than, in the case of—

(a) a casual employee in an establishment in which the employees normally work on—

(i) not more than five days in a week, nine and a quarter on any day;

(ii) more than five days in a week, eight and a half on any day;

(b) a security guard and a watchman—

(i) 60 in any week from Monday to Saturday, inclusive; and

(ii) subject to subparagraph (i), in the case of an employee who normally works on—

(aa) not more than five days in a week, 12 on any day;

(ab) more than five days in a week, 10 on any day;

(c) a shift worker—

(i) 46 in any week from Monday to Saturday, inclusive; and

(ii) subject to subparagraph (i), eight on any day;

(d) any other employee—

(i) 46 in any week from Monday to Saturday, inclusive; and

(ii) subject to subparagraph (i), in the case of an employee who normally works on—

(aa) not more than five days in a week, nine and a quarter on any day;

(ab) more than five days in a week, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and a half.

(2) *Meal intervals.*—An employer shall not require or permit an employee to work continuously for more than—

(a) eight hours, in the case of an employee engaged in the manufacture by power-driven machine process of fibre-reinforced (other than asbestos fibre-reinforced) cement products, and

(b) five hours, in the case of any other employee,

without a meal interval of not less than one hour during which interval such employee shall not be required or permitted to perform any work, and such interval shall not form part of the ordinary hours of work or overtime: Provided that—

(i) an employer may agree with his employee to reduce the period of such interval to not less than half an hour, and in that event, and after the employer has informed the Divisional Inspector, Department of Manpower, for his area, in writing, of such agreement, the interval may be so reduced;

(ii) periods of work interrupted by intervals of less than one hour, except where proviso (i) or (v) applies, shall be deemed to be continuous;

(f) met die skriftelike toestemming van 'n werknemer, enige bedrag wat 'n werkgever betaal het of onderneem het om te betaal aan—

(i) enige bankinstelling, bouvereniging, versekeringsonderneming, geregistreerde finansiële instelling, plaaslike owerheid of die Staat ten opsigte van 'n lening aan sodanige werknemer toegestaan om 'n woning te bekom;

(ii) enige organisasie of liggaam ten opsigte van die huur van 'n woning of akkommodasie in 'n hostel deur sodanige werknemer geokkupeer as sodanige woning of hostel voorsien is deur bemiddeling van sodanige organisasie of liggaam geheel of gedeeltelik uit fondse voorgesket vir daardie doel deur die Staat of 'n liggaam bedoel in subparagraaf (i);

(g) met die skriftelike toestemming van 'n werknemer, 'n aftrekking van enige bedrag wat die werkgever aan hom geleen of voorgesket het: Met dien verstande dat sodanige aftrekking hoogstens een derde van die totale besoldiging is wat op die betrokke betaaldag aan die werknemer verskuldig is en met dien verstande voorts dat geen sodanige aftrekking gemaak mag word vir enige tydperk waartydens die werknemer se loon ingevolge paragraaf (e) verminder is nie.

5. WERKURE, GEWONE EN OORTYD-, EN BETALING VIR OORTYDWERK

(1) *Gewone werkure.*—'n Werkgever mag nie van 'n werknemer vereis of hom toelaat om meer gewone werkure te werk nie as, in die geval van—

(a) 'n los werknemer in 'n bedryfsinrigting waarin die werknemers gewoonlik werk op—

(i) nie meer as vyf dae per week nie, nege en 'n kwart op enige dag;

(ii) meer as vyf dae per week, agt en 'n half op enige dag;

(b) 'n sekuriteitswag of 'n wag—

(i) 60 per week van Maandag tot en met Saterdag; en

(ii) behoudens subparagraaf (i), in die geval van 'n werknemer wat normaalweg op—

(aa) nie meer as vyf dae per week werk nie, 12 op enige dag;

(ab) meer as vyf dae per week werk, 10 op enige dag;

(c) 'n skofwerker—

(i) 46 per week vanaf Maandag tot en met Saterdag; en

(ii) behoudens subparagraaf (i), agt op enige dag;

(d) enige ander werknemer—

(i) 46 per week vanaf Maandag tot en met Saterdag; en

(ii) behoudens subparagraaf (i), in die geval van 'n werknemer wat normaalweg op—

(aa) nie meer as vyf dae per week werk nie, nege en 'n kwart op 'n dag;

(ab) meer as vyf dae per week werk, agt op enige dag, tensy die ure op een dag hoogstens vyf is, in welke geval die ure op engeen van die ander dae tot agt en 'n half verleng kan word.

(2) *Etenspouse.*—'n Werkgever mag nie van 'n werknemer vereis of hom toelaat om onafgebroke vir meer as—

(a) agt uur, in die geval van 'n werknemer betrokke by die vervaardiging van veselversterkte (uitgesonderd asbesveselversterkte) sementprodukte deur middel van 'n proses waarin kraggedrewe masjinerie gebruik word, en

(b) vyf uur, in die geval van enige ander werknemer,

sonder 'n etenspouse van minstens een uur te werk nie en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis word of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse maak nie deel van die gewone werkure of oortydure uit nie: Met dien verstande dat—

(i) 'n werkgever met sy werknemer ooreen kan kom om die duur van sodanige pouse tot minstens 'n halfuur te verkort, en in so 'n geval en nadat die werkgever die Afdelingsinspekteur, Departement van Mannekrag, vir sy gebied skriftelik in kennis gestel het van sodanige ooreenkoms, kan die pouse aldus verkort word;

(ii) werktydperke wat onderbreek word deur pouses van minder as een uur, uitgesonderd waar voorbehoedsbepaling (i) of (v) van toepassing is, geag word aaneenlopend te wees;

- (iii) if such interval is longer than one hour, except when proviso (vii) applies, any period in excess of one and a quarter hours shall be deemed to be time worked;
- (iv) only one such interval during the ordinary hours of work of an employee on any day shall not form part of the ordinary hours of work;
- (v) when on any day by reason of overtime worked an employer is required to give an employee a second meal interval, such interval may be reduced to not less than 15 minutes;
- (vi) a driver who during such interval does no work other than being or remaining in charge of the vehicle and its load shall be deemed for the purposes of this subclause not to have worked during such interval;
- (vii) in the case of an employee who is wholly or mainly engaged in cleaning premises if such interval is longer than three hours, any period in excess of three hours shall be deemed to form part of the ordinary hours of work;
- (viii) such interval need not be granted to a shift worker (other than a shift worker exposed to asbestos fibre) during his ordinary hours of work on any shift if such worker is given the opportunity during such hours of having a meal while at his post, unless this is prohibited in terms of any law.

(3) *Rest intervals.*—An employer shall grant to his employee a rest interval of not less than 10 minutes as nearly as practicable in the middle of each first work period and second work period of the day or at the request of an employee his employer may, in lieu of such intervals grant the employee a single interval of not less than 20 minutes as nearly as practicable in the middle of each first work period and during any such intervals such employee shall not be required or permitted to perform any work, and such intervals shall be deemed to be part of the ordinary hours of work of such employee.

(4) *Hours of work to be consecutive.*—Save as provided in subclauses (2) and (3) all hours of work of an employee on any day shall be consecutive.

(5) *Limitation of overtime.*—An employer shall not require or permit an employee to work overtime other than in accordance with an agreement concluded with the employee and provided that the ordinary hours of work shall not be exceeded by, in the case of—

- (a) a casual employee, three hours on any day;
- (b) a security guard or a watchman, 12 hours in any week;
- (c) any other class employee—
 - (i) who does not ordinarily work on Saturdays, three hours on any week-day, five hours on any Saturday and 10 hours in any week;
 - (ii) who ordinarily works on Saturdays, three hours on any day and 10 hours in any week;

Provided that the limitations contained in paragraph (c) shall not apply to a driver or an employee providing assistance on or accompanying the motor vehicle when it is driven over a distance of more than 480 km in one direction from the point of departure to the destination; and provided further that, in that event, the ordinary hours of work of such vehicle staff together with any overtime worked shall not exceed 14 hours in respect of any such employee on any day.

(6) *Payment for overtime.*—(a) An employer shall pay an employee, other than a casual employee who works overtime, at a rate of not less than—

- (i) one and a third times his hourly wage in respect of the total period not exceeding 10 hours in any week so worked by such employee;
- (ii) one and a half times his hourly wage in respect of the hours in excess of 10 hours in any week so worked by such employee;

(b) An employer shall pay a casual employee who works overtime, at a rate of not less than one and a third times his hourly wage in respect of the period so worked on any day.

(7) *Savings.*—(a) This clause shall not apply to—

- (i) an assistant hostel manager, a hostel manager, a hostel overseer, a travelling representative or a travelling representative's assistant;

(iii) as sodanige pouse langer as een uur duur, uitgesonderd waar voorbehoudsbepaling (vii) van toepassing is, enige tyd wat een en 'n kwart uur te bowe gaan, geag word werkyd te wees;

(iv) slegs een sodanige pouse gedurende 'n werknemer se gewone werkure op 'n dag nie deel van die gewone werkure mag uitmaak nie;

(v) wanneer daar, vanweë oortyd wat gewerk is, van 'n werkgewer vereis word om op 'n dag 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse tot minstens 15 minute verkort mag word;

(vi) 'n drywer wat gedurende sodanige pouse geen ander werk verrig as om in beheer van die voertuig en sy vrag te wees of te bly nie, by die toepassing van hierdie subklousule geag word nie gedurende sodanige pouse te gewerk het nie;

(vii) in die geval van 'n werknemer wat uitsluitlik of hoofsaaklik betrokke is by die skoonmaak van persele indien sodanige pouse langer as drie uur is, enige tydperk wat drie uur te bowe gaan, geag word deel van die gewone werkure uit te maak;

(viii) sodanige pouse nie aan 'n skofwerker (uitgesonderd 'n skofwerker wat aan asbesvesel blootgelê is) toegestaan hoef te word gedurende sy gewone werkure op enige skof nie indien aan hom gedurende sodanige ure geleentheid verskaf word om 'n ete te nuttig terwyl hy op sy pos bly, tensy dit deur enige bepaling van enige wet verbied word.

(3) *Ruspouses.*—'n Werkgewer moet aan sy werknemers 'n ruspouse van minstens 10 minute toestaan so na doenlik aan die middel van elke eerste werkydperk en tweede werkydperk in die dag of 'n werkgewer kan, op versoek van sy werknemer, in plaas van sodanige ruspouses 'n enkele ruspouse van minstens 20 minute toestaan so na doenlik aan die middel van elke eerste werkydperk en gedurende sodanige ruspouse mag daar nie van sodanige werknemer vereis word of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse word geag deel van die gewone werkure van sodanige werknemer uit te maak.

(4) *Werkure moet agtereenvolgend wees.*—Behoudens subklousules (2) en (3), moet alle werkure van 'n werknemer op elke dag agtereenvolgend wees.

(5) *Beperking van oortydwerk.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om oortyd te werk nie behalwe ingevolge 'n ooreenkoms wat hy met die werknemer aangegaan het en met dien verstande dat sodanige oortyd nie, in die geval van—

- (a) 'n los werknemer, drie uur op 'n dag;
- (b) 'n sekuriteitswag of 'n wag, 12 uur in 'n week;
- (c) enige ander klas werknemer—
 - (i) wat gewoonlik nie op Saterdag werk nie, drie uur op enige werkdag, vyf uur op enige Saterdag en tien uur in enige week;
 - (ii) wat gewoonlik op Saterdag werk, drie uur op enige dag en tien uur in enige week;

Met dien verstande dat die beperkings in paragraaf (c) genoem, nie van toepassing is nie op 'n drywer of 'n werknemer wat 'n motorvoertuig vergesel of daarop hulp verleen wanneer dit oor 'n afstand van meer as 480 km in een rigting vanaf die vertrekpunt na die bestemming gedryf word; en met dien verstande verder dat die gewone werkure van sodanige voertuigpersoneel tesame met enige oortyd wat gewerk is, in so 'n geval nie 14 uur ten opsigte van enige sodanige werknemer op enige dag oorskry nie.

(6) *Betaling vir oortydwerk.*—(a) 'n Werkgewer moet 'n werknemer, uitgesonderd 'n los werknemer, wat oortyd werk, betaal teen 'n skaal van minstens—

- (i) een en 'n derde maal sy uurloon ten opsigte van die totale tydperk wat nie 10 uur in enige week oorskry nie;
- (ii) een en 'n half maal sy uurloon ten opsigte van die ure wat 10 per week oorskry,

aldus deur sodanige werknemer gewerk.

(b) 'n Werkgewer moet 'n los werknemer wat oortyd werk, betaal teen 'n skaal van minstens een en 'n derde maal sy uurloon ten opsigte van die totale tydperk op enige dag gewerk.

(7) *Voorbehoudsbepalings.*—(a) Hierdie klousule is nie van toepassing nie op—

- (i) 'n assistenttehuisbestuurder, 'n tehuisbestuurder, 'n tehuisopsigter, 'n reisende verteenwoordiger of 'n reisende verteenwoordiger se assistent;

- (ii) any other employee if and for so long as such an employee is in receipt of a regular wage at a rate of—

(aa) not less than R1 550 per month in the following areas:

Cape Province.—The Magisterial Districts of Bellville, East London, Goodwood, Kuils River, Paarl, Port Elizabeth, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington and Wynberg and the municipal area of Kimberley;

Natal.—The Magisterial Districts of Chatsworth, Durban, Inanda, Pietermaritzburg and Pinetown;

Orange Free State.—The municipal areas of Bloemfontein, Odendaalsrus, Sasolburg, Virginia and Welkom;

Transvaal.—The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank and Wonderboom;

(ab) not less than R1 430 per month in the following areas:

Cape Province.—The Magisterial Districts of George, Knysna, Malmesbury, Moorreesburg, Mossel Bay, Oudtshoorn and the municipal areas of Grahamstown, King William's Town and Upington;

Natal.—The Magisterial Districts of Klip River and Newcastle;

Orange Free State.—The municipal areas of Bethlehem, Harrismith and Kroonstad;

Transvaal.—In the Magisterial Districts of Brits, Delmas, Ermelo and Highveld Ridge and the municipal areas of Middelburg, Pietersburg and Rustenburg;

(ac) not less than R1 100 per month in any other area referred to in clause 1 (1) and not included in subparagraphs (aa) and (ab) hereof.

(b) Subclauses (2), (3), (4) and (5) shall not apply to an employee while he is engaged on emergency work.

(c) Subclauses (2) and (3) shall not apply to a security guard or a watchman: Provided that if such an employee is allowed a meal interval, the time taken up by such interval shall, for the purposes of subclause (1), be regarded as time worked by him.

(d) Subclause (3) shall not apply to a boiler attendant, a counter salesman, a driver or an employee providing assistance on or accompanying a motor vehicle while such vehicle is not at the employer's establishment, a shift worker, or an employee engaged in the manufacture by power-driven machine process of fibre-reinforced cement products or concrete sleepers.

6. ANNUAL LEAVE

(1) Subject to subclause (3), an employer shall grant to his employee, other than a casual employee, and the employee shall take, in respect of each completed period of 12 months of employment with the employer, leave as follows:

(a) To a travelling representative and a travelling representative's assistant who in the performance of his duties has been absent from his place of residence and the employer's establishment—

(i) at least three nights per month, on average, and who normally works on—

(aa) not more than five days in a week, 20 consecutive work-days;

(ab) more than five days in a week, 24 consecutive work-days;

(ii) less than three nights per month, on average, and who normally works on—

(aa) not more than five days in a week, 15 consecutive work-days;

(ab) more than five days in a week, 18 consecutive work-days;

(b) to a security guard and a watchman whose ordinary hours of work—

(i) exceed 48 in a week and who normally works on—

(aa) not more than five days in a week, 20 consecutive work-days;

(ab) more than five days in a week, 24 consecutive work-days;

- (ii) enige ander klas werknemer indien en solank so 'n werknemer 'n gereelde loon ontvang teen 'n tarief van—

(aa) minstens R1 550 per maand in die volgende gebiede:

Kaapprovinsie.—Die landdrostdistrikte Bellville, Die Kaap, Goodwood, Kuilsrivier, Oos-Londen, Paarl, Port Elizabeth, Simonstad, Somerset-Wes, Stellenbosch, Strand, Uitenhage, Wellington en Wynberg en die munisipale gebied van Kimberley;

Natal.—Die landdrostdistrikte Chatsworth, Durban, Inanda, Pietermaritzburg en Pinetown;

Oranje-Vrystaat.—Die munisipale gebiede van Bloemfontein, Odendaalsrus, Sasolburg, Virginia en Welkom;

Transvaal.—Die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank en Wonderboom;

(ab) minstens R1 430 per maand in die volgende gebiede:

Kaapprovinsie.—Die landdrostdistrikte George, Knysna, Malmesbury, Moorreesburg, Mosselbaai, Oudtshoorn en die munisipale gebiede Grahamstad, King William's Town en Upington;

Natal.—Die landdrostdistrikte Kliprivier en Newcastle;

Oranje-Vrystaat.—Die munisipale gebiede van Bethlehem, Harrismith en Kroonstad;

Transvaal.—Die Landdrostdistrikte Brits, Delmas, Ermelo en Hoëveldrif en die munisipale gebiede Middelburg, Pietersburg en Rustenburg;

(ac) minstens R1 100 per maand in enige ander gebied in klousule 1 (1) genoem en wat nie in subparagrafe (aa) en (ab) hiervan ingesluit is nie.

(b) Subklousules (2), (3), (4) en (5) is nie op 'n werknemer van toepassing nie terwyl hy noodwerk verrig.

(c) Subklousules (2) en (3) is nie van toepassing op 'n sekuriteitswag of 'n wag nie: Met dien verstande dat indien so 'n werknemer 'n etenspouse toegestaan word, die tyd in beslag geneem deur sodanige pouse vir die toepassing van subklousule (1) beskou word as tyd wat hy gewerk het.

(d) Subklousule (3) is nie van toepassing nie op 'n ketelbediener, 'n toonbankverkoopklerk, 'n drywer of 'n werknemer wat 'n motorvoertuig vergesel of daarop hulp verleen terwyl sodanige motorvoertuig nie op die werkgewer se bedryfsinrigting is nie, 'n skofwerker of werknemer wat betrokke is by die vervaardiging van veselversterkte sementprodukte of betondwarslêers deur middel van 'n proses waarin kraggedrewe masjinerie gebruik word.

6. JAARLIKSE VERLOF

(1) Behoudens subklousule (3) moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooië tydperk van 12 maande diens by die werkgewer verlof toestaan en die werknemer moet die verlof neem, soos volg:

(a) Aan 'n reisende verteenwoordiger of 'n reisende verteenwoordiger se assistent wat by die uitvoering van sy pligte van sy werkgewer se bedryfsinrigting afwesig is—

(i) ten minste drie nagte per maand, gemiddeld, en wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 20 agtereenvolgende werkdae;

(ab) meer as vyf dae per week werk, 24 agtereenvolgende werkdae;

(ii) minder as drie nagte per maand, gemiddeld, en wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdae;

(ab) meer as vyf dae per week werk, 18 agtereenvolgende werkdae;

(b) aan 'n sekuriteitswag en 'n wag wie se gewone werkure—

(i) 48 in 'n week oorskry en wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 20 agtereenvolgende werkdae;

(ab) meer as vyf dae per week werk, 24 agtereenvolgende werkdae;

(ii) *do not exceed 48 in a week and who normally works on—*

- (aa) not more than five days in a week, 15 consecutive work-days;
- (ab) more than five days in a week, 18 consecutive work-days;

(c) *to any other employee who normally works on—*

- (i) not more than five days in a week, 15 consecutive work-days;
- (ii) more than five days in a week, 18 consecutive work-days.

(2) (a) The employer shall pay his employee in respect of the leave prescribed in subclause (1), in the case of an employee referred to in—

- (i) subclause (1) (a) (i) or (1) (b) (i), an amount of not less than four times, and
- (ii) subclause (1) (a) (ii), (1) (b) (ii) or (1) (c), an amount of not less than three times,

the weekly wage which the employee was receiving immediately prior to the date on which the leave commenced.

(b) An employee who before subclause (1) became binding had become entitled to a longer period of annual leave than is therein prescribed, shall retain such leave entitlement while employed by the same employer.

(3) The leave prescribed in subclause (1) shall be granted and be taken as the case may be, at a time to be fixed by the employer: Provided that—

- (a) if such leave has not been granted earlier, it shall, save as provided in subclause (4), be granted and be taken so as to commence within four months after the completion of the 12 months of employment to which it relates or, if the employer and employee have agreed thereto in writing before the expiration of the said period of four months, the employer shall grant such leave to the employee and the employee shall take such leave as from a date not later than two months after the expiration of the said period of four months;

(b) the period of leave shall not be concurrent with—

- (i) sick leave in terms of clause 7 or with absence from work owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b) amounting in the aggregate in any period of 12 months to not more than 15 weeks;
- (ii) any period during which the employee is under notice of termination of employment in terms of clause 12; or
- (iii) any period during which the employee is doing military service;

(c) an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at such employee's written request during the period of employment to which the annual leave relates.

(4) (a) At the written request of his employee, an employer may permit the leave to accumulate over a period of not more than 24 months of employment: Provided that—

- (i) the request is made by such employee not later than four months after the expiration of the first period of 12 months of employment to which the leave relates; and
- (ii) the date of receipt of the request is endorsed on the request over his signature by the employer who shall retain the request at least until after the expiration of the period of leave.

(b) Subclause (3) shall *mutatis mutandis* apply to the leave referred to in this subclause.

(5) The remuneration in respect of the leave prescribed in subclause (1), read with subclause (4), and with subclause (9), shall be paid not later than the last work-day before the date of commencement of the leave or, at the written request of the employee, not later than the first pay-day after the expiration of leave.

(6) An employee whose employment terminates during any period of 12 months of employment before the period of leave prescribed in subclause (1) in respect of that period has accrued and been taken shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than, in the case of an employee referred to in—

- (a) subclause (1) (a) (ii), (1) (b) (ii) and (1) (c), one fourth, and
- (b) subclause (1) (a) (i) and (1) (b) (i), one third,

(ii) *nie 48 in 'n week oorskry nie en wat gewoonlik op—*

- (aa) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdade;
- (ab) meer as vyf dae per week werk, 18 agtereenvolgende werkdade;

(c) *enige ander werknemer, wat gewoonlik op—*

- (i) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdade;
- (ii) meer as vyf dae per week werk, 18 agtereenvolgende werkdade.

(2) (a) Die werkgever moet die werknemer ten opsigte van sodanige verlof voorgeskryf in subklousule (1) betaal, in die geval van 'n werknemer in—

- (i) subklousule (1) (a) (i) of (1) (b) (i) bedoel, 'n bedrag van minstens vier maal; en
- (ii) subklousule (1) (a) (ii), (1) (b) (ii) of (1) (c) bedoel, 'n bedrag van minstens drie maal,

die weekloon wat die werknemer onmiddellik voor die aanvangsdatum van die verlof ontvang het.

(b) 'n Werknemer wat voordat subklousule (1) in werking getree het, geregtig geword het op 'n langer tydperk jaarlikse verlof as wat daarin voorgeskryf word, die reg op sodanige verlof behou terwyl hy by dieselfde werkgever in diens was.

(3) Die verlof by subklousule (1) voorgeskryf, moet toegestaan en geneem word, 'n gelang van die geval, op 'n tyd wat die werkgever bepaal: Met dien verstande dat—

- (a) as sodanige verlof nie eerder toegestaan is nie, dit behoudens subklousule (4), so toegestaan en geneem moet word dat dit binne vier maande begin na voltooiing van die 12 maande diens waarop dit betrekking het of, as die werkgever en sy werknemer voor die verstryking van genoemde tydperk van vier maande skriftelik daartoe ooreengekom het, die werkgever sodanige verlof aan die werknemer moet toestaan en die werknemer die verlof moet neem met ingang van 'n datum nie later nie as twee maande na die verstryking van genoemde tydperk van vier maande;

(b) die tydperk van verlof nie mag saamval nie met enige tydperk—

- (i) wat 'n werknemer afwesig is met siekteverlof ingevolge klousule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b), en wat altesaam hoogstens 15 weke in 'n tydperk van 12 maande beloop;
- (ii) waartydens die werknemer onder kennisgewing van diensbeëindiging ingevolge klousule 12 is; of
- (iii) waarin 'n werknemer vir militêre diens afwesig is;

(c) 'n werkgever al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle besoldiging aan hom toegestaan is gedurende die tydperk van diens waarop die jaarlikse verlof betrekking het, van sodanige verloftydperk kan aftrek.

(4) (a) Op die skriftelike versoek van sy werknemer kan 'n werkgever toelaat dat die verlof oor 'n tydperk van hoogstens 24 maande diens ooploop: Met dien verstande dat—

- (i) sodanige werknemer so 'n versoek rig binne vier maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en
- (ii) die werkgever die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek tot minstens na verstryking van die verloftydperk bewaar.

(b) Subklousule (2) is *mutatis mutandis* van toepassing op die verlof in hierdie subklousule bedoel.

(5) Die besoldiging ten opsigte van die verlof voorgeskryf by subklousule (1), gelees met subklousule (4) en met subklousule (9), moet nie later nie as die laaste werkdag voor die aanvangsdatum van die verlof of, op die skriftelike versoek van die werknemer, nie later nie as die eerste betaaldag na verstryking van die verlof, betaal word.

(6) Aan 'n werknemer wie se diens gedurende enige dienstermyn van 12 maande eindig voordat die verloftydperk voorgeskryf by subklousule (1) ten opsigte van so 'n termyn opgehoop het en geneem is, moet daar by sodanige diensbeëindiging, benewens enige ander besoldiging wat aan hom verskuldig is, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens, in die geval van, 'n werknemer in—

- (a) subklousule (1) (a) (ii), (1) (b) (ii) of (1) (c) bedoel, een kwart, en
- (b) subklousule (1) (a) (i) of (1) (b) (i) bedoel, een derde

of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of occasional leave granted to an employee on full pay at the employee's written request: Provided further that an employee shall not be entitled to any payment by virtue of this subclause if he leaves his employment without having given and served the period of notice prescribed in clause 12, unless—

- (i) the employer has waived such notice or the employee has the employer upon termination or prior to termination of service in lieu of notice; or
- (ii) in failing to give and serve such notice he was acting within his legal rights.

(7) An employee who has become entitled to a period of leave prescribed in subclause (1), read with subclause (4), and whose employment terminates before such leave has been granted and been taken, shall upon such termination be paid the amount he would have received, in respect of the leave, had the leave been granted to him and taken by him as at the date of the termination.

(8) For the purposes of this clause—

- (a) the weekly wage at any date of an employee who is engaged on piecework or commission work is his average weekly remuneration for the preceding 13 weeks or, if a lesser period has been worked, for the number of completed weeks so worked;
- (b) the expressions "employment" and "period of employment" shall be deemed to include—
 - (i) any period in respect of which an employer pays an employee in lieu of notice in terms of clause 12;
 - (ii) any period amounting in the aggregate in any period of 12 months, to not more than 15 weeks, during which an employee is absent—
 - (aa) on leave in terms of this clause;
 - (ab) on sick leave in terms of clause 7 or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b);
 - (ac) at the instance of his employer; and
 - (iii) any period during which an employee is absent from work while on military service: Provided that an employee shall not be entitled to claim as employment, in any one period of 12 months employment, more than four months of such service;

and employment shall be deemed to commence in the case of—

- (aa) an employee who, before this determination became binding, had become entitled to a period of annual leave in terms of any law, on the date on which he last became entitled to leave under that law;
- (ab) an employee who was in employment before this determination became binding and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;
- (ac) any other employee, on the date on which such employee entered his employer's service or on the date on which this determination became binding, whichever is the later.

(9) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purposes of annual leave, at any time, but not more than once in any period of 12 months, close his establishment for 21 consecutive days or suspend an activity for 21 consecutive days and in that case shall remunerate his employee in terms of subclause (2) (a) or paragraph (c) hereof, as the case may be.

(b) Whenever a public holiday as defined falls on a day which would otherwise be a work-day for an employee and such public holiday falls within the closed or suspension period referred to in paragraph (a), another work-day shall be added to the said closed or suspension period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added.

(c) An employee who, at the date on which an establishment or activity in which he is employed, is closed or suspended, is not entitled to the full period of annual leave prescribed in subclause (1) shall, in respect of any leave due to him; be paid by his employer on the basis set out in subclause (6), and for the purposes of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment or suspension of the activity.

van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgewer ten opsigte van al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle besoldiging aan hom toegestaan is, 'n eweredige bedrag kan aftrek: Met dien verstande voorts dat 'n werknemer op geen besoldiging uit hoofde van hierdie subklousule geregtig is nie indien hy sy diens verlaat sonder om die kennis te gee en die kennisgewingstermyn uit te dien wat by klousule 12 voorgeskryf word, tensy—

- (i) die werkgewer van sodanige kennisgewing afgesien het of tensy die werknemer sy werkgewer betaal het in plaas daarvan om aldus kennis te gee; of
- (ii) hy versuim het om sodanige kennis te gee of gedurende die tydperk te werk, hy binne sy wetlike regte gehandel het.

(7) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf by subklousule (1), gelees met subklousule (4), en wie se diens eindig voordat sodanige verlof toegestaan en geneem is, moet by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom toegestaan en deur hom geneem is.

(8) By die toepassing van hierdie klousule—

- (a) is die weekloon op enige datum van 'n werknemer wat op stukwerk of kommissiewerk in diens is, sy gemiddelde besoldiging vir die voorafgaande 13 weke, of indien 'n korter tydperk gewerk is, vir die getal voltooide weke wat aldus gewerk is;
- (b) word die uitdrukkings "diens" en "dienstermyn" geag te omvat—
 - (i) enige tydperk ten opsigte waarvan 'n werkgewer 'n werknemer betaal of 'n werknemer 'n werkgewer betaal in plaas van kennis te gee ingevolge klousule 12;
 - (ii) enige tydperk van altesaam hoogstens 15 weke in enige tydperk van 12 maande wat 'n werknemer afwesig is—
 - (aa) met verlof ingevolge hierdie klousule;
 - (ab) met siekteverlof ingevolge klousule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b);
 - (ac) met die toedoen van sy werkgewer; en
 - (iii) enige tydperk wat 'n werknemer van die werk afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie daarop geregtig is om in enige tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie;

en word diens geag te begin, in die geval van—

- (aa) 'n werknemer wat, voordat hierdie wysigings van krag geword het, kragtens enige wet op 'n tydperk van jaarlikse verlof geregtig geword het, op die datum waarop hy laas kragtens daardie wet op verlof geregtig geword het;
- (ab) 'n werknemer wat, voordat hierdie wysigings van krag geword het, in diens was en op wie enige wet wat vir jaarlikse verlof voorsiening maak, van toepassing was maar wat nog nie daarkragtens op 'n tydperk van verlof geregtig geword het nie, op die aanvangsdatum van sodanige diens;
- (ac) enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgewer in diens getree het of op die datum waarop hierdie wysigings van krag geword het, en wel op die jongste van die twee datums.

(9) (a) Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgewer vir die doel van jaarlikse verlof te eniger tyd maar hoogstens een maal in 'n tydperk van 12 maande, sy bedryfsinrigting van 21 agtereenvolgende dae sluit, of 'n aktiwiteit vir 21 agtereenvolgende dae staak en in daardie geval moet hy sy werknemer kragtens subklousule (2) (a) of kragtens paragraaf (c) hiervan, na gelang van die geval, besoldig.

(b) Wanneer 'n openbare vakansiedag, soos omskryf, op 'n dag val wat andersins vir die werknemer 'n werkdag sou gewees het en wat binne die geslote of stakingstydperk bedoel in paragraaf (a) val, moet nog 'n werkdag by die genoemde geslote of stakingstydperk gevoeg word as 'n verdere verloftyd en die werknemer moet 'n bedrag van minstens sy dagloon betaal word ten opsigte van elke sodanige dag bygevoeg.

(c) 'n Werknemer wat op die datum waarop 'n bedryfsinrigting of 'n aktiwiteit waarin hy werksaam is, sluit of gestaak word, nie geregtig is nie op die volle tydperk van die jaarlikse verlof voorgeskryf by subklousule (1), moet, ten opsigte van enige verlof wat aan hom verskuldig is, deur sy werkgewer betaal word op die grondslag in subklousule (6) vermeld, en vir die doel van jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting of aktiwiteit aldus sluit of gestaak word.

7. SICK LEAVE

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity, in the case of—

- (a) an employee who normally works on not more than five days per week, not less than 30 work-days', and
- (b) any other employee, not less than 36 work-days'

sick leave in the aggregate during each cycle of 36 consecutive months of employment with him, and shall pay the employee in respect of any period of absence in terms of this subclause not less than the wage he would have received had he worked during such period: Provided that—

- (i) in the first cycle of 36 months of employment, an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works on not more than five days in any week, one work-day in respect of each completed period of five weeks of employment and, in the case of any other employee, one work-day in respect of each completed month of employment;
 - (ii) where, in such first cycle of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid in respect of only such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiration of the said cycle of employment or on termination of employment before such expiration, pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave accrued at such expiration or termination had not been taken, at the rate of the employee's wage at the commencement of the incapacity;
 - (iii) where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;
 - (iv) payment for any period of absence on sick leave in terms of this clause to an employee who is employed on piece-work and commission work shall be at the rate of the employee's average remuneration for the 13 weeks preceding the commencement of the sick leave or, if a lesser period has been worked, for the number of completed weeks so worked.
- (2) An employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work—

- (a) for more than two consecutive work-days; or
- (b) on the work-day immediately preceding or the work-day immediately succeeding a Sunday or a public holiday as defined;

require the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity: Provided that, when an employee has, during any period of up to eight weeks, received payment in terms of this clause on two or more occasions without producing such a certificate, his employer may during the period of eight weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence from work.

(3) For the purposes of this clause the expression—

- (a) "employment" shall be deemed to include—
 - (i) any period amounting in the aggregate, in any cycle of 36 months, to not more than 30 weeks, during which an employee is absent—
 - (aa) on leave in terms of clause 6;
 - (ab) at the instance of his employer;
 - (ac) on sick leave in terms of subclause (1) or owing to incapacity in the circumstances set out in subclause (4);
 - (ii) any period during which an employee is absent on military service: Provided that an employee shall not be entitled to claim as employment, in any one period of 12 months employment, more than four months of such service; and
 - (iii) any period of employment which an employee has had with the same employer immediately before the date on which this determination became binding and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this determination;

7. SIEKTEVERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof toestaan van, in die geval van—

- (a) 'n werknemer wat normaalweg hoogstens vyf dae per week werk, minstens 30 werkdae, en
- (b) enige ander werknemer, minstens 36 werkdae,

gedurende elke tydkring van 36 agtereenvolgende maande diens by hom, en moet hy die werknemer ten opsigte van enige tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat—

- (i) 'n werknemer gedurende die eerste tydkring van 36 agtereenvolgende maande diens nie op meer siekteverlof met volle besoldiging geregtig is nie as, in die geval van 'n werknemer wat nie op meer as vyf dae per week werk nie, een werkdag ten opsigte van elke voltooiide tydperk van vyf weke diens en, in die geval van enige ander werknemer, een werkdag ten opsigte van elke voltooiide maand diens;
- (ii) wanneer 'n werknemer gedurende sodanige eerste tydkring by dieselfde werkgewer weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, hy geregtig is op besoldiging vir slegs dié siekteverlof wat hom dan toekom; maar sy werkgewer moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde dienstrydkring of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid uitbetaal teen die loon van die werknemer by die aanvang van die ongeskiktheid, vir sover die siekteverlof wat hom ten tyde van sodanige verstryking of beëindiging toekom, nog nie geneem is nie;
- (iii) wanneer 'n werkgewer ingevolge enige wet gelde vir mediese of hospitaalbehandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;
- (iv) die loon wat aan 'n werknemer wat op stukwerk of kommissiewerk in diens is, vir 'n tydperk van afwesigheid met siekteverlof ingevolge hierdie klousule betaal moet word, bereken moet word op die grondslag van minstens sy gemiddelde besoldiging vir die 13 weke wat die aanvang van sy siekteverlof voorafgegaan of indien 'n korter tydperk gewerk is, vir die aantal voltooiide weke wat gewerk is.

(2) 'n Werkgewer kan, as 'n opskortende voorwaarde vir die betaling deur hom van 'n bedrag wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid van sy werk—

- (a) vir langer as twee agtereenvolgende werkdae; of
- (b) op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag of 'n openbare vakansiedag, soos omskryf;

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van hoogstens agt weke by twee of meer geleenthede besoldiging ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die tydperk van agt weke onmiddellik na die laaste sodanige geleentheid nie gebind hoef te wees om bedoelde bedrag ten opsigte van enige afwesigheid van werk aan die werknemer te betaal nie tensy hy so 'n sertifikaat voorlê.

(3) By die toepassing van hierdie klousule—

- (a) word die uitdrukking "diens" geag te omvat—
 - (i) enige tydperk van altesaam hoogstens 30 weke in enige tydkring van 36 maande wat 'n werknemer afwesig is—
 - (aa) met verlof ingevolge klousule 6;
 - (ab) met die toedoen van sy werkgewer;
 - (ac) met siekteverlof ingevolge subklousule (1) of weens ongeskiktheid weens omstandighede uiteengesit in subklousule (4);
 - (ii) enige tydperk wat 'n werknemer afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie geregtig is om in enige tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie;
 - (iii) enige tydperk van diens by dieselfde werkgewer onmiddellik voor die datum waarop hierdie wysigings van krag geword het en alle siekteverlof wat met volle besoldiging aan so 'n werknemer gedurende sodanige tydperk toegestaan is, word geag ingevolge hierdie wysigings toegestaan te gewees het;

- (b) "incapacity" means inability to work owing to any sickness or injury, other than sickness or injury caused by an employee's own misconduct: Provided that any such inability to work, caused by an accident or a scheduled disease as defined in section 2 of the Workmen's Compensation Act, 1941 (Act 30 of 1941), shall only be regarded as incapacity during any period in respect of which no disablement payment is payable in terms of that act.

(4) *Savings.*—This clause shall not apply—

- (a) to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee, in the event of his incapacity in the circumstances set out in this clause, the payment to him of an amount not less than the wage payable in terms of subclause (1);
- (b) in respect of any period of incapacity of an employee in respect of which the employer is required by any other law to pay the employee not less than his full wage.

8. PUBLIC HOLIDAYS AND SUNDAYS

(1) *Compensation for work on a public holiday.*—(a) Whenever an employee, other than a casual employee, does not work on a public holiday as defined and such day falls on a day which otherwise is an ordinary work-day for the employee, his employer shall pay him in respect of that day an amount which shall not be less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(b) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a day which otherwise is an ordinary work-day for the employee, his employer shall pay him in respect of that day an amount equal to at least the amount which he would have had to pay him in terms of paragraph (a) had the employee not worked on that day, plus—

- (i) an amount calculated at a rate of not less than his wage rate in respect of the whole time worked by him on that day or an amount equal to at least the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week, whichever amount is the greater; or
- (ii) an amount calculated at a rate of not less than one-third of his wage rate in respect of the whole time worked by him on such day and grant to him, within seven days of such day, one day's leave and pay him in respect of such leave an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(c) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a day other than a Sunday, which otherwise is not an ordinary work-day for the employee, his employer shall pay him in respect of that day an amount which shall not be less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day, plus—

- (i) an amount calculated at a rate of not less than his wage rate in respect of the whole time worked by him on such day or an amount equal to at least the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week, whichever amount is the greater; or
- (ii) an amount calculated at a rate of not less than one-third of his wage rate in respect of the whole time worked by him on such day and grant to him, within seven days of such day, one day's leave and pay to him in respect of such leave an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(d) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a Sunday, he shall be remunerated for such work on the basis set out in subclause (2).

(2) *Compensation for work on a Sunday.*—Subject to subclause (1) (d), whenever an employee, other than a casual employee, works on a Sunday, his employer shall pay him—

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

- (b) beteken "ongeskiktheid", die onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeval of vergoedingspligtige siekte soos omskryf in artikel 2 van die Ongevallewet, 1941 (Wet 30 van 1941), as ongeskiktheid beskou word slegs gedurende enige tydperk ten opsigte waarvan geen betaling vir arbeidsongeskiktheid ingevolge daardie wet betaalbaar is nie.

(4) *Voorbehoudsbepaling.*—Hierdie klousule is nie van toepassing nie—

- (a) op 'n werknemer op wie se skriftelike versoek 'n werkgever bydraes wat minstens gelyk is aan dié van die werknemer, betaal aan 'n fonds of organisasie wat deur die werknemer aangewys is, welke fonds of organisasie in die geval van ongeskiktheid in die omstandighede in hierdie klousule uiteengesit, aan die werknemer die betaling waarborg van 'n bedrag wat nie minder is as die loon betaalbaar ingevolge subklousule (1);
- (b) ten opsigte van 'n tydperk van ongeskiktheid van 'n werknemer ten opsigte waarvan daar by 'n ander wet van die werkgever vereis word om die werknemer minstens sy volle loon te betaal.

8. OPENBARE VAKANSIEDAE EN SONDAE

(1) *Vergoeding vir werk op 'n openbare vakansiedag.*—(a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, nie op 'n openbare vakansiedag, soos omskryf, werk nie, en sodanige dag op 'n dag val wat vir hom andersins 'n gewone werkdag is, moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(b) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag, soos omskryf, werk en sodanige dag op 'n dag val wat vir hom andersins 'n gewone werkdag is, moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal minstens gelyk aan die bedrag wat hy ingevolge paragraaf (a) aan die werknemer sou moes betaal het as die werknemer nie op daardie dag gewerk het nie, plus—

- (i) 'n bedrag bereken teen minstens sy loonskaal ten opsigte van die volle tyd wat hy op daardie dag werk of 'n bedrag minstens gelyk aan die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk, watter bedrag ook al die grootste is; of
- (ii) 'n bedrag bereken teen 'n skaal van minstens een derde van sy loonskaal ten opsigte van die volle tyd wat hy op daardie dag werk en aan hom, binne sewe dae na daardie dag, een dag verlof toestaan en ten opsigte van sodanige verlof 'n bedrag aan hom betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(c) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag, soos omskryf, werk en sodanige dag op 'n dag, behalwe 'n Sondag, val wat nie vir hom andersins 'n gewone werkdag is nie, moet die werkgever hom ten opsigte van daardie dag 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk, plus—

- (i) 'n bedrag bereken teen 'n skaal van minstens sy loon ten opsigte van die volle tyd wat hy op daardie dag werk of 'n bedrag gelyk aan minstens die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk, watter bedrag ook al die grootste is; of
- (ii) 'n bedrag bereken teen 'n skaal van minstens een derde van sy loon ten opsigte van die volle tyd wat hy op daardie dag werk, en aan hom, binne sewe dae na daardie dag, een dag verlof toestaan en ten opsigte van sodanige verlof 'n bedrag aan hom betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk.

(d) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag, soos omskryf, werk en dié dag op 'n Sondag val, moet hy vir sodanige werk vergoed word op die basis in Subklousule (2) uiteengesit.

(2) *Vergoeding vir werk op 'n Sondag.*—Behoudens subklousule (1) (d), wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk, moet sy werkgever hom—

- (a) indien hy hoogstens vier uur gewerk het, 'n bedrag betaal wat nie minder is nie as die loon betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n weekdag werk; of

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

(c) an amount calculated at a rate of not less than one and a third times his wage rate in respect of the whole time worked by him on such Sunday and grant him, within seven days of such Sunday, one day's leave and pay him in respect of such leave an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(3) *Compensation to a casual employee for work on a public holiday or a Sunday.*—Whenever a casual employee works on a public holiday as defined or on a Sunday, his employer shall pay him in respect of that day an amount calculated at a rate of not less than double his hourly wage in respect of each hour or part of an hour worked by him on that day: Provided that for the purposes of this subclause a casual employee in an establishment in which the employee normally works on—

(a) not more than five days in a week, shall be deemed to have worked at least nine and a quarter hours on that day; and

(b) more than five days in a week, shall be deemed to have worked at least eight and a half hours on that day.

(4) *Compensation for work partly on a public holiday or a Sunday.*—Whenever an employee works for a period which falls—

(a) partly on a public holiday as defined or a Sunday and partly on any other day; or

(b) partly on a public holiday as defined and partly on a Sunday;

the whole period shall for the purposes of calculating the compensation payable to such employee be deemed to have been worked on the day on which the major portion of that work period falls.

(5) *Remuneration.*—Remuneration payable in terms of this clause to an employee, other than a casual employee, shall be paid to him not later than the pay-day next succeeding the day in respect of which such remuneration is payable. A casual employee shall be remunerated as set out in clause 4 (2).

(6) *Savings.*—Subclauses (1) (b) to (d), (2) and (4) shall not apply to an employee referred to in clause 5 (7) (a).

9. PIECE-WORK AND COMMISSION WORK

(1) *Piece-work.*—(a) An employer may when engaging an employee or after at least one week's notice if the employee is already in his employ, introduce any piece-work system and, save as provided in clause 4 (6), such employer shall pay his employee, who is employed on such piece-work system, remuneration at the rates applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee not less than, in the case of—

(i) an employee, other than a casual employee, in respect of each week in which piece-work is performed, the amount which the employer would have been required to pay such employee for that week had he been remunerated on the basis of time worked;

(ii) a casual employee, in respect of each day on which piece-work is performed, the amount which the employer would have been required to pay such employee for that day had he been remunerated on the basis of time worked.

(b) An employer shall keep posted up in a conspicuous place in his establishment a schedule of the rates referred to in paragraph (a) or he may in lieu thereof supply the employee with a letter signed by himself, or on his behalf, setting out the said rates.

(c) An employer who intends to cancel or amend any piece-work system in operation or the rates applicable thereunder, shall give his employee not less than one month's notice of such intention: Provided that an employer and his employee may agree on a longer period of notice, in which case the employer shall give notice for a period not shorter than that agreed upon.

(d) Notwithstanding anything to the contrary in this clause, an employer shall not be required to give a casual employee notice of his intention to introduce any piece-work system or to cancel or amend it.

(b) indien hy langer as vier uur gewerk het, 'n bedrag betaal wat nie minder is nie as of 'n bedrag teen 'n skaal van dubbel sy loon ten opsigte van die volle tyd wat hy op daardie Sondag werk, of 'n bedrag gelyk aan minstens dubbel die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n weekdag werk, watter bedrag ook al die grootste is; of

(c) 'n bedrag betaal, bereken teen 'n skaal van minstens een en een derde maal sy loon ten opsigte van die volle tyd wat hy op daardie Sondag werk en aan hom, binne sewe dae na daardie Sondag, een dag verlof toestaan en ten opsigte van sodanige verlof hom 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(3) *Vergoeding aan 'n los werknemer vir werk op 'n openbare vakansiedag of 'n Sondag.*—Wanneer 'n los werknemer op 'n openbare vakansiedag, soos omskryf, of 'n Sondag werk moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal, bereken teen 'n koers van minstens dubbel sy uurloon vir die volle tyd wat hy op daardie dag gewerk het: Met dien verstande dat vir die doeleindes van hierdie subklousule 'n los werknemer in 'n bedryfsinrigting waarin die werknemers gewoonlik werk op—

(a) hoogstens vyf dae per week, geag word minstens nege en 'n kwart uur op daardie dag te gewerk het; en

(b) meer as vyf dae per week, geag word minstens agt en 'n half uur op daardie dag te gewerk het.

(4) *Vergoeding vir werk gedeeltelik op 'n openbare vakansiedag of Sondag.*—Wanneer 'n werknemer vir 'n tydperk werk wat—

(a) gedeeltelik op 'n openbare vakansiedag, soos omskryf, of 'n Sondag en gedeeltelik op enige ander dag val; of

(b) gedeeltelik op 'n openbare vakansiedag, soos omskryf, en gedeeltelik op 'n Sondag val;

word daar by die berekening van sy vergoeding geag dat die hele tydperk wat hy gewerk het, op 'n dag val waarop die grootste gedeelte van die tydperk val.

(5) *Beloning.*—Beloning wat ingevolge hierdie klousule aan 'n werknemer, uitgesonderd 'n los werknemer, betaalbaar is, moet aan hom uitbetaal word nie later nie as die eersvolgende betaaldag na die dag ten opsigte waarvan die beloning betaalbaar is. 'n Los werknemer moet uitbetaal word soos in klousule 4 (2) bepaal.

(6) *Voorbehoudsbepaling.*—Subklousules (1) (b) tot (d), (2) en (4) is nie van toepassing nie op 'n werknemer in klousule 5 (7) (a) vermeld.

9. STUKWERK EN KOMMISSIEWERK

(1) *Stukwerk.*—(a) 'n Werkgever kan wanneer hy 'n werknemer in diens neem of indien die werknemer reeds in sy diens is, nadat hy minstens een week vooraf aan sy werknemer kennis gegee het, enige stukwerkstelsel invoer, en sodanige werkgever moet, behoudens klousule 4 (6), sy werknemer wat volgens sodanige stukwerkstelsel werk, besoldig teen die tariewe wat ooreenkomstig sodanige stelsel van toepassing is: Met dien verstande dat die werkgever, ongeag die hoeveelheid werk wat verrig is, sodanige werknemer moet betaal, in die geval van—

(i) 'n werknemer, uitgesonderd 'n los werknemer, vir elke week waarin stukwerk verrig word, minstens die bedrag wat die werkgever die werknemer vir daardie week sou moes betaal het as hy hom 'n tydloon betaal het;

(ii) 'n los werknemer, vir elke dag waarop stukwerk verrig word, minstens die bedrag wat die werkgever sodanige werknemer vir daardie dag sou moes betaal het as hy hom 'n tydloon betaal het.

(b) 'n Werkgever moet 'n lys van die tariewe in paragraaf (a) bedoel, op 'n opvallende plek in sy bedryfsinrigting opgeplak hou of hy kan in plaas daarvan elke werknemer voorsien van 'n brief wat deur of namens hom onderteken is, waarin genoemde tariewe uiteengesit is.

(c) 'n Werkgever wat voornemens is om 'n bestaande stukwerkstelsel of die besoldiging wat daarvolgens van toepassing is, af te skaf of te wysig, moet aan sy werknemer minstens een maand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgever en sy werknemer oor 'n langer kennisgewingstermyn ooreen kan kom, en in so 'n geval mag die werkgever nie vir 'n korter termyn as dié waaroor daar ooreengekom is, kennis gee nie.

(d) Ondanks andersluidende bepalinge in hierdie klousule, is 'n werkgever nie verplig om 'n los werknemer kennis te gee van sy voorneme om 'n stukwerkstelsel in te voer of af te skaf of te wysig nie.

(2) *Commission work.*—(a) An employee who by agreement with his employer undertakes commission work shall be supplied by his employer, before such work is commenced, with a true copy of the agreement or a statement setting out the terms of the agreement, which shall include—

- (i) the wage payable to the employee which shall be not less than the wage prescribed in clause 3 (1) (a) for an employee of his class and experience, the rate of the commission and the conditions of entitlement thereto;
- (ii) the day of the week or month on which commission earned is due and payable;
- (iii) the area in which the employee is required or permitted to work;
- (iv) the day of payment of commission earned by the employee before termination of the contract of employment: Provided that such day of payment shall be not later than the last work-day of the month succeeding the month during which employment was terminated.

(b) An employer shall not require or permit an employee to undertake any work for him on the basis of commission only. Any amount payable to an employee as commission under an agreement entered into in terms of paragraph (a) shall be aside from and in addition to the wage therein stipulated.

(c) Save as provided in clause 4 (6), the employer shall pay his employee remuneration at not less than the rate agreed upon between them: Provided that, irrespective of the commission earned by the employee, his remuneration in respect of any period shall be not less than the wage referred to in paragraph (a).

(d) The employee's remuneration shall be paid on the day stipulated in the agreement referred to in paragraph (a), and the provisions of clause 4 (1) shall not apply in respect of such payment.

(e) An employer or an employee who intends to cancel or to negotiate for an alteration of an agreement in regard to commission work, shall give written notice of such intention, and the period of such notice shall be not less than that required to terminate the contract of employment of such employee in terms of clause 12.

10. PROHIBITION OF EMPLOYMENT

An employer shall not—

- (1) employ any person under the age of 15 years;
- (2) require or permit any female employee to work during the period commencing four weeks prior to the expected date of her confinement and ending eight weeks after the date of her confinement.

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

An employer shall supply and maintain in serviceable and clean condition, free of charge, any gumboots, cap, uniform, overall or other protective clothing which he requires his employee to wear or which by any law he is required to provide for his employee, and any such article shall remain the property of the employer: Provided that an employer may require an employee to wash or to wash and iron any such article in the employee's own time, in which event the employer shall pay the employee an allowance of not less than R1 per week for each week in respect of which he is required to wear the article.

12. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment, shall give—

- (a) during the first four weeks of employment, not less than one work-day's,
- (b) after the first four weeks of employment, not less than one week's

notice of termination of contract, which shall be in writing except when given by an employee who is unable to write, or an employer or employee may terminate the contract without notice by paying the employee or paying the employer, as the case may be, in lieu of such notice not less than in the case of—

- (i) one work-day's notice, the daily wage,
- (ii) one week's notice, the weekly wage,

(2) *Kommissiewerk.*—(a) 'n Werknemer wat volgens 'n ooreenkoms met sy werkgever kommissiewerk onderneem, moet, voordat sodanige werk begin, deur sy werkgever voorsien word van 'n juiste kopie van die ooreenkoms of 'n verklaring wat die bepalings van die ooreenkoms bevat en wat moet insluit—

- (i) die loon aan die werknemer betaalbaar, wat nie laer mag wees nie as dié wat by klousule 3 (1) (a) vir 'n werknemer van sy klas en ondervinding voorgeskryf word, asook die kommissietarif en die voorwaardes waarop hy die reg daarop verkry;
- (ii) die dag van die week of maand waarop die verdiende kommissie verskuldig en betaalbaar is;
- (iii) die gebied waarin daar van die werknemer vereis word of hy toegelaat word om te werk; en
- (iv) die dag waarop die kommissie wat deur die werknemer verdien is, voor die beëindiging van die dienskontrak betaal moet word: Met dien verstande dat sodanige betaaldag nie later nie as dié laaste werkdag moet wees van die maand wat volg op die maand waarin die diens beëindig is.

(b) 'n Werkgever mag nie 'n werknemer toelaat of van hom vereis om werk slegs op 'n kommissiebasis te onderneem nie. 'n Bedrag wat as kommissiewerk aan 'n werknemer betaalbaar is volgens 'n ooreenkoms aangaan ingevolge paragraaf (a) is afgesien van en bykomend by die loon daarin vermeld.

(c) Behoudens klousule 4 (6), moet 'n werkgever sy werknemer minstens die besoldiging betaal waarvoor hulle ooreengekom het: Met dien verstande dat afgesien van die kommissie wat die werknemer verdien het, sy besoldiging vir enige tydperk minstens die loon waarna in paragraaf (a) verwys word, sal wees.

(d) Die besoldiging van die werknemer moet betaal word op die dag genoeg in die ooreenkoms bedoel ingevolge paragraaf (a) en klousule 4 (1) is nie op sodanige betaling van toepassing nie.

(e) 'n Werkgever of 'n werknemer wat voornemens is om 'n ooreenkoms in verband met kommissiewerk op te teë of oor 'n wysiging daarvan te onderhandel, moet skriftelik kennis van sodanige voorneme gee, en die termyn van sodanige kennisgewing mag nie korter wees as dié wat by klousule 12 vir die beëindiging van die dienskontrak van sodanige werknemer vereis word nie.

10. VERBOD OP INDIENSNEMING

'n Werkgever mag nie—

- (1) iemand onder die ouderom van 15 jaar in diens neem nie;
- (2) van 'n swanger werknemer vereis of haar toelaat om te werk gedurende die tydperk wat vier weke voor die verwagte datum van haar bevalling begin en agt weke na die bevallingsdatum eindig nie.

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

'n Werkgever moet enige rubberstewels, pet, uniform, oorpak of ander beskermende kleres wat hy van sy werknemer vereis om te dra of wat hy ingevolge enige wet verplig is om aan sy werknemer te verskaf, gratis verskaf en in 'n bruikbare en sindelike toestand hou, en enige sodanige artikel bly die eiendom van die werkgever: Met dien verstande dat 'n werkgever van 'n werknemer kan vereis om sodanige artikel te was of te was en stryk in die werknemer se eie tyd, in welke geval die werkgever sodanige werknemer 'n toelae moet betaal van minstens R1,00 per week vir elke week ten opsigte waarvan daar van die werknemer vereis word om sodanige artikel te dra.

12. BEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

- (a) gedurende die eerste vier weke diens, minstens een werkdag kennis, en
- (b) na die eerste vier weke diens, minstens een week kennis,

van die beëindiging van die kontrak gee, wat skriftelik gedoen moet word uitgesonderd in die geval van 'n werknemer wat nie kan skryf nie, of 'n werkgever of werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgever, na gelang van die geval, te betaal, in die geval van—

- (i) een werkdag kennisgewing, minstens die dagloon, en
- (ii) een week kennisgewing, minstens die weekloon,

the employee is receiving at the time of such termination: Provided that this shall not affect—

- (aa) the right of an employer or his employee to terminate the contract without notice for any cause recognised by law as sufficient;
- (ab) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than that prescribed in this clause;
- (ac) the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts:

Provided further that where the wage of an employee at the date of termination has been reduced by deductions in respect of short-time, the expression "is receiving at the time of such termination" shall, when an employer pays an employee in lieu of notice, be deemed to mean "would have received at the time of such termination had no deduction been made in respect of short-time".

(2) Where there is an agreement in terms of the proviso (ab) to subclause (1), the payment in lieu of notice shall be commensurate with the period of notice agreed upon.

(3) The notice prescribed in subclause (1) shall be given on any work-day: Provided that the period of notice shall not run concurrently with nor shall notice be given during an employee's absence—

- (a) on leave granted in terms of clause 6 or on sick leave granted in terms of clause 7 or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b) where such absences amount in the aggregate to not more than 15 weeks in any period of 12 consecutive month's employment with the same employer; and
- (b) on military service, except where an employee otherwise requests and his employer agrees thereto in writing.

(4) Unless an employer has waived the notice prescribed in subclause (1) or where an employee leaves his employment without having given and served such notice or without having paid his employer in lieu of notice and in so doing the employee was acting within his legal rights, the employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this determination, an amount of not more than that which the employee would have had to pay him in lieu of notice: Provided that where an employer has so appropriated an amount in lieu of notice, the employee shall be deemed to have paid the employer in lieu of notice.

13. CERTIFICATE OF SERVICE

Except where an employee deserts or where the employee is a casual employee, the employer shall, upon termination of any contract of employment, furnish the employee with a certificate of service substantially in the following form, showing the full names of the employer and of the employee, the class of the employee, the date of commencement and the date of termination of the contract and the wage of the employee on the date of such termination.

CERTIFICATE OF SERVICE

I,,
 carrying on trade in the Cement Products Industry,
 at,
 hereby certify that Identity No.
 was employed by me from the day of 19.....
 to the day of 19.....
 as (*).....
 At the termination of employment this employee's wage was R,
 Signature of employer or authorised representative,
 Date

(*) State class in which employee was wholly or mainly engaged, e.g. clerk, grade I employee, general worker.

14. LOG-BOOK

(1) An employer shall provide his driver with a log-book as nearly as practicable in the following form:

wat die werknemer ten tyde van sodanige beëindiging ontvang: Met dien verstande dat—

- (aa) die reg van die werkgever of sy werknemer om die kontrak op 'n regsgeldige grond sonder kennisgewing te beëindig;
- (ab) 'n skriftelike ooreenkoms tussen die werkgever en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir beide partye ewe lank is en langer is as dié wat in hierdie klousule voorgeskrif word;
- (ac) die werking van 'n verbeuring of boete wat regtens van toepassing is op 'n werknemer wat dros;

nie hierdeur geraak word nie: Met dien verstande voorts dat, indien die loon van sy werknemer op die datum van die beëindiging verminder is deur aftrekkings ten opsigte van korttyd en die werkgever hom betaal in plaas van kennis te gee, die uitdrukking "ten tyde van sodanige beëindiging ontvang" geag word te beteken "ten tyde van sodanige beëindiging sou ontvang het as geen bedrag weens korttyd afgetrek was nie".

(2) Indien daar 'n ooreenkoms ingevolge voorbehoudsbepaling (ab) van subklousule (1) bestaan, moet die betaling in plaas van kennisgewing eweredig wees aan die kennisgewingstermyn waarvoor daar ooreengekom is.

(3) Die kennisgewing by subklousule (1) voorgeskrif, moet op 'n werk-dag geskied: Met dien verstande dat die kennisgewingstermyn nie mag saamval nie met, en betaling in plaas van kennisgewing nie gemaak mag word nie ten opsigte van, 'n tydperk wat saamval met 'n werknemer se afwesigheid—

- (a) met verlof toegestaan ingevolge klousule 6 of met siekteverlof toegestaan ingevolge klousule 7 of afwesigheid weens ongeskiktheid in die omstandighede uitengesit in klousule 7 (4) (a) of (b), waar sodanige afwesighede altesaam hoogstens 15 weke in enige tydperk van 12 agtereenvolgende maande diens by dieselfde werk-gever behoort; en
- (b) vir militêre diens, behalwe waar die werknemer anders versoek en die werkgever skriftelik daartoe instem.

(4) Tensy 'n werkgever van die kennisgewing wat in subklousule (1) voorgeskrif is, afgesien het of 'n werknemer sy diens verlaat sonder om kennis te gee en uit te dien of sonder om sy werkgever te betaal in plaas van kennis te gee en deur sodanige optrede hy binne sy wetlike regte gehandel het, mag 'n werkgever uit enige geld wat hy sodanige werknemer uit hoofde van enige bepaling van hierdie vasstelling skuld, hom 'n bedrag toeëien van hoogstens dit wat die werknemer hom sou moes betaal het in plaas van kennis te gee: Met dien verstande dat wanneer die werk-gever hom aldus 'n bedrag toeëien het in plaas van kennisgewing, geag word dat die werknemer die werkgever in dié mate betaal het in plaas van kennis te gee.

13. DIENSSERTIFIKAAT

Behalwe, waar 'n werknemer dros of waar die werknemer 'n los werknemer is, moet die werkgever by beëindiging van enige dienskontrak die werknemer van 'n dienssertifikaat voorsien wat wesenlik onderstaande vorm het en waarin die volle name van die werkgever en die werknemer, die klas van die werknemer, die aanvangsdatum en die datum van beëindiging van die kontrak en die loon van die werknemer op die datum van sodanige beëindiging vermeld word.

DIENSSERTIFIKAAT

Ek,,
 wat sake doen in die Sementproduktenywerheid te,
 verklaar hierby dat, identiteitsnommer,
 in my diens was vanaf die dag van 19.....
 tot die dag van 19..... as (*).....
 By diensbeëindiging was hierdie werknemer se loon R.....
 Handtekening van werkgever of
 gemagtigde verteenwoordiger,
 Datum

(*) Meld die klas waarin die werknemer uitsluitlik of hoofsaaklik in diens was, bv. klerk, werknemer graad I, algemene werker.

14. LOGBOEK

(1) 'n Werkgever moet sy drywer voorsien van 'n logboek wat so na as moontlik die volgende vorm het:

DAILY LOG

Name of employer

Name of driver

Date

Registration number of vehicle

Time of starting work

Time of finishing work

Number of hours worked

Meal intervals from to

Particulars of any accident or delay

.....

Name(s) of employee(s) accompanying driver

.....

Signature of driver

Date

(2) Every driver shall, in the log-book referred to in subclause (1), keep a daily log in duplicate in respect of each day's work and shall within 24 hours of the completion of the work to which it relates deliver a copy thereof to his employer.

(3) The employer shall retain the copy of the daily log which, in terms of subclause (2), has been delivered to him, for a period of at least three years subsequent to such delivery.

15. ATTENDANCE REGISTER

(1) An employer shall provide in his establishment an attendance register substantially in the following form, in which he shall record in ink or indelible pencil the name and class of each of his employees and if an employee is unable to write, his employer shall on his behalf for each day worked and on that day make the necessary entries in respect of items (i) to (vi) inclusive of subclause (3) (a) and sign such entries.

DAAGLIKSE LOG

Naam van werkgewer

Naam van drywer

Datum

Registrasienommer van voertuig

Tyd waarop werk begin word

Tyd waarop werk beëindig word

Aantal ure gewerk

Etenspouse van tot

Besonderhede van 'n ongeluk of vertraging

.....

Naam (name) van werknemer(s) wat drywer vergesel

.....

Handtekening van drywer

Datum

(2) Elke drywer moet, in die logboek bedoel in subklousule (1), 'n daaglikse log in tweevoud hou ten opsigte van elke dag se werk en moet binne 24 uur na voltooiing van die werk waarop dit betrekking het, 'n kopie daarvan aan sy werkgewer lewer.

(3) Die werkgewer moet die kopie van die daaglikse log wat kragtens subklousule (2) aan hom gelewer is, vir 'n tydperk van minstens drie jaar na sodanige lewering bewaar.

15. PRESENSIEREGISTER

(1) 'n Werkgewer moet in sy bedryfsinrigting 'n presensieregister wat wesenlik die onderstaande vorm het, voorsien, waarin hy in ink of inktlood die naam en klas van elk van sy werknemers moet aanteken, en indien sodanige werknemer nie in staat is om te skryf nie, moet sy werkgewer namens hom vir elke dag gewerk en op daardie dag die vereiste inskrywings ten opsigte van punte (i) tot en met (vi) van subklousule (3) (a) maak, en sodanige inskrywings onderteken.

ATTENDANCE REGISTER

Year.....		Entries to be made by employee											Remarks (if any)				
Month.....		Time of commencing work	Intervals off work						Time of finishing work	Overtime worked		Total number of hours		Signature	By employee	By employer, if employee was absent. Reasons for his absence (to be signed by employer)	By inspector
Date	Day of week		Off	On	Off	On	Off	On		On	Off	Each day	Each week				
1																	
2																	
3																	
4																	
5																	
6																	
7																	
8																	
9																	
10																	
11																	
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26																	
27																	
28																	
29																	
30																	
31																	

Note.—Under heading "Off" and "On" in column referring to "intervals off work" insert time when interval commences and time when work is resumed. An employee is deemed to be at work for any interval in his work if the employee is not free to leave the establishment for the whole of the interval.

PRESENSIEREGISTER

(Naam van werkgewer)										(Klas van werknemer)							
Jaar		Inskrywings moet deur werknemer gemaak word										Opmerkings (as daar is)					
Maand		Tyd waarop werk begin word	Pouses van diens af						Tyd waarop werk beëindig word	Oortyd gewerk		Totale getal ure gewerk		Handtekening	Deur werknemer	Deur werkgewer as werknemer afwesig is; rede daarvoor (moet deur werkgewer onderteken word)	Deur inspekteur
Datum	Dag van week		Af	Aan	Af	Aan	Af	Aan		Aan	Af	Elke dag	Elke week				
1																	
2																	
3																	
4																	
5																	
6																	
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31																	

Nota.—Onder opskrif “aan” en “Af” in kolom “Pouses van diens af”, voeg in tyd wanneer pouse begin en tyd wanneer werk hervat word. 'n Werknemer word geag by die werk te wees vir enige pouse in sy werk indien dit die werknemer nie vrystaan om die bedryfsinrigting vir die hele pouse te verlaat nie.

(2) An employer may, instead of an attendance register, provide a semi-automatic time recorder together with the necessary cards, which shall be as nearly as practicable in the following form, and supply to each employee such a card indicating the name or number of the employee and the date of termination of the week in respect of which it is to be used.

No.	Name of employee	His class			
Week ended: 19					
Day	In	Out	In	Out	Total
Sunday	..h..	..h..	..h..	..h..	..h..
Monday	..h..	..h..	..h..	..h..	..h..
Tuesday	..h..	..h..	..h..	..h..	..h..
Wednesday	..h..	..h..	..h..	..h..	..h..
Thursday	..h..	..h..	..h..	..h..	..h..
Friday	..h..	..h..	..h..	..h..	..h..
Saturday	..h..	..h..	..h..	..h..	..h..

(3) Unless prevented from doing so by unavoidable cause, an employee shall in respect of each day worked by him and on that day—

(a) record in ink or indelible pencil in such attendance register referred to in subclause (1):

- (i) The day of the week;
- (ii) the time he commenced work;
- (iii) the time of commencement and termination of all meal or other intervals which are not reckonable as ordinary hours of work;
- (iv) the time of finishing work for the day;
- (v) the time of commencement and termination of overtime worked for the day;
- (vi) the total number of hours worked for the day; and
- (vii) his signature;

(b) in an establishment where a semi-automatic time recorder is provided, make an entry by means of such recorder on a card supplied in terms of subclause (2) to show the following:

- (i) The time he commenced work;
- (ii) the time of commencement and termination of all meal or other intervals which are not reckonable as ordinary hours of work; and
- (iii) the time of finishing work for the day.

(4) An employer shall retain the attendance register referred to in subclause (1) or the cards referred to in subclause (2) as the case may be, for a period of not less than three years after the date of the last entry therein or thereon.

(5) This clause shall not apply to—

- (a) an employee who is excluded from the hours of work provisions by virtue of clause 5 (7) (a);
- (b) a driver and an employee accompanying such driver.

(Note.—In terms of section 18 of the Wage Act, 1957, the Wage Determination in the above Schedule supersedes Wage Determination 410, published under Government Notice R. 1245 of 19 June 1981, as amended by Government Notice R. 2229 of 7 October 1983.)

No. R. 1617

31 July 1987

MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983

The Minister of Manpower has, under section 35 of the Machinery and Occupational Safety Act, 1983 (Act 6 of 1983), made the regulations set out in the Schedules.

(2) 'n Werkgewer kan in plaas van 'n presensieregister, 'n halfoutomatiese tydregistreerder met die nodige kaarte wat sover doenlik onderstaande vorm moet hê, beskikbaar stel en elkeen van sy werknemers van so 'n kaart met die naam en nommer van die werknemer asook die datum van diensbeëindiging van die week waarvoor die kaart gebruik moet word, voorsien.

No.	Naam en klas van werknemer				
Week geëindig: 19					
Dag	In	Uit	In	Uit	Totaal
Sondag	..h..	..h..	..h..	..h..	..h..
Maandag	..h..	..h..	..h..	..h..	..h..
Dinsdag	..h..	..h..	..h..	..h..	..h..
Woensdag	..h..	..h..	..h..	..h..	..h..
Donderdag	..h..	..h..	..h..	..h..	..h..
Vrydag	..h..	..h..	..h..	..h..	..h..
Saterdag	..h..	..h..	..h..	..h..	..h..

(3) Tensy hy deur onvermydelike oorsaak verhinder word om dit te doen, moet elke werknemer ten opsigte van elke dag wat hy gewerk het en wel op dié dag—

(a) in ink of inktlood in sodanige bywoningsregister bedoel in subklousule (1) aanteken:

- (i) Die dag van die week;
- (ii) die tyd waarop hy begin werk het;
- (iii) die tyd waarop alle etens- en ander pouses wat nie as gewone werkure gereken word nie, begin en beëindig is;
- (iv) die tyd waarop werk vir die dag beëindig is;
- (v) die tyd waarop oortyd gewerk vir die dag begin en beëindig is;
- (vi) die totale aantal ure gewerk vir die dag; en
- (vii) sy handtekening;

(b) in 'n bedryfsinrigting waar 'n halfoutomatiese tydregistreerder voorsien word, 'n inskrywing maak deur middel van die registreerder op 'n kaart wat ingevolge subklousule (2) voorsien is en wat die volgende moet toon:

- (i) Die tyd waarop hy begin werk het;
- (ii) die tyd waarop alle etens- of ander pouses wat nie as gewone werkure gereken word nie, begin en geëindig het; en
- (iii) die tyd waarop werk vir die dag beëindig is.

(4) 'n Werkgewer moet die presensieregister in subklousule (1) bedoel, of die kaarte in subklousule (2) bedoel, na gelang van die geval, vir 'n tydperk van minstens drie jaar na die datum van die laaste inskrywing daarin of daarop bewaar.

(5) Hierdie klousule is nie van toepassing nie op—

- (a) 'n werknemer wat uit hoofde van klousule 5 (7) (a) van die werkurebepalings uitgesluit word; en
- (b) 'n drywer en 'n werknemer wat sodanige drywer vergesel.

(Kennisgewing.—Kragtens artikel 18 van die Loonwet, 1957, vervang die Loonvaststelling in die bostaande Bylae Loonvaststelling 410, gepubliseer by Goewermentskennisgewing R. 1245 van 19 Junie 1981, soos gewysig by Goewermentskennisgewing R. 2229 van 7 Oktober 1983.)

No. R. 1617

31 Julie 1987

WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983

Die Minister van Mannekrag het kragtens artikel 35 van die Wet op Masjinerie en Beroepsveiligheid, 1983 (Wet 6 van 1983), die regulasies vervat in die Bylaes uitgevaardig.

SCHEDULE A**GENERAL ADMINISTRATIVE REGULATIONS:
AMENDMENT****Definitions**

1. In these regulations "the Regulations" means the General Administrative Regulations, promulgated by Government Notice R. 2206 of 5 October 1984.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the substitution for paragraph (i) of the definition of "divisional inspector" of the following paragraphs:

"(i) the Magisterial Districts of Bredasdorp, Caledon, Clanwilliam, The Cape, Heidelberg (Cape), Hermanus, Hopefield, Namaqualand, Piketberg, Simon's Town, Somerset West, Strand, Swellendam, Vanrhynsdorp, Vredenburg, Vredendal and Wynberg and the port and settlement of Walvis Bay—the Divisional Inspector, Department of Manpower, Cape Town (P.O. Box 872);

(iA) the Magisterial Districts of Beaufort West, Bellville, Calvinia, Carnarvon, Ceres, Fraserburg, Goodwood, Kuils River, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Paarl, Prince Albert, Robertson, Stellenbosch, Sutherland, Tulbagh, Victoria West, Wellington, Williston and Worcester—the Assistant Divisional Inspector, Department of Manpower, Bellville (P.O. Box 1789); and"

Amendment of regulation 4 of the Regulations as amended by Government Notice R. 2274 of 11 October 1985.

3. Regulation 4 of the Regulations is hereby amended by the addition of the following subregulation:

"(5) The employee contemplated in subregulation (1) with respect to any department of State shall be deemed to be the head of that department of State".

Insertion of regulations 15A, 15B and 15C in the Regulations

4. The following regulations are hereby inserted after regulation 15 of the Regulations:

Numbering of separate rooms of workplace

- 15A. An employer shall cause every separate room of a workplace to be numbered consecutively.

Display of substituted notices and signs

- 15B. If the provisions of any regulation or notice under the Act prescribe a particular notice or sign which an employer is required to display at a workplace, the employer may display a corresponding symbolic sign, as contained in the South African Bureau of Standards' Standard Specification for Symbolic Safety Signs SABS 1186, in lieu thereof, in which case it shall be deemed that the employer has complied with such provisions.

Notice of carrying out of building work

- 15C. (1) An employer who intends to carry out any building work shall, before he carries out such work, inform the divisional inspector in writing of—
(a) the address of the premises on which such work will be carried out;

BYLAE A**ALGEMENE ADMINISTRATIEWE REGULASIES:
WYSIGING****Woordomskrywing**

1. In hierdie regulasies beteken "die Regulasies" die Algemene Administratiewe Regulasies, afgekondig by Goewermentskennisgewing R. 2206 van 5 Oktober 1984.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur paragraaf (i) van die omskrywing van "afdelingsinspekteur" deur die volgende paragrawe te vervang:

"(i) die landdrosdistrikte Bredasdorp, Caledon, Clanwilliam, Die Kaap, Heidelberg (Kaapprovinsie), Hermanus, Hopefield, Namakwaland, Piketberg, Simonstad, Somerset-Wes, Strand, Swellendam, Vanrhynsdorp, Vredenburg, Vredendal en Wynberg en die hawe en nedersetting Walvisbaai—die Afdelingsinspekteur, Departement van Mannekrag, Kaapstad (Posbus 872);

(iA) die landdrosdistrikte Beaufort-Wes, Bellville, Calvinia, Carnarvon, Ceres, Fraserburg, Goodwood, Kuilsrivier, Ladismith (Kaapprovinsie), Laingsburg, Malmesbury, Montagu, Paarl, Prins Albert, Robertson, Stellenbosch, Sutherland, Tulbagh, Victoria-Wes, Wellington, Williston en Worcester—die Assistent Afdelingsinspekteur, Departement van Mannekrag, Bellville (Posbus 1789); en"

Wysiging van regulasie 4 van die Regulasies soos gewysig deur Goewermentskennisgewing R. 2274 van 11 Oktober 1985.

3. Regulasie 4 van die Regulasies word hierby gewysig deur die volgende subregulasie by te voeg:

"(5) Die in subregulasie (1) bedoelde werknemer ten aansien van 'n Staatsdepartement word geag die hoof van daardie Staatsdepartement te wees".

Invoeging van regulasies 15A, 15B en 15C in die Regulasies

4. Die volgende regulasies word hierby na regulasie 15 van die Regulasies ingevoeg:

Nummering van afsonderlike kamers van werkplek

- 15A. 'n Werkgewer moet elke afsonderlike kamer van 'n werkplek opeenvolgend laat nommer.

Vertoon van vervangende kennisgewings en tekens

- 15B. Indien die bepaling van 'n regulasie of kennisgewing kragtens die Wet 'n bepaalde kennisgewing of teken voorskryf wat 'n werkgewer by 'n werkplek moet vertoon, kan die werkgewer 'n ooreenstemmende simboliese teken, soos in die Suid-Afrikaanse Buro vir Standaarde se Standaardspesifikasie vir Simboliese Veiligheidstekens SABS 1186 vervat, in die plek daarvan vertoon, in welke geval daar geag word dat die werkgewer aan bedoelde bepalings voldoen het.

Kennisgewing van uitvoering van bouwerk

- 15C. (1) 'n Werkgewer wat voornemens is om 'n bouwerk uit te voer moet, voordat hy daardie werk uitvoer, die afdelingsinspekteur skriftelik in kennis stel van—

- (a) die adres van die perseel waar daardie werk uitgevoer sal word;

- (b) the nature of such work;
 - (c) the date on which it is expected that such work will be commenced; and
 - (d) the date on which it is expected that such work will be completed.
- (2) For the purposes of subregulation (1) "building work" means any building work which takes more than three months to complete and which—
- (a) includes the making of an excavation of which the depth exceeds 1,5 m; or
 - (b) requires persons to work at a height exceeding 6 m above the ground or floor level".

Amendment of regulation 16 of the Regulations

5. Regulation 16 is hereby amended by the substitution in paragraph (a) for the expression "or 15 (5)" of the expression "15 (5), 15A or 15C (1)".

SCHEDULE B

Definitions

1. In these regulations "the Regulations" means the regulations promulgated by Government Notice R. 929 of 28 June 1963.

Repeal of regulations A.6 and B.1 (5) of the Regulations

2. Regulations A.6 and B.1 (5) of the Regulations are hereby repealed.

No. R. 1666

31 July 1987

CORRECTION NOTICE

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

The following correction to Government Notice R. 1569 appearing in *Government Gazette* 10827 of 17 July 1987, is published hereby for general information:

In the English text of the Schedule, in section 2 (1), substitute "R5,20 per day" for "R50,20 per day".

No. R. 1669

31 July 1987

LABOUR RELATIONS ACT, 1956

LIQUOR AND CATERING TRADE, PIETERMARITZBURG.—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the 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. 485 of 16 March 1984, R. 914 of 26 April 1985 and R. 1532 of 17 July 1987, to be effective from 1 October 1987 and for the period ending 31 March 1988.

M. W. J. LE ROUX,

Director: Manpower.

- (b) die aard van daardie werk;
 - (c) die datum waarop daardie werk na verwagting 'n aanvang sal neem; en
 - (d) die datum waarop daardie werk na verwagting voltooi sal word.
- (2) By die toepassing van subregulasie (1) beteken "bouwerk" 'n bouwerk wat meer as 3 maande neem om te voltooi en wat—
- (a) die maak van 'n uitgraving insluit wat dieper as 1,5 m is; of
 - (b) verg dat mense op 'n hoogte van meer as 6 m bokant die grond- of vloervlak werk".

Wysiging van regulasie 16 van die Regulasies

5. Regulasie 16 word hierby gewysig deur in paragraaf (a) die uitdrukking "of 15 (5)" deur die uitdrukking "15 (5), 15A of 15C (1)" te vervang.

BYLAE B

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermmentskennisgewing R. 929 van 28 Junie 1963.

Herroeping van regulasies A.6 en B.1 (5) van die Regulasies

2. Regulasies A.6 en B.1 (5) van die Regulasies word hierby herroep.

No. R. 1666

31 Julie 1987

VERBETERINGSKENNISGEWING

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

Die volgende verbetering van Goewermmentskennisgewing R. 1569 wat in *Staatskoerant* 10827 van 17 Julie 1987 verskyn, word hierby vir algemene inligting gepubliseer:

In die Engelse teks van die Bylae, in klousule 2 (1), vervang "R50,20 per day" deur "R5,20 per day".

No. R. 1669

31 Julie 1987

WET OP ARBEIDSVERHOUDINGE, 1956

DRANK- EN SPYSENIERINGSBEDRYF, PIETERMARITZBURG.—HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermmentskennisgewings R. 485 van 16 Maart 1984, R. 914 van 26 April 1985 en R. 1532 van 17 Julie 1987, van krag is vanaf 1 Oktober 1987 en vir die tydperk wat op 31 Maart 1988 eindig.

M. W. J. LE ROUX,

Direkteur: Mannekrag.

No. R. 1670

31 July 1987

LABOUR RELATIONS ACT, 1956

AUTOMOBILE MANUFACTURING INDUSTRY, EASTERN PROVINCE.—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 445 of 9 March 1984, to be effective from the date of publication of this notice and for the period ending 31 December 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 1671

31 July 1987

LABOUR RELATIONS ACT, 1956

LIQUOR AND CATERING TRADE (WITWATERSRAND AND VEREENIGING).—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the 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. 179 of 6 February 1981, R. 2375 of 5 November 1982, R. 546 of 23 March 1984, R. 1903 of 31 August 1984 and R. 887 of 9 May 1986, to be effective from the date of publication of this notice and for the period ending 31 August 1987.

M. W. J. LE ROUX,
Director: Manpower.

DEPARTMENT OF NATIONAL
EDUCATION

No. R. 1618

31 July 1987

CULTURAL INSTITUTIONS ACT, 1969
(ACT 29 OF 1969)

OBJECTS AND FUNCTIONS OF THE STATE LIBRARY, PRETORIA, AND THE SOUTH AFRICAN LIBRARY, CAPE TOWN

It is hereby notified for general information that Government Notice R. 1971, dated 9 September 1983 is withdrawn with effect from the date of publication hereof.

F. W. DE KLERK,
Minister of National Education.

No. R. 1619

31 July 1987

NATIONAL LIBRARIES ACT, 1985 (ACT 56 OF 1985)

FUNCTIONS OF THE STATE LIBRARY, PRETORIA, AND THE SOUTH AFRICAN LIBRARY, CAPE TOWN

By virtue of the powers vested in me by section 4 (2) of the National Libraries Act, 1985 (Act 56 of 1985), I, Frederik Willem de Klerk, Minister of National Education, hereby determine the functions of the State Library, Pretoria, and the South African Library, Cape Town, as set out in the Schedule hereto.

F. W. DE KLERK,
Minister of National Education.

No. R. 1670

31 Julie 1987

WET OP ARBEIDSVERHOUDINGE, 1956

OUTOMOBIELNYWERHEID, OOSTELIKE PROVIN-
SIE.—HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermentskennisgewing R. 445 van 9 Maart 1984, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 1671

31 Julie 1987

WET OP ARBEIDSVERHOUDINGE, 1956

DRANK- EN SPYSENIERINGSBEDRYF (WITWATERSRAND EN VEREENIGING).—HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermentskennisgewings R. 179 van 6 Februarie 1981, R. 2375 van 5 November 1982, R. 546 van 23 Maart 1984, R. 1903 van 31 Augustus 1984 en R. 887 van 9 Mei 1986, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

DEPARTEMENT VAN NASIONALE
OPVOEDING

No. R. 1618

31 Julie 1987

WET OP KULTURELE INRIGTINGS, 1969
(WET 29 VAN 1969)

OOGMERKE EN WERKSAAMHEDE VAN DIE STAATSBIBLIOTEEK, PRETORIA, EN DIE SUID-AFRIKAANSE BIBLIOTEEK, KAAPSTAD

Hierby word vir algemene inligting bekendgemaak dat Goewermentskennisgewing R. 1971 van 9 September 1983 met ingang van die datum van publikasie hiervan ingetrek word.

F. W. DE KLERK,
Minister van Nasionale Opvoeding.

No. R. 1619

31 Julie 1987

WET OP NASIONALE BIBLIOTEEKE, 1985
(WET 56 VAN 1985)

WERKSAAMHEDE VAN DIE STAATSBIBLIOTEEK, PRETORIA, EN DIE SUID-AFRIKAANSE BIBLIOTEEK, KAAPSTAD

Kragtens die bevoegdheid my verleen by artikel 4 (2) van die Wet op Nasionale Biblioteke, 1985 (Wet 56 van 1985), bepaal ek, Frederik Willem de Klerk, Minister van Nasionale Opvoeding, hierby die werksaamhede van die Staatsbiblioteek, Pretoria, en die Suid-Afrikaanse Biblioteek, Kaapstad, soos uiteengesit in die Bylae hiervan.

F. W. DE KLERK,
Minister van Nasionale Opvoeding.

SCHEDULE**FUNCTIONS OF THE STATE LIBRARY AND THE SOUTH AFRICAN LIBRARY**

The functions of a National Library are—

1. to build up a comprehensive collection of material from and about Southern Africa;
2. to supplement the Republic's possession of material with selected collections: Provided that—
 - 2.1 the State Library has the primary responsibility to act as a national centre for—
 - 2.1.1 the co-ordination of the extension of the national stock of both little-used and much-used material;
 - 2.1.2 the co-ordination of intergovernmental exchange agreements concluded with other countries; and
 - 2.1.3 the utilisation and redistribution of surplus material;
 - 2.2 the South African Library has the primary responsibility to act as a national centre for—
 - 2.2.1 the collection and preservation of all South African legal deposit material, including de luxe editions thereof;
 - 2.2.2 the collection and preservation of rare or unique material;
 - 2.2.3 the dissemination of information and advice with regard to the matters mentioned in subparagraphs 2.2.1 and 2.2.2 above;
3. to collate, process, preserve and make available for use its collection of material;
4. to facilitate access to the collection of material in Southern African libraries by means of bibliographic processing systems: Provided that the State Library has the primary responsibility for this task; provided, further, that this does not include the co-operative collection and dissemination of non-commercial data by means of centralised and computer-based infrastructures.
5. To render bibliographic services on a country-wide basis: Provided that—
 - 5.1 the State Library has the primary responsibility to act as a national centre for—
 - 5.1.1 the compilation and distribution of bibliographies of current material from and about Southern Africa;
 - 5.1.2 the compilation and distribution of appropriate statistics on such material;
 - 5.1.3 the exchange of bibliographic records of South African material with bibliographic records created by national bibliographic centres in other countries;
 - 5.1.4 the registration and promotion of national bibliographic activities and the dissemination of information thereon;
 - 5.1.5 the promotion and application of national and international library publication and bibliographic standards and, where necessary, the implementation of such standards; and
 - 5.1.6 the dissemination of information and advice on legal deposit in respect of the matters referred to in subparagraphs 5.1.1 to 5.1.5 above;

BYLAE**WERKSAAMHEDE VAN DIE STAATSBIBLIOTEEK EN DIE SUID-AFRIKAANSE BIBLIOTEEK**

Die werksaamhede van 'n Nasionale Biblioteek is—

1. om 'n volledige versameling materiaal afkomstig van en oor Suider-Afrika op te bou;
2. om die Republiek se materiaalbesit met geselekteerde versamelings aan te vul: Met dien verstande dat—
 - 2.1 die Staatsbiblioteek die primêre verantwoordelikheid het om as nasionale sentrum op te tree vir—
 - 2.1.1 die koördinering van die aanvulling van die nasionale voorraad van sowel veel- as min-gebruikte materiaal;
 - 2.1.2 die koördinering van ruiloorreënkomste wat op regeringsvlak met ander state aangegaan word; en
 - 2.1.3 die benutting en herdistribusie van oortollige materiaal;
 - 2.2 die Suid-Afrikaanse Biblioteek die primêre verantwoordelikheid het om as nasionale sentrum op te tree vir—
 - 2.2.1 die versameling en bewaring van alle Suid-Afrikaanse pligleweringsmateriaal, asook luukse uitgawes daarvan;
 - 2.2.2 die versameling en bewaring van seldsame of unieke materiaal;
 - 2.2.3 die verspreiding van inligting en advies oor die aangeleenthede genoem in subparagrafe 2.2.1 en 2.2.2 hierbo;
3. om sy versameling materiaal te orden, te ontsluit, te bewaar en vir gebruik beskikbaar te stel;
4. om deur bibliografiese ontsluitingsstelsels toegang tot die versamelings materiaal in Suider-Afrikaanse bibliotekes te vergemaklik: Met dien verstande dat die taak die primêre verantwoordelikheid van die Staatsbiblioteek is; met dien verstande verder dat dit nie die koöperatiewe versameling en verspreiding van nie-kommerisiële data deur middel van gesentraliseerde en rekenaar-gebaseerde infrastrukture insluit nie.
5. Om op landswye vlak bibliografiese dienste te lewer: Met dien verstande dat—
 - 5.1 die Staatsbiblioteek die primêre verantwoordelikheid het om as nasionale sentrum op te tree vir—
 - 5.1.1 die samestelling en verspreiding van lopende bibliografieë van materiaal van en oor Suider-Afrika;
 - 5.1.2 die samestelling en verspreiding van toepaslike statistieke ten opsigte van sulke materiaal;
 - 5.1.3 die uitruil van bibliografiese rekords van Suid-Afrikaanse materiaal met bibliografiese rekords geskep deur nasionale bibliografiese sentra in ander lande;
 - 5.1.4 die registrasie en bevordering van nasionale bibliografiese aktiwiteite en die verspreiding van inligting daaroor;
 - 5.1.5 die bevordering van die gebruik van nasionale en internasionale biblioteekpublikasie- en bibliografiese standaarde en, waar nodig, vir die implementering daarvan; en
 - 5.1.6 die verspreiding van inligting en advies oor pliglewering met betrekking tot die aangeleenthede bedoel in subparagrafe 5.1.1 tot 5.1.5 hierbo;

- 5.2 the South African Library has the primary responsibility to act as a national centre for the compilation and distribution of retrospective bibliographies on and indexes to material from and about Southern Africa;
6. to act as a national centre for the making available of material: Provided that—
- 6.1 the State library has the primary responsibility to—
- 6.1.1 expand systems for the transfer of material from the collections of Southern African libraries, including its own collections;
- 6.1.2 formulate, in close collaboration with other Southern African libraries, a policy and rules for inter-library loans;
- 6.1.3 act as national centre for Southern African and international lending; and
- 6.1.4 make parts of its collection available on loan to other libraries for purposes of subject specialisation;
- 6.2 the South African Library as central reference library has the primary responsibility to make its collections of material available for reference purposes within the library, to publicise it, *inter alia* by means of publications, and to display it selectively;
7. to act as a national preservation library and to render a restoration service on a country-wide basis: Provided that the South African Library, as the national preservation library, has the primary responsibility to preserve legal deposit material and rare and unique material and to render a restoration service at national level; and
8. to maintain liaison with libraries and other institutions in and outside the Republic: Provided that the State Library and the South African Library must concentrate on the various fields assigned to them as their primary responsibilities.

- 5.2 die Suid-Afrikaanse Biblioteek die primêre verantwoordelikheid het om as nasionale sentrum op te tree vir die samestelling en verspreiding van retrospektiewe bibliografieë en indekse van materiaal van en oor Suider-Afrika;
6. om as 'n nasionale sentrum vir die beskikbaarstelling van materiaal op te tree: Met dien verstande dat—
- 6.1 die Staatsbiblioteek die primêre verantwoordelikheid het om—
- 6.1.1 stelsels vir die oordra van materiaal uit die versamelings van Suider-Afrikaanse biblioteke, insluitende uit sy eie versamelings, uit te bou;
- 6.1.2 in noue samewerking met ander Suider-Afrikaanse biblioteke 'n beleid en reëls vir interbiblioteeklenings te formuleer;
- 6.1.3 op te tree as nasionale sentrum vir Suider-Afrikaanse en internasionale lenings; en
- 6.1.4 dele van sy versamelings as basis vir vakspesialisasie in bruikleen aan ander biblioteke beskikbaar te stel;
- 6.2 die Suid-Afrikaanse Biblioteek as sentrale naslaan-biblioteek die verantwoordelikheid het om sy versamelings en materiaal vir naslaandoeleindes in die biblioteek beskikbaar te stel, bekend te stel, onder andere deur middel van publikasie, en selektief uit te stal;
7. om as 'n nasionale bewaarbiblioteek op te tree en 'n restourasiediens op landswye vlak te lewer: Met dien verstande dat die Suid-Afrikaanse Biblioteek as nasionale bewaarbiblioteek die primêre verantwoordelikheid het om pligleweringsmateriaal en seldsame en unieke materiaal te bewaar en om 'n restourasiediens op nasionale vlak te lewer; en
8. om met biblioteke en ander instellings binne en buite die Republiek te skakel: Met dien verstande dat die Staatsbiblioteek en die Suid-Afrikaanse Biblioteek veral moet konsentreer op die onderskeie terreine wat as primêre verantwoordelikhede aan hulle toegeken is.

No. R. 1620

31 July 1987

NATIONAL LIBRARIES ACT, 1985

REGULATIONS

The Minister of National Education has in terms of section 19 of the National Libraries Act, 1985 (Act 56 of 1985), made the regulations in the Schedule hereto.

SCHEDULE

ARRANGEMENT OF REGULATIONS

- Chapter I—Definitions.
- Chapter II—Board.
- Chapter III—Property.
- Chapter IV—Irregularities.
- Chapter V—Misconduct.

CHAPTER I

DEFINITIONS

1. In these Regulations "the Act" means the National Libraries Act, 1985 (Act 56 of 1985), and any expression to which a meaning has been assigned in the Act shall bear such meaning.

No. R. 1620

31 Julie 1987

WET OP NASIONALE BIBLIOTEKE, 1985

REGULASIES

Die Minister van Nasionale Opvoeding het kragtens artikel 19 van die Wet op Nasionale Biblioteke, 1985 (Wet 56 van 1985), die regulasies in die Bylae hiervan uitgevaardig.

BYLAE

INDELING VAN REGULASIES

- Hoofstuk I—Woordoms krywing.
- Hoofstuk II—Raad.
- Hoofstuk III—Eiendom.
- Hoofstuk IV—Onreëlmatighede.
- Hoofstuk V—Wangedrag.

HOOFSTUK I

WOORDOMSKRYWING

1. In hierdie Regulasies beteken "die Wet" die Wet op Nasionale Biblioteke, 1985 (Wet 56 van 1985), en het 'n uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis.

CHAPTER II

BOARD

2. *Meetings of the Board*

- (1) The Board shall meet as often as it may deem necessary, but not less than once every quarter, and at such other times as the chairman may determine.
- (2) The chairman or, in his absence, the Director of the National Library concerned, shall at the request of a majority of the members convene a meeting of the Board to take place within 14 days of the receipt of such request.
- (3) The secretary of the Board shall notify every member of the Board in writing of the time, date and place of a meeting, and in this notice the matters to be discussed at the meeting shall be set out.
- (4) At a meeting the Board shall deal with matters notice of which has thus been given and with any other matter that a member may raise with the approval of the other members present.
- (5) The Director of the National Library concerned or officers designated by him shall attend the meetings of the Board in an advisory capacity.
- (6) (a) One third of the members of the Board, but not fewer than three members, shall constitute a quorum at meetings.
- (b) If a quorum is not present at a meeting, the chairman may convene a further meeting of the Board.
- (c) At such further meeting the members then present shall constitute a quorum.

3. *Secretary of the Board*

- (1) The Board shall designate an officer or employee on the recommendation of the Director of the National Library concerned to act as its secretary.
- (2) The secretary of the Board shall keep a record of the proceedings at every meeting of the Board.

CHAPTER III

PROPERTY

4. *Safeguarding of property and precautions against loss, damage or theft*

The Board shall ensure that proper arrangements are made for the safe custody of all property that belongs to its National Library or has been entrusted to its care, and shall ensure that all practicable precautions are taken against loss, damage or theft.

5. *Insurance*

The Board shall make arrangements to insure, and keep insured, with a person who is registered as an insurer in terms of the Insurance Act, 1943 (Act 27 of 1943)—

- (a) all the immovable property belonging to its National Library, against loss by fire or other causes; and
- (b) all the movable property belonging or entrusted to its National Library (except that which is exempted by the Board from the requirements of this paragraph), against loss by fire, theft, or other causes.

HOOFSTUK II

RAAD

2. *Raadsvergaderings*

- (1) Die Raad vergader so dikwels as wat hy nodig ag, maar minstens een keer elke kwartaal, en ook op die ander tye wat die voorsitter bepaal.
- (2) Die voorsitter of, by sy afwesigheid, die betrokke Direkteur van 'n Nasionale Biblioteek, moet op versoek van 'n meerderheid van die lede 'n vergadering van die Raad so belê dat dit binne 14 dae na die datum waarop die versoek ontvang is, gehou kan word.
- (3) Die sekretaris van die Raad gee aan elke lid van die Raad skriftelik kennis van die tyd, datum en plek van 'n vergadering en in dié kennisgewing word die sake wat op die vergadering bespreek sal word, uiteengesit.
- (4) Op 'n vergadering behandel die Raad sake waarvan daar aldus kennis gegee is, en enige ander saak wat 'n lid met die goedkeuring van die ander aanwesige lede opper.
- (5) Die betrokke Direkteur van 'n Nasionale Biblioteek of beamptes deur hom aangewys, woon die vergaderings van die Raad in 'n adviserende hoedanigheid by.
- (6) (a) Een derde van die lede van die Raad, maar nie minder as drie lede nie, maak 'n kworum uit op vergaderings.
- (b) Indien daar nie 'n kworum op 'n vergadering is nie, kan die voorsitter 'n verdere vergadering van die Raad belê.
- (c) Op so 'n verdere vergadering maak die lede wat dan teenwoordig is, 'n kworum uit.

3. *Sekretaris van die Raad*

- (1) Die Raad wys 'n beampte of werknemer op aanbeveling van die betrokke Direkteur van 'n Nasionale Biblioteek aan om as sy sekretaris op te tree.
- (2) Die sekretaris van die Raad hou op elke vergadering van die Raad notule van die verrigtinge.

HOOFSTUK III

EIENDOM

4. *Beveiliging van eiendom en voorsorg teen verlies, beskadiging of diefstal*

Die Raad sien toe dat behoorlike reëlins getref word vir die veilige bewaring van alle eiendom wat aan sy Nasionale Biblioteek behoort of aan die sorg daarvan toevertrou is en sien toe dat alle uitvoerbare voorsorgmaatreëls teen verlies, beskadiging of diefstal daarvan, getref word.

5. *Versekering*

Die Raad moet reëlins tref om—

- (a) al die onroerende eiendom wat aan sy Nasionale Biblioteek behoort, teen verlies deur brand of ander oorsake; en
- (b) al die roerende eiendom wat aan sy Nasionale Biblioteek behoort of toevertrou is (uitgesonderd dié wat die Raad van die vereistes van hierdie paragraaf vrystel), teen verlies deur brand, diefstal, of ander oorsake,

te verseker en verseker te hou by iemand wat ingevolge die Versekeringswet, 1943 (Wet 27 van 1943), as 'n versekeraar geregistreer is.

6. Disposal of movable property

Subject to the provisions of section 5 of the Act the Board may—

- (a) with the prior approval of the Minister given with the concurrence of the Minister of Finance, hire out, sell exchange or in any other way alienate any material as defined in section 1 (vi) of the Act purchased or received under legal deposit as a gift or in exchange and intended for inclusion in the stock of its National Library; and
- (b) dispose of—
 - (i) surplus, obsolete or damaged material, furniture or equipment;
 - (ii) material purchased or otherwise acquired with a view to distribution to other libraries in terms of international exchange agreements.

CHAPTER IV IRREGULARITIES

7. Investigation of alleged irregularity

- (1) The Minister may appoint any person to inquire into any alleged irregularity in connection with the affairs of a National Library.
- (2) (a) The person who is to conduct the inquiry shall give the chairman of the Board reasonable notice in writing of the time, date and place fixed for the inquiry.
- (b) The law relating to witnesses and evidence that applies in respect of criminal cases in a magistrate's court shall apply *mutatis mutandis* for the purposes of and at any such inquiry: Provided that subpoenas designed to procure the attendance of witnesses thereat shall be issued by the person who is to conduct the inquiry.
- (3) The person so appointed shall, after completion of the inquiry, furnish the Minister with a report containing the evidence given, his finding and, if necessary, his recommendations.

CHAPTER V MISCONDUCT

8. Definition of misconduct

An officer or employee shall be guilty of misconduct if he—

- (a) contravenes or fails to comply with any provision of the Act, any regulation or any rule with which it is his duty to comply;
- (b) performs or causes or permits to be performed or connives at any act which is prejudicial to the administration, discipline or efficiency of the National Library;
- (c) disobeys, disregards or wilfully defaults in carrying out a lawful order given to him, or by word or conduct displays insubordination;
- (d) is negligent or indolent in the discharge of his duties;
- (e) undertakes, without the approval of the Board, any private agency or private work;
- (f) publicly comments adversely upon the administration of the National Library;

6. Beskikking oor roerende goed

Behoudens die bepalings van artikel 5 van die Wet kan die Raad—

- (a) met die voorafgaande goedkeuring van die Minister verleen met die instemming van die Minister van Finansies materiaal soos omskryf in artikel 1 (v) van die Wet wat aangekoop word of wat onder pliglewering, as geskenk of in ruil ontvang word en bedoel is om in sy Nasionale Biblioteek se voorraad opgeneem te word, verhuur, verkoop, verruil of op enige ander wyse vervreem;
- (b) beskik oor—
 - (i) oortollige, uitgediende of beskadigde materiaal, meublement of uitrusting;
 - (ii) materiaal wat aangekoop of andersins bekom word met die oog op verspreiding onder ander biblioteke ingevolge internasionale ruiloor-eenkomste.

HOOFSTUK IV ONREËLMATIGHEDE

7. Ondersoek van beweerde onreëlmatigheid

- (1) Die Minister kan iemand aanstel om ondersoek in te stel na 'n beweerde onreëlmatigheid in verband met die sake van 'n Nasionale Biblioteek.
- (2) (a) Die persoon wat die ondersoek moet instel, moet die voorsitter van die Raad redelike skriftelike kennis gee van die tyd, datum en plek wat vir die ondersoek bepaal is.
- (b) Die reg met betrekking tot getuiens en getuienis wat geld in verband met strafsake in 'n land-droshof, geld *mutatis mutandis* vir die doeleindes van en by so 'n ondersoek: Met dien verstande dat dagvaardings om die aanwesigheid van getuies daarby te verkry, uitgereik moet word deur die persoon wat die ondersoek moet instel.
- (3) Die persoon wat aldus aangestel is, verstrek aan die Minister na afloop van die ondersoek 'n verslag bevattende die getuienis wat afgelê is, sy bevinding en, indien nodig, sy aanbevelings.

HOOFSTUK V WANGEDRAG

8. Omskrywing van wangedrag

'n Beampte of werknemer is skuldig aan wangedrag indien hy—

- (a) 'n bepaling van die Wet, 'n regulasie of 'n reël wat hy moet nakom, oortree of versuim om daaraan te voldoen;
- (b) 'n daad wat nadelig is vir die administrasie, dissipline of doeltreffendheid van die Nasionale Biblioteek doen, of laat doen, of toelaat of oogluikend toelaat dat dit gedoen word;
- (c) 'n wettige opdrag wat aan hom gegee is nie gehoorsaam nie of verontagsaam, of opsetlik versuim om dit uit te voer, of deur woord of gedrag hom aan insubordinasie skuldig maak;
- (d) nalatig of traag by die vervulling van sy pligte is;
- (e) sonder die goedkeuring van die Raad 'n private agentskap of private werk onderneem;
- (f) in die openbaar ongunstige kritiek uitoefen op die administrasie van die Nasionale Biblioteek;

- (g) attempts to secure intervention through any person not in the employment of the National Library in relation to his position and conditions of service, unless such attempt is made in order to obtain redress of any grievance through Parliament;
- (h) conducts himself in a disgraceful, improper or unbecoming manner, or, while on duty, is grossly discourteous to any person;
- (i) uses intoxicants or stupefying drugs excessively, or, while he is or should be on duty, is under the influence of intoxicants or stupefying drugs to an extent that is prejudicial to the National Library or to the efficient performance of his duties;
- (j) becomes insolvent or compromises with his creditors, or has a decree of civil imprisonment made against him by any court of law, unless it is shown that his insolvency or the composition or the making of the decree against him has been occasioned by unavoidable misfortune;
- (k) becomes pecuniarily embarrassed to an unreasonable extent, unless it is shown that his pecuniary embarrassment has not been occasioned by imprudence or other reprehensible cause and is not prejudicial to the faithful performance of his duties;
- (l) without first having obtained the permission of the Director of the National Library concerned, discloses, otherwise than in the discharge of his official duties, information gathered or obtained by him through his employment with the National Library or with the State, or uses such information for any purpose other than for the discharge of his official duties, whether or not he discloses such information;
- (m) accepts or demands in respect of the discharge of or failure to discharge his duties any commission, fee or other reward not being the emoluments payable to him in respect of his duties, or fails to report to the National Library the offer of such commission, fee or reward;
- (n) misappropriates or makes improper use of any property of the National Library or fails to exercise proper care of any such property under his supervision and control, where such appropriation or use does not constitute an offence;
- (o) commits a criminal offence;
- (p) absents himself from duty, unless he has a valid reason for his absence; or
- (q) with a view to obtaining any privilege or advantage in relation to his official position or his duties, or to causing prejudice or damage to the National Library or to any officer or employee in the service of the National Library, makes a false or incorrect statement, knowing it to be false or incorrect.

9. Procedure

- (1) If an officer or employee is accused of misconduct as defined in regulation 8, the Director of the National Library concerned or any person authorised thereto by him may charge such officer or employee in writing under his hand with that misconduct.
- (2) The person who signed the charge shall serve it on the person charged by causing it to be delivered to him or by sending it to him by registered letter or by causing it to be left at his place of residence or at his last known place of residence.

- (g) deur middel van iemand wat nie in die diens van 'n Nasionale Biblioteek is nie, probeer om ingryping in verband met sy posisie en diensvoorwaardes te verkry, tensy dit geskied om herstel van 'n grief deur bemiddeling van die Parlement te probeer verkry;
- (h) hom op skandelijke, onbehoorlike of onbetaamlike wyse gedra of, terwyl hy diens doen, hom aan growwe onbeleefdheid teenoor 'n ander persoon skuldig maak;
- (i) buitensporig gebruik maak van sterk drank of bedwelmende middels, of, terwyl hy op diens is of behoort te wees, onder die invloed van sterk drank of bedwelmende middels is in 'n mate wat tot nadeel strek van die Nasionale Biblioteek of van die doeltreffende verrigting van sy pligte;
- (j) insolvent word of 'n akkoord met sy skuldeisers aangaan of as 'n bevel tot siviele gyseling deur 'n geregshof teen hom uitgereik word, tensy daar bewys word dat sy insolvensie of die akkoord of die uitreiking van die bevel teen hom deur onvermydelike teenspoed veroorsaak is;
- (k) in 'n onredelike mate in geldelike moeilikheid raak, tensy daar bewys word dat sy geldelike moeilikheid nie die gevolg is van onversigtigheid of ander laakbare oorsake nie, en nie nadelig is vir die getroue uitvoering van sy pligte nie;
- (l) indien hy sonder die goedkeuring van die betrokke Direkteur van 'n Nasionale Biblioteek inligting wat hy ingewin of bekom het as gevolg van sy diens by die Nasionale Biblioteek of by die Staat openbaar maak anders as by die vervulling van sy ampspligte, of sodanige inligting gebruik vir 'n ander doel as vir die vervulling van sy ampspligte hetsy hy sodanige inligting openbaar maak of nie;
- (m) enige kommissie, geld of ander beloning wat nie die besoldiging is wat ten opsigte van sy pligte aan hom betaalbaar is nie, aanneem of eis ten opsigte van die uitvoering van sy pligte of die versuim om sy pligte uit te voer, of as hy versuim om die Nasionale Biblioteek van die aanbod van sodanige kommissie, geld of beloning te verwittig;
- (n) hom eiendom van die Nasionale Biblioteek wederregtelik toe-eien of op onbehoorlike wyse daarvan gebruik maak of versuim om enige sodanige eiendom onder sy toesig en beheer behoorlik te versorg, en sodanige toe-eiening of gebruikmaking nie 'n misdryf uitmaak nie;
- (o) 'n strafregtelike oortreding begaan;
- (p) sonder verlof van diens wegbly, tensy hy 'n geldige rede vir sy afwesigheid het; of
- (q) met die oog op die verkryging van enige voorreg of voordeel met betrekking tot sy amptelike posisie of sy pligte, of met die oog op die veroorsaking van enige nadeel of skade aan die Nasionale Biblioteek of aan 'n beampste of werknemer in diens van die Nasionale Biblioteek 'n valse of onjuiste verklaring aflê terwyl hy weet dat dit vals of onjuis is.

9. Prosedure

- (1) Indien 'n beampste of werknemer beskuldig word van wangedrag soos in regulasie 8 omskryf, kan die betrokke Direkteur van 'n Nasionale Biblioteek of iemand wat deur hom daartoe gemagtig is, sodanige beampste of werknemer skriftelik onder sy handtekening van daardie wangedrag aankla.
- (2) Die persoon wat die aanklag onderteken het, moet dit aan die aangeklaagde bestel deur dit aan hom te laat oorhandig of per geregistreerde brief aan hom te stuur of dit te laat afgee by sy woonplek of die plek waar, sover bekend, hy laas gewoon het.

- (3) The charge shall contain a direction or shall be accompanied by a direction calling upon the person charged to send or deliver, within a period that shall be specified in the direction and that shall be reasonable, to a person likewise specified, a written admission or denial of the charge and, if he so desires, a written explanation regarding the misconduct with which he is charged.
- (4) The Board or the Director of the National Library concerned or any other officer, if he has been authorised thereto either generally or in a particular case, may suspend from duty, with or without salary, any person who has been accused of misconduct as defined in regulation 8, whether he has been charged with misconduct or not.
- (5) The Board or the other person who has suspended any person in terms of subregulation (4) may cancel the suspension at any time, but the cancellation of the suspension shall not effect any proceedings in connection with the charge of misconduct.
- (6) If no charge under this regulation is preferred against a person who has been so suspended from duty, he shall be permitted to resume duty as soon as practicable.
- (7) (a) If the person charged admits the charge, he shall be deemed to have been found guilty in terms of this regulation of the misconduct with which he has been charged.
(b) If the person charged denies the charge or fails to comply with the direction referred to in subregulation (3), the Board shall appoint a committee of inquiry to inquire into the charge.
- (8) (a) The committee of inquiry shall, in consultation with the person who signed the charge, fix the time, date and place of the inquiry, and the person who signed the charge shall give the person charged reasonable written notice of the time, date and place so fixed: Provided that the Board shall have the power to postpone the inquiry on good cause shown.
(b) The law relating to witnesses and evidence that applies in connection with criminal cases in a magistrate's court shall apply *mutatis mutandis* for the purposes of and at any such inquiry: Provided that subpoenas to procure the attendance of witnesses at such inquiry shall be issued by the committee of inquiry.
- (9) The person who signed the charge may authorise any person to be present at the inquiry and to adduce evidence and arguments in support of the charge, and to cross-examine any person called as a witness for the defence.
- (10) (a) At the inquiry the person charged may be present, and shall have the right to be heard, either in person or through a representative, to cross-examine any person called as a witness in support of the charge, to inspect any documents produced in evidence and to call other persons as witnesses, and may give evidence himself.
(b) Failure of the person charged either to be present in person or to be represented at the inquiry shall not invalidate the proceedings.
- (3) Die aanklag moet 'n aansegging bevat of met 'n aansegging gepaard gaan waarby die aangeklaagde aangese word om binne 'n tydperk wat in die aansegging vermeld moet word en wat redelik moet wees, 'n skriftelike erkenning of ontkenning van die aanklag en indien hy dit verlang 'n skriftelike verduideliking van die wangedrag waarvan hy aangekla word, aan iemand insgelyks vermeld, te stuur of te oorhandig.
- (4) Die Raad of die betrokke Direkteur van 'n Nasionale Biblioteek of indien in die algemeen of in 'n bepaalde geval daartoe gemagtig, 'n ander beamppte, kan iemand wat beskuldig word van wangedrag soos in regulasie 8 omskryf, in sy diens skors met of sonder salaris, hetsy hy van wangedrag aangekla is of nie.
- (5) Die Raad of die ander persoon wat iemand ingevolge subregulasie (4) geskors het, kan die skorsing te eniger tyd intrek, maar die intrekking van die skorsing raak geen verrigtinge in verband met die aanklag van wangedrag nie.
- (6) As geen aanklag kragtens hierdie regulasie ingebring word nie teen iemand wat aldus in sy diens geskors is, moet hy toegelaat word om so spoedig doenlik sy diens te hervat.
- (7) (a) Indien die aangeklaagde die aanklag erken, word hy geag ingevolge hierdie regulasie skuldig bevind te wees aan die wangedrag waarvan hy aangekla is.
(b) Indien die aangeklaagde die aanklag ontken of versuim om te voldoen aan die aansegging vermeld in subregulasie (3), stel die Raad 'n ondersoekkomitee aan om ondersoek na die aanklag in te stel.
- (8) (a) Die ondersoekkomitee moet in oorleg met die persoon wat die aanklag onderteken het, die tyd, datum en plek van die ondersoek vasstel, en die persoon wat die aanklag onderteken het, moet die aangeklaagde redelike skriftelike kennis gee van die tyd, datum en plek aldus vasgestel: Met dien verstande dat die Raad die bevoegdheid het om die ondersoek uit te stel by aanvoering van goeie redes.
(b) Die reg met betrekking tot getuies en getuienis wat geld in verband met strafsake in 'n landdroshof, geld *mutatis mutandis* vir die doeleindes van en by so 'n ondersoek: Met dien verstande dat dagvaardings om die aanwesigheid van getuies daarby te verkry, uitgereik moet word deur die ondersoekkomitee.
- (9) Die persoon wat die aanklag onderteken het, kan iemand magtig om by die ondersoek teenwoordig te wees en om getuienis en argumente ter stawing van die aanklag aan te voer, en om iemand wat as getuie vir die verweer opgeroep is, in kruisondervraging te neem.
- (10) (a) By die ondersoek kan die aangeklaagde teenwoordig wees, het hy die reg om persoonlik of deur bemiddeling van 'n verteenwoordiger aangehoor te word, iemand wat as getuie ter stawing van die aanklag opgeroep is, in kruisondervraging te neem, stukke wat as getuienis voorgelê is, in te sien, en ander persone as getuies op te roep, en kan hyself getuienis aflê.
(b) Die versuim van die aangeklaagde om persoonlik by die ondersoek teenwoordig te wees of om aldaar verteenwoordig te word, maak nie die verrigtinge ongeldig nie.

- (c) The committee of inquiry shall keep a record of the proceedings and of the evidence given at the inquiry.
- (11) If the misconduct with which any person is charged is the commission of a criminal offence, and it is proved that he has been convicted thereof by a court of law, a certified copy of the record of his trial and conviction by that court shall be *prima facie* evidence that he committed that offence.
- (12) The committee of inquiry shall after completion of the inquiry decide whether the person charged is guilty or not guilty of the misconduct with which he has been charged and inform him and the Board of its decision.
- (13) If the committee of inquiry finds that the person charged is not guilty of the misconduct with which he has been charged and the person charged was suspended from duty in terms of subregulation (4), he shall be allowed to resume duty as soon as practicable, and be paid his emoluments in respect of the period of his suspension in so far as this has not already been done.
- (14) If the committee of inquiry finds that the person charged is guilty of the misconduct with which he has been charged, the person charged may within 14 days of the date of which he was informed of the finding appeal against it to the Board by delivering or posting to the committee of inquiry a written notice of appeal stating in full the grounds on which the appeal is based.
- (15) If the committee of inquiry finds that the person charged is guilty of the misconduct with which he has been charged, it shall—
- forward to the Board after expiry of the period referred to in subregulation (14)—
 - the record of the proceedings at the inquiry;
 - the documentary evidence admitted thereat;
 - a statement of its findings and its reasons therefor;
 - any observation that it may wish to make on the case; and
 - if an appeal has been lodged in terms of subregulation (14) against its finding, the notice of appeal; and
 - if an appeal has been lodged in terms of subregulation (14) against its finding, furnish the appellant with a copy of its reasons for the finding.
- (16) If the appellant applies to the Board for copies of the record of the proceedings at the inquiry and of the documentary evidence admitted thereat, within seven days of the date upon which he was furnished with a copy of the reasons for the finding, the Board shall furnish him with such copies.
- (17) The appellant may, if he has made an application in terms of subregulation (16), within 14 days of the date on which he was furnished with the copies in question or, if he has not made such an application, within 21 days of the date on which he was furnished with a copy of the reasons for the finding, submit to the Board written representations in support of his appeal.
- (c) Die ondersoekkomitee moet notule hou van die verrigtinge by die ondersoek, en van die getuienis wat daarby afgelê word.
- (11) Indien die wangedrag waarvan iemand aangekla word die begaan van 'n strafregtelike misdryf is en daar bewys word dat hy deur 'n geregshof daaraan skuldig bevind is, is 'n gesertifiseerde afskrif van die notule van sy verhoor en skuldigbevinding deur daardie hof *prima facie* bewys dat hy daardie misdryf gepleeg het.
- (12) Die ondersoekkomitee moet na afloop van die ondersoek beslis of die aangeklaagde skuldig of onskuldig is aan die wangedrag waarvan hy aangekla is, en hom en die Raad van sy beslissing verwittig.
- (13) Indien die ondersoekkomitee bevind dat die aangeklaagde onskuldig is aan die wangedrag waarvan hy aangekla is en die aangeklaagde ingevolge subregulasie (4) in sy diens geskors is, moet hy toegelaat word om so spoedig doenlik sy diens te hervat en moet sy besoldiging ten opsigte van die tydperk van sy skorsing aan hom betaal word, vir sover dit nie reeds gedoen is nie.
- (14) Indien die ondersoekkomitee bevind dat die aangeklaagde skuldig is aan die wangedrag waarvan hy aangekla is, kan die aangeklaagde binne 14 dae na die datum waarop hy van die bevinding verwittig is, by die Raad daarten appelleer deur aan die ondersoekkomitee 'n skriftelike kennisgewing van appèl te oorhandig of te pos waarin die gronde waarop die appèl gebaseer is, volledig uiteengesit word.
- (15) Indien die ondersoekkomitee bevind dat die aangeklaagde skuldig is aan die wangedrag waarvan hy aangekla is, moet hy—
- ná verstryking van die tydperk vermeld in subregulasie (14)—
 - die notule van die verrigtinge by die ondersoek;
 - die dokumentêre bewysstukke wat daarby toegelaat is;
 - 'n uiteensetting van sy bevindings en sy redes daarvoor;
 - enige opmerkings wat hy oor die saak wil maak; en
 - indien daar ingevolge subregulasie (4) teen sy bevinding geappelleer is, die kennisgewing van appèl aan die Raad stuur; en
 - indien daar kragtens subregulasie (14) teen sy bevinding geappelleer is, aan die appellant 'n afskrif van sy redes vir die bevinding verstrek.
- (16) Indien die appellant binne sewe dae na die datum waarop 'n afskrif van die redes vir die bevinding aan hom verstrek is, by die Raad aansoek doen om 'n afskrif van die notule van die verrigtinge by die ondersoek en van die dokumentêre bewysstukke wat daarby toegelaat is, moet die Raad sodanige afskrifte aan hom verstrek.
- (17) Die appellant kan, indien hy 'n aansoek ingevolge subregulasie (16) gedoen het, binne 14 dae ná die datum waarop die betrokke afskrifte aan hom verstrek is of, indien hy nie aldus aansoek gedoen het nie, binne 21 dae ná die datum waarop die afskrif van die redes vir die bevinding aan hom verstrek is, skriftelike vertoë ter stawing van sy appèl aan die Raad voorlê.

- (18) After consideration of the record in question, and any other documents relating to the inquiry, the Board may allow the appeal wholly or in part and set aside or vary the finding, or dismiss the appeal and confirm the finding, or, before arriving at a final decision on the appeal, remit any matter in connection with the inquiry to the committee of inquiry concerned and direct it to report thereon or to hold a further inquiry and to arrive at a finding.
- (19) If the Board has directed that a further inquiry be held, the provisions of subregulations (8), (9) and (10) shall apply in respect thereof.
- (20) If the Board has arrived at a final decision on the appeal, it shall convey such decision to the appellant in writing.
- (21) If the Board allows the appeal, and the appellant has been suspended from duty in terms of subregulation (4), he shall be allowed to resume duty as soon as practicable.
- (22) If the person charged has admitted the charge of misconduct as contemplated in subregulation (3), or if he has been found guilty of misconduct in terms of subregulation (12) and has not appealed against the finding within the period prescribed, or if he has appealed against it and the appeal has been dismissed wholly or in part in terms of this regulation, the Board may, subject to the provisions of subregulation (23), decide that—
- the person charged be cautioned or reprimanded;
 - a fine not exceeding R100 be imposed on the person charged;
 - the person charged be transferred to another post;
 - the emoluments or rank or both the emoluments and the rank of the person charged be reduced; or
 - the services of the person charged be terminated or that he be called upon to resign.
- (23) (a) Except where the Board takes a decision under paragraph (a) or (e) of subregulation (22), it may take a decision under one or more of the other paragraphs of that subregulation.
- (b) The Board may postpone, for a period not exceeding 12 months, the taking of a decision under subregulation (22).
- (24) (a) If a fine is imposed upon any person in terms of subregulation (22), such fine may be recovered by deducting it from his emoluments in such instalments as the Board may determine.
- (b) If the Board decides that the services of any person be terminated in terms of subregulation (22), such termination of services shall take effect on a date fixed by the Board.
- (c) If the Board decides in terms of subregulation (22) that any person be called upon to resign from service and such person fails so to resign with effect from a date fixed by the Board, his services shall be deemed to have been terminated in terms of subregulation (22) with effect from that date.
- (25) If any person has been suspended from duty in terms of subregulation (4) and the Board decides that he be dealt with in a manner contemplated in subregulation (22) (a), (b), (c) or (d), or the Board deals with him in accordance with subregulation (23), such person shall be allowed to resume duty in an appropriate post as soon as practicable.
- (18) Ná oorweging van die betrokke notule en enige ander stukke wat op die ondersoek betrekking het, kan die Raad die appèl geheel en al of ten dele handhaaf en die bevinding tersyde stel of wysig, of die appèl van die hand wys en die bevinding bekrachtig, of, voordat hy tot 'n finale beslissing oor die appèl kom, enige aangeleentheid in verband met die ondersoek terugverwys na die betrokke ondersoekkomitee en hom gelas om verslag daaroor te doen of verder ondersoek in te stel en 'n bevinding daaroor uit te bring.
- (19) Indien die Raad gelas dat verder ondersoek ingestel moet word, is die bepalinge van subregulasies (8), (9) en (10) ten opsigte daarvan van toepassing.
- (20) Indien die Raad tot 'n finale beslissing oor die appèl gekom het, moet hy die beslissing skriftelik aan die appellant meedeel.
- (21) Indien die Raad die appèl handhaaf, en die appellant ingevolge subregulasie (4) in sy diens geskors is, moet hy toegelaat word om so spoedig doenlik sy diens te hervat.
- (22) Indien die aangeklaagde die aanklag van wangedrag erken het soos in subregulasie (3) beoog, of indien hy aan wangedrag skuldig bevind is ingevolge subregulasie (12) en nie binne die voorgeskrewe tydperk teen die bevinding geappelleer het nie, of daarteen geappelleer het en dié appèl geheel en al of ten dele van die hand gewys is ingevolge hierdie regulasie, kan die Raad behoudens die bepalinge van subregulasie (23) besluit dat—
- die aangeklaagde gewaarsku of berispe word;
 - die aangeklaagde 'n boete van hoogstens R100 opgelê word;
 - die aangeklaagde na 'n ander pos oorgeplaas word;
 - die aangeklaagde se besoldiging of rang of sowel sy besoldiging as sy rang verlaag word; of
 - die aangeklaagde se dienste beëindig word of hy gelas word om te bedank.
- (23) (a) Behalwe wanneer die Raad 'n besluit kragtens paragraaf (a) of (e) van subregulasie (22) neem, kan hy 'n besluit kragtens een of meer van die ander paragrawe van daardie subregulasie neem.
- (b) Die Raad kan die neem van 'n besluit kragtens subregulasie (22) vir 'n tydperk van hoogstens 12 maande uitstel.
- (24) (a) Indien iemand ingevolge subregulasie (22) 'n boete opgelê word, kan dié boete verhaal word deur dit van sy besoldiging af te trek in die paaielemente wat die Raad bepaal.
- (b) Indien die Raad op die diensbeëindiging van iemand ingevolge subregulasie (22) besluit, tree die diensbeëindiging in werking op 'n datum wat die Raad bepaal.
- (c) Indien Raad ingevolge subregulasie (22) besluit dat iemand gelas word om uit die diens te bedank en so iemand versuim om aldus te bedank met ingang van 'n datum wat die Raad bepaal, word sy diens geag ingevolge subregulasie (22) beëindig te wees met ingang van daardie datum.
- (25) Indien iemand ingevolge subregulasie (4) in sy diens geskors is en die Raad besluit dat met hom gehandel word soos in subregulasie (22) (a), (b), (c) of (d) beoog, of die Raad met hom handel ooreenkomstig subregulasie (23) moet so iemand toegelaat word om so spoedig doenlik diens in 'n gepaste pos te hervat.

- (26) If any person who has been suspended or charged with misconduct in terms of this regulation resigns from the service of a National Library or assumes other employment before the appropriate charge of misconduct has been disposed of under this regulation, his services shall be deemed to have been terminated on account of misconduct with effect from a date fixed by the Board, unless prior to the receipt of his notification of resignation or his assumption of other employment he has been notified that he will not be charged with misconduct or that the charge of misconduct against him has been withdrawn, as the case may be.
- (27) The fact that a person has been convicted or acquitted of an offence by a court of law shall not preclude the taking of any steps in terms of these regulations against such person.
- (28) If the person charged with misconduct is the Director of a National Library any reference in this regulation to the Director of a National Library shall be deemed to be a reference to the chairman of the Board.

10. Appeal to the Minister

- (1) If the person charged has been found guilty of the misconduct with which he was charged, his appeal has been dismissed by the Board and his services have been terminated by the Board, he may within 30 days of his appeal having been dismissed appeal to the Minister against its dismissal by submitting to the Board notice of appeal in writing.
- (2) The Board shall, on receipt of such written notice of appeal, submit to the Minister without delay the record of the proceedings at the inquiry, the other documents in its possession relating to the inquiry and appeal and its decision on the appeal.
- (3) The Minister may confirm, vary or set aside the decision of the Board, or take such other decision as the Board, in the opinion of the Minister, should have taken.

11. Inefficiency

- (1) If it is alleged that any officer is unfit for or is incapable of performing efficiently the duties attached to his post owing to causes beyond his control and not attributable to the performance of his duties, the Board may appoint a person to inquire into the allegation.
- (2) The provisions of regulations 9 (8) to (10) inclusive, 9 (12), 9 (14) to (20) inclusive, 9 (22), 9 (24) (b) and (c) and 9 (28) shall apply *mutatis mutandis* in respect of any inquiry referred to in subregulation (1) and to the officer against whom the allegation was made: Provided that in the application of regulation 9 (22) the Board shall have the power only to decide that the services of the officer be terminated or that his rank be reduced and, if his emoluments exceed the maximum for the reduced rank, that such emoluments be reduced to that maximum.

12. Manner of notice

- (1) Whenever it is provided by regulation 9 (1) or regulation 9 (20) that—
- (a) any notice, statement or other document is to be given or furnished to or served upon any person, or that any person is to or may receive written notification of any matter, such notice, statement, document or written notification may be sent by registered post or be delivered to him personally or left at his last known place of residence; or

- (26) Indien iemand wat ingevolge hierdie regulasie geskors of van wangedrag aangekla is, uit die diens van die Nasionale Biblioteek bedank of ander werk aanvaar voordat die toepaslike aanklag van wangedrag kragtens hierdie regulasie afgehandel is, word sy diens geag weens wangedrag beëindig te wees met ingang van 'n datum wat die Raad bepaal, tensy, voordat sy kennisgewing van bedanking ontvang is of hy die ander werk aanvaar het, hy in kennis gestel is dat hy nie van wangedrag aangekla sal word nie of, na gelang van die geval, dat die aanklag van wangedrag teen hom teruggetrek is.
- (27) Die feit dat iemand deur 'n geregshof skuldig of onskuldig aan die pleeg van 'n misdryf bevind is, verhinder nie dat enige stappe teen so iemand ingevolge hierdie regulasies gedoen word nie.
- (28) Indien die aangeklaagde die Direkteur van 'n Nasionale Biblioteek is, word 'n verwysing in hierdie regulasie na "die Direkteur van 'n Nasionale Biblioteek" geag 'n verwysing na die voorsitter van die Raad te wees.

10. Appèl na die Minister

- (1) Indien die aangeklaagde skuldig bevind word aan die wangedrag waarvan hy aangekla is, sy appèl deur die Raad van die hand gewys word en sy diens deur die Raad beëindig word, kan hy binne 30 dae nadat sy appèl van die hand gewys is, na die Minister teen die van-die-handwysing appelleer deur aan die Raad 'n skriftelike kennisgewing van appèl te oorhandig.
- (2) Die Raad moet na ontvangs van die skriftelike kennisgewing van appèl die notule van die verrigtinge by die ondersoek, die ander stukke in sy besit wat op die ondersoek en appèl betrekking het en die Raad se besluit omtrent die appèl sonder versuim aan die Minister voorlê.
- (3) Die Minister kan die besluit van die Raad bekragtig, wysig of tersyde stel, of die ander besluit neem wat die Raad, na die oordeel van die Minister, moet geneem het.

11. Onbekwaamheid

- (1) Indien beweer word dat 'n beampte ongeskik is vir die pligte wat aan sy betrekking verbonde is of nie in staat is om daardie pligte op bekwame wyse uit te voer nie weens oorsake wat buite sy beheer is en nie aan die uitvoering van sy pligte toe te skryf is nie, kan die Raad iemand aanstel om ondersoek na die bewering in te stel.
- (2) Die bepalinge van regulasies 9 (8) tot en met (10), 9 (12), 9 (14) tot en met (20), 9 (22), 9 (24) (b) en (c) en 9 (28) is *mutatis mutandis* van toepassing ten opsigte van 'n ondersoek vermeld in subregulasie (1) en die beampte ten opsigte van wie die bewering gedoen is: Met dien verstande dat by die toepassing van regulasie 9 (22) die Raad slegs kan besluit dat die beampte se diens beëindig word of dat sy rang verlaag word, en indien sy besoldiging meer is as die maksimum vir die verlaagde rang, word dié besoldiging tot dié maksimum vermindert.

12. Wyse van kennisgewing

- (1) Waar daar ook al by regulasie 9 (1) of regulasie 9 (20) bepaal word dat—
- (a) enige kennisgewing, verklaring of ander stuk aan iemand gegee of verstrekk of bestel moet word, of dat enige aangeleentheid skriftelik aan iemand meegedeel moet of kan word, kan dié kennisgewing, verklaring, stuk of skrywe per geregistreerde pos aan hom gestuur word of aan hom persoonlik afgelewer word of gelaat word by die plek waar, sover bekend, hy laas gewoon het; of

- (b) any person is to be informed of any decision or finding, he may be informed thereof verbally or by written notification sent by registered post or delivered to him personally or left at his last known place of residence.

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 1622

31 July 1987

SOUTH AFRICAN ASSOCIATED HEALTH SERVICE
PROFESSIONS BOARD

REGULATIONS IN TERMS OF THE ASSOCIATED
HEALTH SERVICE PROFESSIONS ACT, 1982.—
AMENDMENT

The Minister of National Health and Population Development has, in terms of section 38 of the Associated Health Service Professions Act, 1982 (Act 63 of 1982), and on the recommendation of the South African Associated Health Service Professions Board, made the regulations contained in the Schedule hereto.

SCHEDULE

1. In this Schedule "the Regulations" shall mean the regulations promulgated by Government Notice R. 2610 of 3 December 1982, as amended by Government Notices R. 870 of 29 April 1983, R. 1196 of 10 June 1983, R. 1745 of 12 August 1983, R. 2322 of 26 October 1984, R. 2712 of 14 December 1984, R. 1083 of 17 May 1985 and R. 2394 of 21 November 1986.

2. Regulation 4 of the Regulations is hereby amended by the insertion in paragraph (a) of the words "and six months" after the word "years".

3. These regulations shall come into operation on 1 August 1987.

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

No. R. 1663

31 July 1987

AMENDMENT OF THE TARIFF FOR
TELECOMMUNICATION SERVICES

It is hereby made known under section 2B (3A) of the Post Office Act, 1958 (Act 44 of 1958), that the Postmaster General under section 2B (1) (e) of the said Act determined the monies, rates and costs to be levied or received with regard to the telecommunication services concerned as set out in the undermentioned Schedule.

SCHEDULE

1.0 In this Schedule the expression "the Tariff" means the Tariff for Telecommunication Services promulgated under Government Notice 1192 of 1 July 1977, as amended.

2.0 The Tariff is hereby further amended as follows:

2.1 *Substitute* the following for the particulars in respect of India Republic of, Philippines Republic of, Poland People's Republic of, Réunion French Department of and Venezuela, Republic of under item 34.1:

OPERATOR-CONTROLLED CALLS:

Service to	Basic rate		Personal call fee
	3 min	1 min	
	R	R	R
India, Republic of.....	14,25	4,75	4,75
Philippines, Republic of the.....	14,25	4,75	4,75
Poland, People's Republic of.....	14,25	4,75	4,75
Réunion, French Department of....	14,25	4,75	4,75
Venezuela, Republic of.....	14,25	4,75	4,75

- (b) 'n persoon van 'n beslissing of bevinding verwittig moet word, kan hy mondeling daarvan verwittig word, of deur middel van 'n skrywe wat per geregistreerde pos aan hom gestuur of wat aan hom persoonlik afgelewer word of wat gelaat word by die plek waar, sover bekend, hy laas gewoon het.

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS- ONTWIKKELING

No. R. 1622

31 Julie 1987

SUID-AFRIKAANSE RAAD VIR GEASSOSIEERDE
GESONDHEIDSDIENSBEROEPE

REGULASIES KRAGTENS DIE WET OP GEASSO-
SIEERDE GESONDHEIDSDIENSBEROEPE, 1982.—
WYSIGING

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikel 38 van die Wet op Geassosieerde Gesondheidsdiensberoep, 1982 (Wet 63 van 1982), op aanbeveling van die Suid-Afrikaanse Raad vir Geassosieerde Gesondheidsdiensberoep die regulasies vervat in die Bylae hiervan, uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing R. 2610 van 3 Desember 1982, soos gewysig by Goewermentskennisgewing R. 870 van 29 April 1983, R. 1196 van 10 Junie 1983, R. 1745 van 12 Augustus 1983, R. 2322 van 26 Oktober 1984, R. 2712 van 14 Desember 1984, R. 1083 van 17 Mei 1985 en R. 2394 van 21 November 1986.

2. Regulasie 4 van die Regulasies word hierby gewysig deur die invoeging in paragraaf (a) van die woorde "en ses maande" na die woord "jaar".

3. Hierdie regulasies tree op 1 Augustus 1987 in werking.

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

No. R. 1663

31 Julie 1987

WYSIGING VAN DIE TARIEF-
FLYS VIR
TELEKOMMUNIKASIEDIENSTE

Hiermee word ingevolge artikel 2B (3A) van die Poswet, 1958 (Wet 44 van 1958), bekendgemaak dat die Posmeester-generaal, kragtens artikel 2B (1) (e) van genoemde Wet die gelde, tariewe en koste bepaal het wat ten opsigte van die betrokke telekommunikasiedienste gehef of ontvang moet word soos in die onderstaande Bylae uiteengesit is.

BYLAE

1.0 In hierdie Bylae beteken die uitdrukking "die Tarief-flys" die Tarieflys vir Telekommunikasiedienste afgekondig by Goewermentskennisgewing 1192 van 1 Julie 1977, soos gewysig.

2.0 Die Tarieflys word hiermee soos volg verder gewysig:

2.1 *Vervang* die besonderhede ten opsigte van Filippyne Republiek van die, Indië Republiek, Pole Volksrepubliek, Réunion Franse Departement van en Venezuela, Republiek onder item 34.1 deur die volgende:

OPERATEURBEHEERDE OPROEPE:

Diens na	Grondtarief		Persoonlike-oproepgeld
	3 min	1 min	
	R	R	R
Filippyne, Republiek van die.....	14,25	4,75	4,75
Indië, Republiek.....	14,25	4,75	4,75
Pole, Volksrepubliek.....	14,25	4,75	4,75
Réunion, Franse Departement van	14,25	4,75	4,75
Venezuela, Republiek.....	14,25	4,75	4,75

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 1621

31 July 1987

IMPORT CONTROL

I, Theodorus Gerhardus Alant, in my capacity as Deputy Minister of Economic Affairs and Technology, and acting under the powers vested in me by section 2 of the Import and Export Control Act, 1963 (Act 45 of 1963), hereby amend—

(a) Government Notice R. 1163 of 30 May 1985—

- (1) by the deletion of paragraph (i) (a) thereof and the substitution thereof by—

“(i) hereby prescribe that—

- (a) goods described in Schedule I shall not be imported into the Republic of South Africa except by virtue of an import permit issued in terms of section 2 of the said Import and Export Control Act, 1963;”;

- (2) by the addition after paragraph 1 (c) of the following new paragraph:

“(d) all second-hand or used goods, including waste and scrap of whatever nature, shall not be imported into the Republic of South Africa except by virtue of an import permit in which such goods are specifically described and issued in terms of section 2 of the said Import and Export Control Act, 1963;”;

- (3) by the deletion of paragraph (ii) (f) (i) thereof and the substitution thereof by—

“(f) (i) New spares, subassemblies and materials imported as original equipment for the manufacturing of motor vehicles, new spares and subassemblies imported as spare parts for the maintenance of motor vehicles, but excluding pneumatic tyres and tyre cases.”;

- (4) by the deletion of paragraph (ii) (j) and the substitution thereof by—

“(j) goods (excluding weapons and ammunition) that are the property of a resident of the Republic who is returning to the Republic after an absence of not less than 48 hours and that are required for his personal use or that of his family, provided that the total value thereof does not exceed R2 000 and that the goods are brought in with him on such return;”;

- (5) by the deletion of paragraph (iii) (c) and the substitution thereof by—

“(c) that the permit shall be valid for the calendar year specified therein but may be used for customs clearance of goods shipped on or before 31 December of that year.”;

(b) Schedule I to the said Government notice—

- (1) by the deletion in column (1) of the following expressions and the corresponding tariff headings in column (2):

“Ammonium nitrate mixed with limestone or other inorganic bases	31.02.20
Compound catalysts	38.19.65
Slag wool, rock wool and similar mineral wools, mixtures and articles thereof:	68.07.10

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 1621

31 Julie 1987

INVOERBEHEER

Ek, Theodorus Gerhardus Alant, in my hoedanigheid as Adjunk-minister van Ekonomiese Sake en Tegnologie, en handelende kragtens die bevoegdheid my verleen by artikel 2 van die Wet op In- en Uitvoerbeheer, 1963 (Wet 45 van 1963), wysig hierby—

(a) Goewermmentskennisgewing R. 1163 van 30 Mei 1985—

- (1) deur die skraping van paragraaf (i) (a) daarvan en die vervanging daarvan met—

“(i) skryf hierby voor dat—

- (a) goedere beskryf in Bylae I, nie in die Republiek van Suid-Afrika ingevoer mag word nie, behalwe uit hoofde van 'n invoerpermit uitgereik ingevolge artikel 2 van genoemde Wet op In- en Uitvoerbeheer, 1963;”;

- (2) deur na die beskrywing van paragraaf 1 (c) die volgende nuwe paragraaf in te voeg:

“(d) alle tweedehandse of gebruikte goedere, insluitende oorskiet- en afvalmateriaal van watter aard ook al, nie in die Republiek van Suid-Afrika ingevoer mag word nie, behalwe uit hoofde van 'n invoerpermit waarin sodanige goedere spesifiek beskryf word en uitgereik ingevolge artikel 2 van genoemde Wet op In- en Uitvoerbeheer, 1963;”;

- (3) deur die skraping van paragraaf (ii) (f) (i) daarvan en die vervanging daarvan met—

“(f) (i) Nuwe onderdele, subassemblies en materiaal ingevoer as oorspronklike toerusting vir die vervaardiging van motorvoertuie, nuwe onderdele en subassemblies ingevoer as spaaronderdele vir die instandhouding van motorvoertuie, maar uitgesonderd lugbande en lugbuitebande.”;

- (4) deur die skraping van paragraaf (ii) (j) en die vervanging daarvan met—

“(j) goedere (uitgesonderd wapens en ammunisie) wat die eiendom is van 'n inwoner van die Republiek, wat na 'n afwesigheid van minstens 48 uur na die Republiek terugkeer en wat vir sy persoonlike gebruik of die gebruik van sy gesin nodig is, mits die totale waarde daarvan nie 'n bedrag van R2 000 oorskry nie en die goedere by bedoelde terugkeer saam met hom ingebring word;”;

- (5) deur die skraping van paragraaf (iii) (c) en die vervanging daarvan met—

“(c) dat die permit geldig is vir die kalenderjaar wat daarin vermeld word maar gebruik mag word vir doeaneklaring van goedere wat tot en met 31 Desember van daardie jaar verskeep is.”;

(b) Bylae I by genoemde Goewermmentskennisgewing—

- (1) deur in kolom (2) die volgende tariefposte en die uitdrukkings daarteenoor in kolom (3) te skrap:

“Ammoniumnitraat met kalksteen of ander anorganiese verbindings vermeng.	
Saamgestelde katalisators.	
Slakwol, klipwol en soortgelyke mineraalwol, mengsels en artikels daarvan:	

Other of a value for duty purposes per kg not exceeding 500c...	68.07.10.50	Ander met 'n waarde vir belastingdoeleindes per kg van hoogstens 500c.
Other goods	68.07.10.90	Ander goedere.
Compressed asbestos fibre jointing, in sheets or rolls, not elsewhere provided for.....	68.13.55	Saamgeperste asbesveselladigting, in velle of rolle, nie elders voorsien nie.
Other goods	68.13.90	Ander goedere.
Iron or steel wire, whether or not coated, but not insulated electric wire.....	73.14	Yster-of staaldraad, hetsy bestryk al dan nie, maar nie geïsoleerde elektriese draad nie.
Containers, of iron or steel, for compressed or liquefied gas	73.24	Houers, van yster of staal, vir druk-of vervloeiende gasse.
Stranded wire, cables, cordage, ropes, plaited bands, slings and the like, of iron or steel wire, but excluding insulated electric cables	73.25	Draadtou, kables, touwerk, toue, gevlegde bande, stroppe en soortgelyke goedere, van yster of staaldraad, maar uitgesonderd geïsoleerde elektriese kables.
Barbed wire, of iron or steel, twisted hoop or single flat wire, barbed or not, and loosely twisted double wire, of kinds used for fencing, of iron or steel	73.26	Doringdraad van yster of staal, gedraaide hoepel-of enkelplaatdraad, met of sonder dorings, en slap gedraaide dubbel draad, van soorte vir omheining gebruik, van yster of staal.
Gauze, cloth, grill, netting, fencing reinforcing fabric and similar materials, of iron or steel wire, expanded metal of iron or steel	73.27	Gaas, weefstof, traliewerk, ogiesdraad, omheiningsdraad, wapeningstof en dergelike stowwe, van yster-of staaldraad, plaatgaas, van yster of staal.
Nails, tacks, staples, hook-nails, corrugated nails, cramps, studs, spikes and drawing pins, of iron or steel, whether or not with heads of other materials, but excluding such articles with heads of copper or goods falling within heading 73.31.30.....	73.31	Spykers, hegspykers, kramme, haakspykers, golfbindplaatjies, gepunte klampe, grootkopspykers, lang spykers en duimspykers, van yster of staal, hetsy met koppe van ander stowwe al dan nie, maar uitgesonderd sodanige artikels met koppe van koper of goedere wat in pos 73.31.30 vermeld word.
Unwrought aluminium; aluminium waste and scrap	76.01	Ongesmede aluminium; aluminiummoorskiet en -afval.
Wrought bars, rods, angles, shapes and sections, of aluminium, aluminium wire.....	76.02	Smeestawe, -stange, -hoeke, -vorms en -profile, van aluminium; aluminiumdraad.
Wrought plates, sheets and strip, of aluminium	76.03	Smeepate, -fynplate en -band, van aluminium.
Aluminium foil (whether or not embossed, cut to shape, perforated, coated, printed or backed with paper or other reinforcing material), of a thickness (excluding any backing) not exceeding 0,20 mm	76.04	Aluminiumfoelie (hetsy gebosselleer, na vorm gesny, geperforeer, bestryk, bedruk of met rugkant van papier of ander versterkende stof al dan nie), met 'n dikte (uitgesonderd enige rugkant) van hoogstens 0,20 mm.
Aluminium flakes	76.05.20	Aluminium vlokke.
Tube and pipe fittings (for example, joints, elbows, sockets and flanges), of aluminium	76.07	Buis- en pyptoebehore (byvoorbeeld, lasstukke, elmboë, sokke en flense), van aluminium.
Structures and parts of structures, of aluminium, plates, rods, angles, shapes, sections, tubes and the like, prepared for use in structures, of aluminium	76.08	Strukture en onderdele van strukture van aluminium; plate, stange, hoeke, vorms, profile, buise en soortgelyke goedere, gereed gemaak vir gebruik in strukture, van aluminium.
Reservoirs, tanks, vats and similar containers, for any material (excluding compressed or liquefied gas), of aluminium of a capacity exceeding 300 litres, whether or not lined or heat-insulated, but not fitted with mechanical or thermal equipment	76.09	Reservoirs, tenke, vate en dergelike houers, vir enige stof (uitgesonderd druk- of vloeibare gas), van aluminium, met 'n inhoudsvermoë van meer as 300 liter, hetsy gevoering of hitte-geïsoleerd al dan nie, maar nie met meganiese of termotoerusting toegerus nie.
Casks, drums, cans, boxes and similar containers (including rigid and collapsible tubular containers), of aluminium, commonly used for the conveyance or packing of goods	76.10	Kuiepe, konkas, kanne, kiste en dergelike houers (met inbegrip van onvoubare en voubare buisvormige houers), van aluminium, gewoonlik vir die vervoer of verpakking van goedere gebruik.
Containers, of aluminium, for compressed or liquefied gas.....	76.11	Houers, van aluminium, vir druk- of vloeibare gas.
Other articles of aluminium, but excluding goods such as corset busks and similar supports for articles of apparel or clothing accessories made from aluminium or bodkins and needles, including crochet hooks made from aluminium	Ex 76.16	Ander artikels van aluminium, maar uitgesonderd goedere soos korset-beleine en dergelike stutte vir kledingstukke of klerasie bykomstighede, vervaardig van aluminium of rygnaalde en naalde, insluitende hekelsnaalde, vervaardig van aluminium
Green Houses and Growing Tunnels	84.28.90	Kweekhuise en -tonnels.
Reaming machines and other milling machines, not numerically controlled	84.45.16.60	Ruim- en ander freesmasjiene, nie syferkontrolle nie.
Generator sets rated at 5 000 kV.A. or less	85.01.07	Generatorstelle met 'n berekende vermoë van hoogstens 5 000 kV.A.
Generator sets rated at more than 5 000 kV.A	85.01.10	Generatorstelle met 'n berekende vermoë van meer as 5 000 kV.A.

(2) By inserting in column (1) of the following expressions and the corresponding tariff headings in column (2)

Aluminium waste and scrap	76.01.20
Angles, shapes and sections of aluminium, of a maximum cross-sectional dimension not exceeding 370 mm (excluding products containing by mass, more than—	76.02.10
6,0 per cent copper, or	
6,0 per cent magnesium, or	
2,0 per cent silicon, or	
8,5 per cent zinc)	
Bars and other rods of aluminium	76.02.40
Aluminium wire	76.02.90
Other flat plates, sheets and strip of aluminium (excluding circles and thread plate), not coiled	76.03.20
Embossed non-slip flooring of aluminium (tread plate)	76.03.25
Plates, sheets and strip of aluminium not coiled, with a corrugated or other profile configuration	76.03.30
Other coiled plates, sheets and strip of aluminium	76.03.60
Other circles of aluminium	76.03.80
Aluminium slugs for impact extrusion	76.16.20
Aluminium bobbins of a kind used with textile machinery	76.16.75

(3) by the substitution in column (1) opposite the expression Ex 84.48 in column (2) the description "Accessories and parts suitable for use solely or principally with the machines falling within heading Nos. 84.45 to 84.47, but excluding goods falling within heading No. 84.48.60 or spares for diamond sawing, cutting and polishing equipment" of the description "Accessories and parts suitable for use solely or principally with the machines falling within heading Nos. 84.45 to 84.47, but excluding goods falling within headings Nos. 84.48.60 and 84.48.90 or spares for diamond sawing, cutting and polishing equipment."

(4) hereby determine that this notice shall come into operation on 1 August 1987.

(2) Deur in kolom (2) die volgende tariefposte en die uitdrukings daarteenoor in kolom (3) te voeg.

Aluminiummoorskiet en -afval.
Hoeke, vorms en profiele van aluminium, met 'n maksimum dwarsdeursnee-afmeting van hoogstens 370 mm (uitgesonderd produkte wat, volgens massa, meer bevat as—
6,0 persent koper, of
6,0 persent magnesium, of
2,0 persent silikon, of
8,5 persent sink).
Stawe en ander stange van aluminium.
Aluminium draad.
Ander platplate, -fynplate en -band van aluminium (uitgesonderd sirkels en treeplaat), nie gehaspel nie.
Gebosseleerde glyvaste vloerplaat van aluminium (treeplaat).
Plate, fynplate en band van aluminium, nie gehaspel nie, met 'n gegolfde of ander profielvorm
Ander gehaspelde plate, fynplate en band van aluminium.
Ander sirkels van aluminium.
Aluminium ru-stukkies vir slagekstrusie.
Aluminiumklosse van 'n soort gebruik met tekstielmasjinerie.

(3) deur in kolom (3) teenoor die uitdrukking Ex 84.48 in kolom (2) die beskrywing "Bybehoorsels en onderdele slegs of hoofsaaklik geskik vir gebruik met die masjiene in poste Nos. 84.45 tot 84.47 vermeld, maar uitgesonderd goedere wat in pos No. 84.48.60 vermeld word of onderdele vir diamantsaag-, diamantsny- en diamantpoleertoerusting" deur die beskrywing "Bybehoorsels en onderdele slegs of hoofsaaklik geskik vir gebruik met masjiene in poste Nos. 84.45 tot 84.47 vermeld, maar uitgesonderd goedere wat in poste Nos. 84.48.60 en 84.48.90 vermeld word of onderdele vir diamantsaag-, diamantsny- en diamantpoleertoerusting" te vervang.

(4) bepaal hierby dat hierdie kennisgewing op 1 Augustus 1987 in werking tree.

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