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No. 11079

PROKLAMASIES

van die

Staatspresident van die Republiek van Suid-Afrika

No. R. 178, 1987

WYSIGINGSWET OP UNIVERSITEITE (ONDERWYS
EN OPLEIDING), 1987 (WET 34 VAN 1987)

Kragtens die bevoegdheid my verleen by artikel 34 van die Wysigingswet op Universiteite (Onderwys en Opleiding), 1987, bepaal ek 1 Januarie 1988 as die datum waarop genoemde Wet in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Negende dag van Desember Eenduisend Negehoenderd Sewe-en-tagtig.

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

G. VAN N. VILJOEN,
Minister van die Kabinet.

No. R. 179, 1987

WYSIGINGSWET OP ONDERWYSWETGEWING (ONDERWYS EN OPLEIDING), 1987 (WET 95 VAN 1987)

Kragtens die bevoegdheid my verleen by artikel 23 van die Wysigingswet op Onderwyswetgewing (Onderwys en Opleiding), 1987, bepaal ek 1 Januarie 1988 as die datum waarop artikels 1, 2, 3, 4, 14, 15, 18, 19, 20 en 21 van genoemde Wet in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Negende dag van Desember Eenduisend Negehoenderd Sewe-en-tagtig.

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

G. VAN N. VILJOEN,
Minister van die Kabinet.

PROCLAMATIONS

by the

State President of the Republic of South Africa

No. R. 178, 1987

UNIVERSITIES (EDUCATION AND TRAINING)
AMENDMENT ACT, 1987 (ACT 34 OF 1987)

By virtue of the powers vested in me by section 34 of the Universities (Education and Training) Amendment Act, 1987, I fix 1 January 1988 as the date on which the said Act shall come into operation.

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

P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet:

G. VAN N. VILJOEN,
Minister of the Cabinet.

No. R. 179, 1987

EDUCATION LAWS (EDUCATION AND TRAINING)
AMENDMENT ACT, 1987 (ACT 95 OF 1987)

By virtue of the powers vested in me by section 23 of the Education Laws (Education and Training) Amendment Act, 1987, I fix 1 January 1988 as the date on which sections 1, 2, 3, 4, 14, 15, 18, 19, 20 and 21 come into operation.

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

P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet:

G. VAN N. VILJOEN,
Minister of the Cabinet.

GOEWERMENSKENNISGEWINGS**DEPARTEMENT VAN LANDBOU-
EKONOMIE EN -BEMARKING**

No. R. 2837

24 Desember 1987

VERBETERINGSKENNISGEWING

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

WINTERGRAANSKEMA.—VERKOOPPRYSE VAN
BROOD

Goewermentskennisgewing R. 2213 van 30 September 1987 gepubliseer in *Staatskoerant* 10962 van vermeldde datum word hierby verbeter—

- (a) deur subklousule (6) van klousule 2 van die Bylae deur die volgende subklousule te vervang:

“(6). Indien die massa van 'n brood nie 850 g is nie, word die prys waarteen so 'n brood verkoop mag word, na verhouding bereken ooreenkomstig die toepaslike minimum of maksimum prys in subklousule (1), (2), (3) of (4) bedoel: Met dien verstande dat indien die totale prys waarteen een of meer sodanige brode gelyktydig verkoop word, 'n breuk van 'n sent bevat, sodanige totale prys wat gelyktydig betaalbaar is, tot die volgende volle sent afgerond mag word.”;

- (b) deur die opskrif van kolom 3 van Tabel 1 deur die volgende opskrif te vervang:

“Maksimum kontantprys per brood op die perseel van die verkoper daarvan”; en

- (c) deur die opskrif van kolom 4 van Tabel 1 deur die volgende opskrif te vervang:

“Maksimum prys per brood indien anders as vir kontant op die perseel van die verkoper daarvan verkoop”.

GOVERNMENT NOTICES**DEPARTMENT OF AGRICULTURAL
ECONOMICS AND MARKETING**

No. R. 2837

24 December 1987

CORRECTION NOTICE

MARKETING ACT, 1968 (ACT 59 OF 1968)

WINTER CEREAL SCHEME.—SELLING PRICES OF
BREAD

Government Notice R. 2213 of 30 September 1987 published in *Government Gazette* 10962 of the said date is hereby corrected—

- (a) by the substitution for subclause (6) of clause 2 of the Schedule of the following subclause:

“(6). If the mass of a loaf of bread is not 850 g, the price at which that loaf may be sold shall be calculated proportionately in accordance with the applicable minimum or maximum price referred to in subclause (1), (2), (3) or (4): Provided that if the total price at which one or more such loaves is sold simultaneously contains a fraction of a cent, such total price which is payable at the same time may be rounded off to the next full cent.”;

- (b) by the substitution for the heading of column 3 of Table 1 of the following heading:

“Maximum cash price per loaf at the premises of the seller thereof”; and

- (c) by the substitution for the heading of column 4 of Table 1 of the following heading:

“Maximum price per loaf if sold otherwise than for cash at the premises of the seller thereof”.

No. R. 2838

24 Desember 1987

VERBETERINGSKENNISGEWING

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

WINTERGRAANSKEMA.—VERKOOPPRYSE VAN
MEEL

Goewermentskennisgewing R. 2212 van 30 September 1987 gepubliseer in *Staatskoerant* 10962 van vermeldde datum word hierby verbeter—

- (a) deur die uitdrukking “R975,60” onder die opskrif “Brown bread meal/Bruinbroodmeel” in kolom 3 van item 2 van die Tabel deur die uitdrukking “R795,60” te vervang; en

- (b) deur die uitdrukking “R13,55” onder die opskrif “Semolina/Semolina” in kolom 3 van item 3 van die Tabel deur die uitdrukking “R13,54” te vervang.

No. R. 2838

24 December 1987

CORRECTION NOTICE

MARKETING ACT, 1968 (ACT 59 OF 1968)

WINTER CEREAL SCHEME.—SELLING PRICES OF
MEAL

Government Notice R. 2212 of 30 September 1987 published in *Government Gazette* 10962 of the said date is hereby corrected—

- (a) by the substitution for the expression “R975,60” under the heading “Brown bread meal/Bruinbroodmeel” in column 3 of item 2 of the Table, of the expression “R795,60”; and

- (b) by the substitution for the expression “R13,55” under the heading “Semolina/Semolina” in column 3 of item 3 of the Table, of the expression “R13,54”.

DEPARTEMENT VAN MANNEKRAG

No. R. 2823

24 Desember 1987

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE PADVERVOER-
NYWERHEID

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag en van Openbare Werke en Grondsake—

- (a) brei hierby kragtens artikel 39 (5) gelees met artikel 58 (6) van die Wet op Mannekragopleiding, 1981, die toepassingsbestek van die Skema bepaal in paragraaf

DEPARTMENT OF MANPOWER

No. R. 2823

24 December 1987

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE ROAD TRANSPORT
INDUSTRY

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower and of Public Works and Land Affairs—

- (a) hereby extend, in terms of section 39 (5) read with section 58 (6) of the Manpower Training Act, 1981, the scope of application of the Scheme determined in

2 van die Bylae van Goewermentskennisgewing R. 2833 van 28 Desember 1984, gelees met Goewermentskennisgewing R. 2440 van 28 November 1986, uit om ook werkgewers betrokke by die Padvervoer-nywerheid wat nie lede van die Vereniging vir Openbare Vervoerondernemers is nie, in die volgende gebiede daarby in te sluit:

Die landdrosdistrikte Aberdeen, Adelaide, Albany, Albert, Alexandria, Barkly-Oos, Bathurst, Beaufort-Wes, Bedford, Bredasdorp, Calitzdorp, Cathcart, Cradock, Elliot, Fort Beaufort, Fraserburg, George, Graaff-Reinet, Hankey, Heidelberg (KP), Hofmeyr (KP), Humansdorp, Indwe, Jansenville, Joubertina, King William's Town, Kirkwood, Knysna, Komga, Ladismith (KP), Laingsburg, Maclear, Middelburg (KP), Molteno, Mosselbaai, Murraysburg, Noupoot, Oos-Londen, Oudtshoorn, Pearston, Port Elizabeth, Prins Albert, Queenstown, Richmond (KP), Riversdal (KP), Somerset-Oos, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Sutherland, Swellendam, Tarka, Uitenhage, Uniondale, Venterstad, Victoria-Wes, Willowmore, Wodehouse, Alfred, Babanango, Bergville, Camperdown, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Inanda, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mapumulo, Mooirivier, Mount Currie, Mtonjaneni, Mtunzini, Newcastle, New Hanover, Ngotshe, Paulpietersburg, Pietermaritzburg, Pinetown, Port Shepstone, Richmond (Natal), Umlazi, Umvoti, Umzinto, Underberg, Utrecht, Vryheid, Weenen, Bethlehem, Fouriesburg, Harrismith, Reitz en Vrede; en

- (b) verklaar hierby kragtens artikel 39 (5) gelees met artikel 58 (6) van die Wet op Mannekragopleiding, 1981, die Skema wat in die Bylae van Goewermentskennisgewing R. 2833 van 28 Desember 1984 verskyn, soos gewysig by Goewermentskennisgewing R. 2440 van 28 November 1986 en paragraaf (a) hierbo, vir die tydperk eindigende 31 Desember 1990 bindend.

P. T. C. DU PLESSIS,

Minister van Mannekrag en van Openbare Werke en Grondsake.

No. R. 2839

24 Desember 1987

WET OP MANNEKRAGOPLEIDING, 1981
(WET 56 VAN 1981)

WYSIGING VAN REGULASIES

Die Minister van Mannekrag en van Openbare Werke en Grondsake het, kragtens die bevoegdheid hom verleen by artikel 57 van die Wet op Mannekragopleiding, 1981 (Wet 56 van 1981), regulasie 15 (2) en Aanhangel 8 van die regulasies gepubliseer by Goewermentskennisgewing R. 2366 van 2 November 1981, soos gewysig by Goewermentskennisgewing R. 634 van 22 Maart 1985, soos gewysig by Goewermentskennisgewing R. 559 van 27 Maart 1986, soos gewysig by Goewermentskennisgewing R. 1332 van 19 Junie 1987 met ingang van 1 Januarie 1988 gewysig soos uiteengesit in die Bylae hiervan.

BYLAE

Regulasie 15 van die regulasies word hierby gewysig—

- (a) deur in subregulasie (2) die uitdrukking "R40" deur die uitdrukking "R80" te vervang; en
(b) deur in die voetnote by Aanhangel 8, item 20, van die regulasies die uitdrukking "R40" met die uitdrukking "R80" te vervang waar dit onderskeidelik by (ii) en (iii) (a) en (b) van die voetnote voorkom.

paragraph 2 of the Schedule to Government Notice R. 2833 of 28 December 1984 read with Government Notice R. 2440 of 28 November 1986, so as also to include employers engaged in the Road Transport Industry who are not members of the Public Carriers' Association, in the following areas:

The magisterial districts of Aberdeen, Adelaide, Albany, Albert, Alexandria, Barkly East, Bathurst, Beaufort West, Bedford, Bredasdorp, Calitzdorp, Cathcart, Cradock, East London, Elliot, Fort Beaufort, Fraserburg, George, Graaff-Reinet, Hankey, Heidelberg (CP), Hofmeyr (CP), Humansdorp, Indwe, Jansenville, Joubertina, King William's Town, Kirkwood, Knysna, Komga, Ladismith (CP), Laingsburg, Maclear, Middelburg (CP), Molteno, Mossel Bay, Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Prince Albert, Queenstown, Richmond (CP), Riversdale (CP), Somerset East, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Sutherland, Swellendam, Tarka, Uitenhage, Uniondale, Venterstad, Victoria West, Willowmore, Wodehouse, Alfred, Babanango, Bergville, Camperdown, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Inanda, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mapumulo, Mooi River, Mount Currie, Mtonjaneni, Mtunzini, Newcastle, New Hanover, Ngotshe, Paulpietersburg, Pietermaritzburg, Pinetown, Port Shepstone, Richmond (Natal), Umlazi, Umvoti, Umzinto, Underberg, Utrecht, Vryheid, Weenen, Bethlehem, Fouriesburg, Harrismith, Reitz and Vrede; and

- (b) hereby declare, in terms of section 39 (5) read with section 58 (6) of the Manpower Training Act, 1981, the Scheme determined in the Schedule to Government Notice R. 2833 of 28 December 1984 as amended by Government Notice R. 2440 of 28 November 1986 and paragraph (a) above, binding for the period ending 31 December 1990.

P. T. C. DU PLESSIS,

Minister of Manpower and of Public Works and Land Affairs.

No. R. 2839

24 December 1987

MANPOWER TRAINING ACT, 1981
(ACT 56 OF 1981)

AMENDMENT OF REGULATIONS

The Minister of Manpower and of Public Works and Land Affairs has, by virtue of the power vested in him by section 57 of the Manpower Training Act, 1981 (Act 56 of 1981), amended regulation 15 (2) and Annexure 8 of the regulations published under Government Notice R. 2366 of 2 November 1981, as amended by Government Notice R. 634 of 22 March 1985, as amended by Government Notice R. 559 of 27 March 1986, as amended by Government Notice R. 1332 of 19 June 1987, with effect from 1 January 1988, as set out in the Schedule hereto.

SCHEDULE

Regulation 15 of the regulations is hereby amended—

- (a) by the substitution in subregulation (2) for the expression "R40" of the expression "R80"; and
(b) by the substitution in the footnotes to Annexure 8, item 20, of the regulations for the expression "R40" of the expression "R80" where it appears in footnotes (ii) and (iii) (a) and (b), respectively.

No. R. 2840

24 Desember 1987

WET OP ARBEIDSVERHOUDINGE, 1956

TEKSTIELNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN OOREENKOMS

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Januarie 1988 eindig, bindend is vir die werkgewers-organisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Januarie 1988 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE TEKSTIELNYWERHEID VAN DIE REPUBLIEK VAN SUID-AFRIKA

OOREENKOMS

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

National Textile Manufacturers' Association

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

Textile Workers' Industrial Union (South Africa)

Textile Workers' Union (Transvaal)

en die

National Union of Textile Workers

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

wat die partye is by die Nasionale Nywerheidsraad vir die Tekstielywerheid van die Republiek van Suid-Afrika,

om die Ooreenkoms gepubliseer by Gowermentskennisgewing R. 2069 van 21 September 1979, soos gewysig en hernieu deur Goewermentskennisgewings R. 207 en R. 208 van 5 Februarie 1982, R. 43 en R. 44 van 4 Januarie 1985, R. 78 van 17 Januarie 1986, R. 501 van 21 Maart 1986, R. 65 van 9 Januarie 1987 en R. 1159 van 29 Mei 1987, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

- (a) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai;
- (b) deur alle werkgewers wat lede van die werkgewersorganisasie is en wat by die Tekstielywerheid betrokke is, en deur alle werknemers wat lede van die vakverenigings is en in die Nywerheid in diens is.

No. R. 2840

24 December 1987

LABOUR RELATIONS ACT, 1956

TEXTILE INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 January 1988, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 January 1988, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE TEXTILE MANUFACTURING INDUSTRY OF THE REPUBLIC OF SOUTH AFRICA

AGREEMENT

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

National Textile Manufacturers' Association

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

Textile Workers' Industrial Union (South Africa)

Textile Workers' Union (Transvaal)

and the

National Union of Textile Workers

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

being parties to The National Industrial Council for the Textile Manufacturing Industry of the Republic of South Africa,

to amend the Agreement published under Government Notice R. 2069 of 21 September 1979, as amended and renewed by Government Notices R. 207 and R. 208 of 5 February 1982, R. 43 and R. 44 of 4 January 1985, R. 78 of 17 January 1986, R. 501 of 21 March 1986, R. 65 of 9 January 1987 and R. 1159 of 29 May 1987.

1. SCOPE OF APPLICATION OF AGREEMENT

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

- (a) in the Republic of South Africa, excluding the port and settlement of Walvis Bay;
- (b) by all employers who are members of the employers' organisation and are engaged in the Textile Manufacturing Industry and by all employees who are members of the trade unions and are employed in the Industry.

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

2. KLOUSULE 3.—WOORDOMSKRYWING

- (1) Voeg die volgende omskrywing in na die omskrywing "Wet":
 " 'assistent-stoorman' 'n werknemer wat 'n stoorman bystaan by die uitvoering van sy pligte en wat in sy afwesigheid namens hom kan waarneem;".
- (2) Voeg die volgende omskrywing in na die omskrywing "los werknemer":
 " 'klerk' 'n werknemer wat skryf, tik of enige ander vorm van klerklike werk verrig, en dit sluit ook 'n versendingsklerk in;".
- (3) In die omskrywing "werknemer graad IV", vervang die uitdrukking "kwiltstikker" deur die uitdrukking "kwilt-/duvetstikker".
- (4) In die omskrywing "werknemer graad VI", voeg die uitdrukking "assistent-stoorman" in voor die uitdrukking "kaartsnyer—vir jacquardontwerpe" en die uitdrukking "klerk" na die uitdrukking "kaartsnyer—vir jacquardontwerpe".
- (5) Voeg die volgende omskrywing in na die omskrywing "werknemer graad VI":
 " 'werknemer graad VII' 'n werknemer wat in een of meer van die volgende hoedanighede werksaam is of een of meer van die volgende pligte uitvoer:
 ligte motorvoertuigdrywer;
 masjienfaktotum;
 stoorman;
 'werknemer graad VIII' 'n werknemer wat in een of meer van die volgende hoedanighede werksaam is of een of meer van die volgende pligte uitvoer:
 swaar motorvoertuigdrywer;
 toesighouer;
 'werknemer graad IX' 'n werknemer wat in die volgende hoedanigheid werksaam is of die volgende plig uitvoer:
 masjienwerktuigkundige/weefgetou-insteller;".
- (6) Voeg die volgende omskrywing in na die omskrywing "seksie vlok en vilt":
 " 'drywer van 'n swaar motorvoertuig' 'n werknemer wat hoofsaaklik of gedeeltelik werksaam is as drywer van 'n swaar motorvoertuig en wat regtens gelisensieer is om dit te doen, en vir die doel van hierdie omskrywing sluit die uitdrukking " 'n motorvoertuig dryf" in alle tydperke waarin die voertuig werklik gedryf word en enige tyd wat die drywer bestee aan werk in verband met die voertuig of sy vrag en alle tydperke waartydens daar van hom verwag word om gereed te wees om die voertuig te dryf;".
- (7) Voeg die volgende omskrywing in na die omskrywing "seksie kafferbaai":
 " 'drywer van 'n ligte motorvoertuig' 'n werknemer, uitgesonderd die drywer van 'n swaar motorvoertuig, wat werksaam is as drywer van 'n motorvoertuig, en vir die doel van hierdie omskrywing, sluit die uitdrukking " 'n motorvoertuig" in alle tydperke waarin die voertuig werklik gedryf word en enige tyd wat die drywer bestee aan werk in verband met die voertuig of sy vrag en alle tydperke waartydens daar van hom verwag word om gereed te wees om die voertuig te dryf;".
 'masjien faktotum' 'n werknemer wat geringe herstelwerk en verstelings aanbring aan masjinerie, installasies, geboue en ander uitrusting;
- (8) Voeg die volgende omskrywings in voor die omskrywing "masjienbediener/-versorger":
 'masjienwerktuigkundige/weefgetou-insteller' 'n werknemer, uitgesonderd 'n ambagsman, van wie vereis word om herstelwerk en verstelings te doen aan masjiene en/of weefgetou en wat onder die regstreekse toesig van 'n voorman of assistent-voorman werk, en vir die doel van hierdie omskrywing, beteken die uitdrukking 'ambagsman' 'n persoon wat 'n vakleerlingskap deurloop het in 'n aangewese ambag of in 'n ambag wat deur die Minister van Mannekrag deur kennisgewing in die *Staatskoerant* ingevolge die Wet op Mannekragopleiding, Wet 56 van 1981, geag word 'n aangewese ambag te wees;".
- (9) Voeg die volgende omskrywing in na die omskrywing "ryger":
 " 'stoorman' 'n werknemer wat werksaam is in en verantwoordelik is vir die administrasie van en beheer oor voorrade, grondstowwe, onderdele of ander hulpuitrusting;".

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

2. CLAUSE 3.—DEFINITIONS

- (1) Insert the following definition after the definition "Act":
 " 'assistant storeman' means an employee who assists a storeman in the performance of his duties and who may act for him in his absence;".
- (2) Insert the following definition after the definition "casual employee":
 " 'clerical employee' means an employee engaged in writing, typing or any other form of clerical work and includes a despatch clerk;".
- (3) In the definition "Grade IV employee", substitute the expression "sewer of quilts/duvets" for the expression "sewer of quilts".
- (4) In the definition "Grade VI employee", insert the expression "assistant storeman" before the expression "card cutter—for jacquard designs", and the expression "clerical employee" after the expression "card cutter—for jacquard designs".
- (5) Insert the following definitions after the definition "Grade VI employee":
 " 'Grade VII employee' means an employee engaged in one or more of the following capacities or duties:
 light motor vehicle driver;
 machine handyman;
 storeman;
 'Grade VIII employee' means an employee engaged in one or more of the following capacities or duties:
 heavy motor vehicle driver;
 supervisor;
 'Grade IX employee' means an employee engaged in the following capacity or duty:
 machine mechanic/loomtuner;".
- (6) Insert the following definition after the definition "flock and felt section":
 " 'heavy motor vehicle driver' means an employee wholly or partly in driving a heavy motor vehicle which he is duly licensed to drive according to law, and for the purposes of this definition, the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is required to remain at his post in readiness to drive;".
- (7) Insert the following definitions after the definition "kaffir sheeting section":
 " 'light motor vehicle driver' means an employee other than a heavy motor vehicle driver, engaged in driving a motor vehicle, and for the purposes of this definition "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is required to remain at his post in readiness to drive;".
- (8) Insert the following definition before the definition "machine operator attendant":
 " 'machine handyman' means an employee engaged in making minor repairs and adjustments to machinery, plant, buildings or other equipment;
 'machine mechanic/loomtuner' means an employee, other than an artisan, who is required to make repairs and adjustments to machines and/or looms and who works under the direct supervision of a foreman or assistant foreman, and for the purposes of this definition, the expression 'artisan' means a person who has served his apprenticeship in a trade designated or deemed to have been designated by the Minister by notice in the *Government Gazette* in terms of the Manpower Training Act, Act 56 of 1981;".
- (9) Insert the following definition after the definition "stringer":
 " 'storeman' means an employee engaged in and responsible for the administration and control of stores of raw materials, spare parts or other auxiliary equipment;".

(10) Vervang die omskrywing "toesighouer" deur die volgende:

"toesighouer" 'n werknemer wat onder die regstreekse toesig van 'n voorman of assistent-voorman werk en wat toesig hou oor 'n groep werknemers of wat oor onderbase of werknemers in 'n afdeling toesig hou."

3. KLOUSULE 4.—BESOLDIGING

In subklousule (9):

(1) Hernommer die bestaande subklousule (9) om te lui subklousule (9) (a);

(2) Voeg die volgende nuwe subklousule (9) (b) in:

"(9) (b) *Begravnisversekering*.—Die werkgever moet werknemers vir begravniskoste verseker teen geen koste vir die werknemer nie, en moet by inwerkingstelling hiervan en daarna jaarliks aan die Raad 'n sertifikaat van die betrokke versekeraar voorlê as bewys dat die werkgever aldus verseker is.

By die afsterwe van die werknemer of sy afhanklike moet die werkgever aan die werknemer of sy familie begrafnisbystand ooreenkomstig die volgende tabel betaal:

	R
Werknemer	1 000
Werknemer se gade	1 000
Werknemer se kinders:	
14 jaar oud maar onder 21 jaar (ongetroud)	1 000
6 jaar oud maar onder 14 jaar	500
Onder 6 jaar (met inbegrip van doodgeborenes)	250."

4. KLOUSULE 11.—PENSIENVOORDELE

Vervang klousule 11 deur die volgende:

"11. PENSIEN- EN VOORSORGFONDSE

A. Pensioenfonds

(1) Nademaal hy in kennis gestel is van die instelling van die Pensioenfonds van die Tekstielynwerheid, verleen die Raad hierby magtiging vir die invordering van bydraes ooreenkomstig die prosedure hieronder beskryf, vir die verwesenliking van die doelwitte wat in die reëls van die Fonds uiteengesit word.

(2) Alle werkgevers wat op die datum waarop hierdie Ooreenkoms in werking tree lede van die Fonds is bly lede van die Fonds en is onderworpe aan die reëls van die Fonds.

(3) Alle werknemers van wie vereis word om ingevolge klousule 18 van hierdie Ooreenkoms heffings aan die Raad te betaal en wat op die datum waarop hierdie Ooreenkoms in werking tree lede van die Fonds is, het die keuse om lede te bly, is onderworpe aan die reëls van die Fonds en moet weeklikse bydraes betaal teen 'n koers van 5 persent van hul basiese verdienste vir elke week. By hierdie bedrag moet die werkgever 'n gelyke bedrag voeg.

B. Voorsorgfonds

(1) Nademaal hy in kennis gestel is van die instelling van die Voorsorgfonds van die Tekstielynwerheid, verleen die Raad hierby magtiging vir die invordering van bydraes in ooreenkomstig die prosedure hieronder beskryf, vir die verwesenliking van die doelwitte wat in die reëls van die Fonds uiteengesit word.

(2) Alle werkgevers in die Nywerheid moet vanaf die datum waarop hierdie Ooreenkoms in werking tree, lede word van die Fonds en onderworpe wees aan die reëls van die Fonds.

(3) Alle werknemers van wie vereis word om ingevolge klousule 18 van hierdie Ooreenkoms heffings aan die Raad te betaal en wat op die datum waarop hierdie Ooreenkoms in werking tree lede van die Pensioenfonds is, het die keuse om oor te skakel na die Voorsorgfonds en alle werknemers wat nie lede van die Pensioenfonds is nie of wat hierna in die Nywerheid in diens tree, moet lede word van die Fonds, is onderworpe aan sy reëls, en moet weeklikse bydraes tot die Fonds betaal teen 'n koers van 5 persent van hul basiese verdienste vir daardie week. By hierdie bedrag moet die werkgever 'n gelyke bedrag voeg wat uitsluitlik vir aftreevoordele vir lede aangewend moet word.

Daarbenewens moet die werkgever 'n addisionele bedrag van hoogstens 2,5 persent van die werkgever se basiese weeklikse verdienste aan die Voorsorgfonds betaal vir die verskaffing van sterfte- en ongeskiktheidvoordele en om die administrasiekoste van die Fonds ingevolge die reëls daarvan te dek.

(10) Substitute the following for the definition "supervisor":

"supervisor" means an employee who works under the direct supervision of a foreman or assistant foreman and who supervises a group of employees or who may supervise chargehands or employees in a department;"

3. CLAUSE 4.—REMUNERATION

In subclause (9):

(1) Renumber the existing subclause (9) as subclause (9) (a);

(2) Insert the following new subclause (9) (b):

"(9) (b) *Funeral insurance*.—The employer shall insure employers for funeral costs at no cost to the employee and shall furnish to the Council at inception and annually thereafter, a certificate by the insurer concerned to the effect that the employer is so insured.

On the death of the employee or his dependant, the employer shall pay to the employee or his family funeral benefit in accordance with the following table:

	R
Employee	1 000
Employee's spouse	1 000
Employee's children:	
14 years old but under 21 years (unmarried)	1 000
6 years old but under 14 years	500
Under 6 years (including stillborn)	250."

4. CLAUSE 11.—PENSION BENEFITS

Substitute the following for clause 11:

"11. PENSION AND PROVIDENT FUNDS

A. Pension Fund

(1) The Council having been notified of the establishment of the Textile Industry Pensions Fund hereby authorises, for the purposes of implementing the objects as set forth in the rules of the Fund, the collection of contributions in accordance with the procedure detailed hereunder.

(2) All employers in the Industry who, at the date of coming into operation of this Agreement are members of the Fund, shall remain members and be bound by its rules.

(3) All employees who are required to pay levies to the Council under clause 18 of this Agreement and who as the date of coming into operation of this Agreement are members of the Fund shall have the option to remain members, be bound by its rules and shall pay contributions weekly at the rate of 5 per cent of their basic earnings per week, to which sum the employer shall add an equal amount.

B. Provident Fund

(1) The Council having been notified of the establishment of the Textile Industry Provident Fund hereby authorises, for the purposes of implementing the objects as set forth in the rules of the Fund, the collection of contributions in accordance with the procedure hereunder.

(2) All employers in the Industry shall from the date of coming into operation of this Agreement join the Fund and be bound by its rules.

(3) All employees who are required to pay levies to the Council under clause 18 of this Agreement who at the date of coming into operation of this Agreement are members of the Pension Fund shall have the option of changing to the Provident Fund; and all employees who are not members of the Pension Fund or who enter service in the Industry hereafter shall become members of the Provident Fund, be bound by its rules and pay contributions weekly at the rate of 5 per cent of their basic earnings per week, to which sum the employer shall add an equal amount which shall be applied exclusively for retirement benefits for the members.

In addition, the employer shall pay to the Provident Fund an additional amount of not more than 2,5 per cent of their basic earnings per week, for the provision of death and disablement benefits and to cover the administration costs of the Fund, in terms of the rules.

C. Pensioen- en Voorsorgfondse

(1) (a) Bogenoemde bydraes moet afgetrek word ten opsigte van die eerste betaalweek nadat die werknemer lid geword het en, solank as wat hy lid bly, op elke betaaldag daarna waarvoor sy bydraes verskuldig is, totdat hy aftree ingevolge die reëls van die Fonds.

(b) Die totaal van alle weeklikse bydraes van werknemers en werkgewers is verskuldig en betaalbaar aan die Fondse deur die werkgewer op die sewende dag van die maand wat volg op genoemde weke van aftrekkings, en die werkgewer moet dit elke maand, saam met die toepaslike state wat deur die Fondse vereis word, aan die Fondse stuur sodat dit die Fondse voor of op die 15de dag van daardie maand bereik.

Opmerking.—Die adres van die Fondse is: Posbus 2629, Durban, 4001.

(c) Die bydraes van werkgewers wat hierby voorgeskryf word, is nie terugbetaalbaar nie.

(2) Die geld wat ingevolge A (3) en B (3) ontvang word, moet deur die Fondse gehou en/of belê word ten opsigte van en namens elke werknemer-lid, om hom vir voordele ooreenkomstig die reëls van die Fondse te dek. Die Fondse moet alle terugbetaalbare bydraes en voordele regstreeks aan die betrokke lid of begunstigde betaal.

(3) Bystand, of geld wat ingevolge die reëls van die Fondse terugbetaalbaar is, wat onopgeëis bly, dra geen rente nie en indien dit nie binne 'n tydperk van drie jaar vanaf die datum waarop dit betaalbaar of terugbetaalbaar word, teruggeëis word nie, word dit totaal verbeur deur die betrokke lid of begunstigde en val dit aan die Fondse toe vir die verskaffing van bykomende voordele vir die ander lede. As die Fondse binne genoemde tydperk van drie jaar ontbind word, moet daar, ondanks andersluidende bepalings in hierdie klousule, met die geld ooreenkomstig die reëls van die Fondse gehandel word.

(4) 'n Werknemer wat op die datum waarop hierdie Ooreenkoms in werking tree, ingevolge hierdie klousule verplig word om 'n lid van die Fondse te word, kan deur die Raad daarvan vrygestel word as hy reeds lid van 'n pensioen- of voorsorgfonds waarvan die voorwaardes en voordele na goeë dunde van die Raad minstens net so gunstig is as dié van die Fondse."

5. AANHANGSEL

Voeg die volgende in die Aanhangsel in:

	Per week
	R
"Werknemer graad VII.....	118,00
Werknemer graad VIII.....	129,00
Werknemer graad IX.....	150,00"

Hierdie Ooreenkoms is namens die partye op hede die 25ste dag van Maart 1987 te Durban onderteken.

G. T. DOWNES,

Voorsitter van die Raad.

N. DANIELS,

Ondervoorsitter van die Raad.

BROWN & LEVIN (H. LEVIN),

Sekretaris van die Raad.

No. R. 2841

24 Desember 1987

WET OP ARBEIDSVERHOUDINGE, 1956**OPLOSPULPNYWERHEID.—WYSIGING VAN HOOF-OOREENKOMS**

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 25 Junie 1988 eindig, bindend is vir die werkgewers—

C. Pension and Provident Funds

(1) (a) The above contributions shall be deducted in respect of the first pay-week after the employee becomes a member and, so long as he remains a member, on each pay-day thereafter for which his contributions are due, until he retires in terms of the Funds' rules.

(b) The total of all weekly contributions for employees and employers shall be due and payable to the Funds by the employer on the seventh day of the month following the said weeks of deductions and shall be forwarded by the employer month by month, together with the relevant returns required by the Funds to reach the Funds not later than the 15th day of that month.

Note.—The Funds address is: P.O. Box 2629, Durban, 4001.

(c) The contributions of employers hereby prescribed shall not be refundable.

(2) The moneys received in terms of A (3) and B (3) shall be held and/or invested by the Funds in respect of and on behalf of each member employee, to cover him for benefits in accordance with the Funds' rules. All payments of returnable contributions benefits shall be made by the Funds direct to the member or beneficiary concerned.

(3) Benefits, or moneys refundable in terms of the Funds' rules, which remain unclaimed shall bear no interest and if not claimed within a period of three years from the date on which they became payable or refundable, shall be forfeited by the member or beneficiary concerned and accrue to the Funds for provision of additional benefits for continuing members. Should the Funds be dissolved within the said three-year period, and notwithstanding anything to the contrary contained in this clause, such moneys shall be dealt with in terms of the rules of the Funds.

(4) An employee who, on the date of coming into operation of this Agreement would in terms of this clause be obliged to join the Funds may be granted exemption therefrom by the Council if he is participating in any pension or provident fund the provisions and benefits of which are, in the sole discretion of the Council, not less favourable than those of the Funds."

5. ANNEXURE

Insert the following in the Annexure:

	Per week
	R
"Grade VII employee.....	118,00
Grade VIII employee.....	129,00
Grade IX employee.....	150,00"

This Agreement signed at Durban, on behalf of the parties, this 25th day of March 1987.

G. T. DOWNES,

Chairman of the Council.

N. DANIELS,

Vice-Chairman of the Council.

BROWN & LEVIN (H. LEVIN),

Secretary of the Council.

No. R. 2841

24 December 1987

LABOUR RELATIONS ACT, 1956**DISSOLVING PULP MANUFACTURING INDUSTRY.—AMENDMENT OF MAIN AGREEMENT**

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 25 June 1988, upon the employers'

organisasie en die vakverenigings wat die Wysigingsooreenkoms aangeaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 25 Junie 1988 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

BYLAE

NYWERHEIDSRAAD VIR DIE OPLOSPULPNYWERHEID

OOREENKOMS

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

Saiccor (Pty) Limited

(hierna die "werkgewer" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

en die

South African Electrical Workers' Association

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

wat die partye is by die Nywerheidsraad vir die Oplospulpnwyerheid,

om die Ooreenkoms, gepubliseer by Goewermenskennisgewing R. 2690 van 11 Desember 1981, soos gewysig en hernieu deur Goewermenskennisgewings R. 588 en R. 589 van 18 Maart 1983, R. 289 en R. 290 van 24 Februarie 1984, R. 2740 en R. 2741 van 14 Desember 1984, R. 34 en R. 35 van 10 Januarie 1986, R. 179 van 31 Januarie 1986, R. 2430 van 21 November 1986, R. 2722 van 24 Desember 1986 en R. 2605 van 20 November 1987, te wysig.

1. TOEPASSINGSBESTEK

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

- (a) in die landdrosdistrik Umzinto;
 - (b) deur die werkgewer en deur al sy werknemers wat lede van die vakverenigings is.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing—
- (a) slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskrif word en op die werkgewer van sodanige werknemers;
 - (b) op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met die voorwaardes of kennisgewings wat daarkragtens voorgeskrif of bestel is nie.

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Skrap die omskrywings operateur graad I; werknemer graad II; werknemer graad IIIA; werknemer graad III, werknemer graad IV, werknemer graad V; leier-ambagsman; en leier-operateur.

(2) Voeg die volgende omskrywings in na die omskrywing "ambagsman":

" 'assistent-faktotum' 'n werknemer op permanente dagwerk wat, nadat hy opleiding van 'n besondere aard ondergaan en 'n mate van ervaring opgedoen het, onder toesig werk met beperkte verantwoordelikheid verrig;

'assistent-operateur' 'n werknemer op permanente skofwerk wat, nadat hy opleiding van 'n besondere aard ondergaan en 'n mate van ervaring opgedoen het, onder toesig werk met beperkte verantwoordelikheid verrig;"

organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 25 June 1988, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DISSOLVING PULP MANUFACTURING INDUSTRY

AGREEMENT

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

Saiccor (Pty) Limited

(hereinafter referred to as the "employer"), of the one part, and the

Amalgamated Engineering Union of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

and the

South African Electrical Workers' Association

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

being the parties to the Industrial Council for the Dissolving Pulp Manufacturing Industry,

to amend the Agreement published under Government Notice R. 2690 of 11 December 1981, as amended and renewed by Government Notices R. 588 and R. 589 of 18 March 1983, R. 289 and R. 290 of 24 February 1984, R. 2740 and R. 2741 of 14 December 1984, R. 34 and R. 35 of 10 January 1986, R. 179 of 31 January 1986, R. 2430 of 21 November 1986, R. 2722 of 24 December 1986 and R. 2605 of 20 November 1987.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Dissolving Pulp Manufacturing Industry—

- (a) in the Magisterial District of Umzinto;
- (b) by the employer and by all the employees of the employer who are members of the trade unions.

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

- (a) only to employees for whom wages are prescribed in this Agreement and to the employer of such employees;
- (b) to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notices served in terms thereof.

2. CLAUSE 3.—DEFINITIONS

(1) Delete the definitions Grade I operator; Grade II employee; Grade IIIA employee; Grade III employee; Grade IV employee, Grade V employee; leading hand artisan; and leading hand operator.

(2) Insert the following definitions after the definition "artisan":

" 'assistant handyman' means an employee on permanent day work who, having undergone particular training and having had some experience, is employed under supervision on work with limited responsibility;

'assistant operator' means an employee on permanent shift work, who having undergone particular training and has some experience, is employed under supervision on work with limited responsibility;"

(3) Voeg die volgende omskrywings in na die omskrywing "bedryfsinrigting":

"algemene werker" 'n werknemer op dagwerk of skofwerk wat, onder toesig werk as arbeider verrig of werk wat minimale opleiding en ervaring vereis;

"faktotum" 'n werknemer op permanente dagwerk met minstens twee jaar ervaring as 'n junior faktotum of gelykwaardige ondervinding en van wie vereis kan word om die werk van junior faktotums te koördineer en om normalerwys onder toesig van 'n senior operateur of onderbaas te werk;

"junior faktotum" 'n werknemer op permanente dagwerk wie se werk kennis van die betrokke proses vereis en wat onder toesig werk;

"junior operateur" 'n werknemer op permanente skofwerk wie se werk kennis van die betrokke proses vereis en wat onder toesig werk;

"operateur" 'n werknemer op permanente skofwerk met minstens twee jaar se ervaring as 'n junior operateur of gelykwaardige ondervinding en van wie vereis kan word om die werk van junior operateurs te koördineer en om normalerwys onder toesig van 'n senior operateur of onderbaas te werk;

"senior operateur" 'n werknemer op permanente skofwerk met minstens drie jaar se ervaring as 'n operateur of gelykwaardige ervaring, en/of met spesifieke bekwaamhede, en wat verantwoordelik kan wees vir die bediening van 'n gedeelte van die installasie of masjinerie, maar nie onder regstreekse toesig nie;

"senior faktotum" 'n werknemer op permanente dagwerk met minstens drie jaar se ervaring as 'n faktotum of gelykwaardige ervaring, en/of met spesifieke bekwaamhede, en wat werksaam kan wees in sekere gedeeltes van die installasie, maar nie onder regstreekse toesig nie;

3. KLOUSULE 4.—BESOLDIGING

1. Vervang subklousule (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgever aan elkeen van sy werknemers moet betaal, is soos volg:

	<i>Sent per uur</i>
Onderbaas-ambagsman:	
Dagwerker	1 003
Onderbaas-operateur:	
Skofwerker	1 003
Ambagsman:	
Dagwerker	927
Senior operateur:	
Skofwerker	927
Senior faktotum:	
Dagwerker	887
Faktotum:	
Dagwerker	642
Operateur:	
Skofwerker	656
Junior faktotum:	
Dagwerker	443
Junior operateur:	
Skofwerker	458
Assistent faktotum:	
Dagwerker	378
Assistent-operateur:	
Skofwerker	386
Algemene werker:	
Dagwerker	326
Algemene werker:	
Skofwerker	334"

2. Vervang subklousule (3) deur die volgende:

"(3) *Dienstoeleae*.—(a) 'n Werkgever moet aan onderbaas-ambagsmanne, onderbaas-operateurs, ambagsmanne, senior operateurs, en senior faktotums wat (hetsy voor of na die inwerkingtrede van hierdie Ooreenkoms) ononderbroke in sy diens was, benewens die loon vir sodanige werknemers in subklousule (1) voorgeskryf, 'n dienstoeleae betaal teen twee sent per uur vir elke voltooiide jaar tot 'n maksimum van 20 sent per uur na 10 jaar ononderbroke diens, ten opsigte van alle ure gewerk, met inbegrip van jaarlikse verlof met besoldiging en statutêre openbare vakan-

(3) Insert the following definitions after the definition "establishment":

"general worker" means an employee, either on day or shift, employed under supervision as a labourer or on work requiring minimal training and experience;

"handyman" means an employee on permanent day work, who has at least two years experience as a junior handyman, or equivalent experience, and who may be required to co-ordinate the work of junior handymen and to generally work under supervision of a senior operator or chargehand;"

"junior handyman" means an employee on permanent day work, whose job requires knowledge of the process involved and who is employed under supervision;

"junior operator" means an employee on permanent shift work, whose job requires knowledge of the process involved and who is employed under supervision;

"operator" means an employee on permanent shift work who has had at least two years, experience as a junior operator, or equivalent experience, and who may be required to co-ordinate the work of junior operators and to generally work under supervision of a senior operator or chargehand;

"senior operator" means an employee on permanent shift work, who has had at least three years' experience as an operator, or equivalent experience, and/or with specific skills criteria, and who may be responsible for the operation of part of the plant or machinery without direct supervision;

"senior handyman" means an employee on permanent day work, who has had at least three years' experience as a handyman, or equivalent experience and/or specific skills criteria, and who may be employed in certain aspects of the plant without direct supervision;"

3. CLAUSE 4.—REMUNERATION

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

"(1) The minimum wage which shall be paid by an employer to each of his employees shall be as set out hereunder:

	<i>Cents per hour</i>
Chargehand artisan:	
Day worker	1 003
Chargehand operator:	
Shift worker	1 003
Artisan:	
Day worker	927
Senior operator:	
Shift worker	927
Senior handyman:	
Day worker	887
Handyman:	
Day worker	642
Operator:	
Shift worker	656
Junior handyman:	
Day worker	443
Junior operator:	
Shift worker	458
Assistant handyman:	
Day worker	378
Assistant operator:	
Shift worker	386
General worker:	
Day worker	326
General worker:	
Shift worker	334"

2. Substitute the following for subclause (3):

"(3) *Service allowance*.—(a) Chargehand artisans, chargehand operators, artisans, senior operators, and senior handymen who have had continuous employment with the same employer (whether before or after the coming into operation of this Agreement) shall be paid by the employer, in addition to the wage prescribed for such employees in subclause (1), a service allowance at the rate of two cents per hour for each completed year up to a maximum of 20 cents per hour after 10 years' continuous employment in respect of all hours worked, including paid annual leave and

siedae. Die dienstoelae moet by die gekonsolideerde loon gevoeg word vir alle loonberekeningdoeleindes en moet betaal word met ingang van die begin van die eerste betaalweek waarin sodanige werknemer die betrokke getal diensjare voltooi.

(b) 'n Werkgewer moet aan faktotums, operateurs, junior faktotums, junior operateurs, assistent-faktotums, assistent-operateurs en algemene werkers wat (hetsy voor of na die inwerkingtreding van hierdie Ooreenkoms) ononderbroke in sy diens was, benewens die loon in subklousule (1) vir sodanige werknemers voorgeskryf, 'n dienstoelae betaal teen een sent per uur vir elke voltooiende jaar tot 'n maksimum van 10 sent per uur na 10 jaar ononderbroke diens, ten opsigte van al die ure wat hulle gewerk het, met inbegrip van jaarlikse verlof met besoldiging en statutêre openbare vakansiedae. Die dienstoelae moet by die gekonsolideerde loon gevoeg word vir alle loonberekeningdoeleindes en moet betaal word met ingang van die begin van die eerste betaalweek waarin die werknemer die betrokke diensjare voltooi."

3. Vervang subklousule (4) deur die volgende:

"(4) *Skoftoelae*.—Ambagsmanne wat volgens 'n skofbasis moet werk, moet, benewens die loon in subklousule (1) voorgeskryf, in toelae van 4,09 persent van hul normale basiese salaris ontvang."

4. KLOUSULE 7.—JAARLIKSE VERLOF

Vervang subklousule (1) deur die volgende:

"(1) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los arbeider, ten opsigte van elke voltooiende tydperk van 12 maande diens by hom verlof soos volg toestaan:

(a) Aan werknemers wat minder as agt jaar diens by die werkgewer voltooi het—

(i) in die geval van faktotums operateurs, junior faktotums junior operateurs, assistent-faktotums, assistent-operateurs en algemene werkers, drie weke verlof met volle besoldiging;

(ii) in die geval van alle ander werknemers, drie weke en een werkdag verlof met volle besoldiging;

(b) aan werknemers wat agt jaar diens of langer by die werkgewer voltooi het—

(i) in die geval van algemene werknemers, drie weke verlof met volle besoldiging;

(ii) in die geval van assistent-faktotums, assistent-operateurs, junior faktotums en junior operateurs, drie weke en een werkdag verlof met volle besoldiging;

(iii) in die geval van faktotums en operateurs, drie weke en twee werkdag verlof met volle besoldiging;

(iv) in die geval van alle ander werknemers, vier weke verlof met volle besoldiging."

5. KLOUSULE 17.—UITGAWES VAN DIE RAAD

Vervang klousule 17 deur die volgende:

"Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer die volgende bedrae aftrek van die dienste van elkeen van sy werknemers op wie hierdie Ooreenkoms van toepassing is:

"Klas werknemer	Aftrekking per week Sent
Algemene werker	2
Assistent-faktotums, assistent-operateurs, junior faktotums en junior operateurs	4
Faktotums en operateurs	6
Alle ander werknemers	8

By die totaal van die bedrae afgetrek, moet die werkgewer 'n gelyke bedrag voeg en die totale som vir die betrokke maand, tesame met 'n staat wat die totale getal betrokke werknemers aantoon, voor of op die 15de dag van die volgende maand aan die sekretaris van die Raad stuur."

Namens die partye op hede die 12de dag van Augustus 1987 te Durban onderteken.

H. MACKENZIE,

Voorsitter van die Raad.

T. EVANS,

Ondervoorsitter van die Raad.

S. G. HORNBY,

Sekretaris van die Raad.

statutory public holidays. The service allowance shall be added to the consolidated rate for purposes of all wage calculations and shall be paid with effect from the commencement of the first pay-week in which such employee completes the years of employment concerned.

(b) Handymen, operators, junior handymen, junior operators, assistant handymen, assistant operators and general workers who have had continuous employment with the same employer (whether before or after the coming into operation of this Agreement) shall be paid by the employer, in addition to the wage prescribed for such employee in subclause (1), a service allowance at the rate of one cent per hour for each completed year up to a maximum of 10 cents per hour after 10 years' continuous employment in respect of all hours worked, including paid annual leave and statutory public holidays. The service allowance shall be added to the consolidated rate for purposes of all wage calculations and shall be paid with effect from the commencement of the first pay-week in which such employee completes the years of employment concerned."

3. Substitute the following for subclause (4):

"(4) *Shift allowance*.—Artisans required to work on a shift basis shall receive an allowance in addition to the wages prescribed in subclause (1), equal to 4,09 percent of their normal basic rate."

4. CLAUSE 7.—ANNUAL LEAVE

Substitute the following for subclause (1):

"(1) Subject to the provisions of subclause (2), an employer shall grant to his employee, other than a casual labourer, in respect of each completed period of 12 months of employment with him—

(a) with regard to employees who have completed less than eight years' service with the employer—

(i) in the case of handymen, operators, junior handymen, junior operators, assistant handymen, assistant operators and general workers three weeks' leave on full pay;

(ii) in the case of all other employees, three weeks' and one working day's leave on full pay;

(b) with regard to employees who have completed eight years' service or more with the employer—

(i) in the case of general workers, three weeks' leave on full pay;

(ii) in the case of assistant handymen, assistant operators, junior handymen and junior operators, three weeks' and one working day's leave on full pay;

(iii) in the case of handymen and operators, three weeks' and two days' leave on full pay;

(iv) in the case of all other employees, four weeks' leave on full pay."

5. CLAUSE 17.—EXPENSES OF THE COUNCIL

Substitute the following for clause 17:

"For the purposes of meeting the expenses of the Council, every employer shall deduct the following amounts from the earnings of each of the employees to whom the Agreement applies:

"Class of employee	Deductions per week Cents
General worker	2
Assistant handymen, assistant operators, junior handymen and junior operators	4
Handymen and operators	6
All other employees	8

To the aggregate of the amounts deducted the employer shall add an equal amount and forward to the Secretary of the Council not later than the 15th day of the following month, the total sum for the month in question, accompanied by a statement showing the total number of employees concerned."

Signed at Durban, for and on behalf of the parties, this 12th day of August 1987.

H. MACKENZIE,

Chairman of the Council.

T. EVANS,

Vice-Chairman of the Council.

S. G. HORNBY,

Secretary of the Council.

No. R. 2842

24 Desember 1987

WET OP ARBEIDSVERHOUDINGE, 1956

KOMMERSIËLE DISTRIBUSIEBEDRYF, KIMBERLEY.—WYSIGING VAN HOOFOOREENKOMS

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1988 eindig, bindend is vir die werkgewers-organisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1988 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

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

BYLAE

NYWERHEIDSKRAAD VIR DIE KOMMERSIËLE DISTRIBUSIEBEDRYF, KIMBERLEY

OOREENKOMS

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

Kimberley Commercial Employer's Association

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

Commercial Employee's Association, Kimberley

en die

National Union of Distributive and Allied Workers

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

wat die partye is by die Nywerheidsraad vir die Kommersiële Distribusiebedryf, Kimberley,

om die Ooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing R. 933 van 26 April 1985, soos verleng deur Goewermentskennisgewing R. 2296 van 11 Oktober 1985 en hernieu deur Goewermentskennisgewings R. 2431 van 21 November 1986 en R. 2645 van 27 November 1987 en gewysig deur Goewermentskennisgewing R. 308 van 13 Februarie 1987, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die munisipale gebied van Kimberley nagekom word—

- (a) deur alle werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasie en die vakverenigings is;
- (b) in die Kommersiële Distribusiebedryf.

2. KLOUSULE 3.—WOORDOMSKRYWING

Vervang die omskrywing "toesighouer" deur die volgende:

"toesighouer" 'n werknemer wat toesighoudende beheer uitoefen oor minstens ses verkoopsassistentes of 10 ander werknemers, wat verkoopsassistentes kan insluit, en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend uitvoer;"

No. R. 2842

24 December 1987

LABOUR RELATIONS ACT, 1956

COMMERCIAL DISTRIBUTIVE TRADE, KIMBERLEY.—AMENDMENT OF MAIN AGREEMENT

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1988, upon the employer's organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1988, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

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

SCHEDULE

COMMERCIAL DISTRIBUTIVE TRADE INDUSTRIAL COUNCIL, KIMBERLEY

AGREEMENT

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

Kimberley Commercial Employer's Association

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

Commercial Employee's Association, Kimberley

and the

National Union of Distributive and Allied Workers

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

being the parties to the Commercial Distributive Trade Industrial Council, Kimberley,

to amend the Agreement of the Council published under Government Notice R. 933 of 26 April 1985, as extended by Government Notice R. 2296 of 11 October 1985 and renewed by Government Notice R. 2431 of 21 November 1986 and R. 2645 of 27 November 1987 and amended by Government Notice R. 308 of 13 February 1987.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the municipal area of Kimberley—

- (a) by all employers and employees who are members of the employers' organisation and the trade unions, respectively;
- (b) in the Commercial Distributive Trade.

2. CLAUSE 3.—DEFINITIONS

Substitute the following for the definition "supervisor":

"supervisor" means an employee who is in supervisory control of at least six sales assistants or 10 other employees who may include sales assistants and who is responsible for the efficient performance by them of their duties;"

3. KLOUSULE 4.—BESOLDIGING

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

“(1) Geen lone wat laer is as die volgende vir elke klas werknemer is, mag deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie:

Werknemers, uitgesonderd los werknemers en deeltydse werknemers:

	Per week	Per maand
	R	R
(a) Verstelwerker.....	66,00	286,00
(b) Monteur	60,00	260,00
(c) Klerklike assistent	66,00	286,00
(d) Klerk—		
gedurende die eerste jaar ondervinding	69,00	299,00
gedurende die tweede jaar ondervinding...	78,00	338,00
daarna.....	90,00	390,00
(e) Handelsreisiger—		
gedurende die eerste jaar ondervinding	111,00	481,00
daarna.....	123,00	533,00
(f) Handelsreisiger se assistent.....	60,00	260,00
(g) Demonstrateur-verkoopsmen—		
gedurende die eerste jaar ondervinding	75,00	325,00
gedurende die tweede jaar ondervinding...	87,00	376,00
daarna.....	105,00	455,00
(h) Uitstaller—		
gedurende die eerste jaar ondervinding	81,00	350,00
daarna.....	93,00	403,00
(i) Drywer van—		
'n mobiele hystoestel	66,00	286,00
'n ligte motorvoertuig	66,00	286,00
'n medium motorvoertuig.....	78,00	338,00
'n swaar motorvoertuig.....	93,00	403,00
'n ekstra-swaar motorvoertuig	114,00	494,00
(j) Drywer-verkoopsmen van—		
'n ligte motorvoertuig	75,00	325,00
'n medium motorvoertuig.....	87,00	376,00
'n swaar motorvoertuig.....	105,00	455,00
'n ekstra-swaar motorvoertuig	123,00	533,00
(k) Algemene assistent—		
gedurende die eerste ses maande onder-		
vinding	51,00	221,00
daarna.....	60,00	260,00
(l) Faktotum—		
gedurende die eerste jaar ondervinding	81,00	350,00
daarna.....	87,00	376,00
(m) Bestuurder	141,00	610,00
(n) Verkoopassistent/Buiteverkoopassistent—		
gedurende die eerste jaar ondervinding	75,00	325,00
gedurende die tweede jaar ondervinding...	81,00	350,00
daarna.....	93,00	403,00
(o) Winkel- en magasynassistent—		
gedurende die eerste jaar ondervinding	60,00	260,00
daarna.....	66,00	286,00
(p) Winkelspeurder	87,00	376,00
(q) Magasynman—		
gedurende die eerste jaar ondervinding	75,00	325,00
daarna.....	87,00	376,00
(r) Toesighouer.....	111,00	481,00
(s) Wag.....	66,00	286,00”

(2) In subklausule (6) (a), vervang die syfer “R25” deur die syfer “R50”.

3. CLAUSE 4.—REMUNERATION

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

“(1) No employer shall pay and no employee shall accept wages lower than the undermentioned for each class of employee:

Employees, other than casual employees and part-time employees:

	Per week	Per month
	R	R
(a) Alteration Hand	66,00	286,00
(b) Assembler.....	60,00	260,00
(c) Clerical assistant	66,00	286,00
(d) Clerk—		
during the first year of experience	69,00	299,00
during the second year of experience.....	78,00	338,00
thereafter	90,00	390,00
(e) Commercial traveller—		
during the first year of experience	111,00	481,00
thereafter	123,00	533,00
(f) Commercial traveller's assistant	60,00	260,00
(g) Demonstrator-Salesman—		
during the first year of experience	75,00	325,00
during the second year of experience.....	87,00	376,00
thereafter	105,00	455,00
(h) Displayer—		
during the first year of experience	81,00	350,00
thereafter	93,00	403,00
(i) Driver of—		
mobile hoist.....	66,00	286,00
light motor vehicle	66,00	286,00
medium motor vehicle.....	78,00	338,00
heavy motor vehicle	93,00	403,00
extra heavy motor vehicle.....	114,00	494,00
(j) Driver-Salesman of—		
light motor vehicle	75,00	325,00
medium motor vehicle.....	87,00	376,00
heavy motor vehicle	105,00	455,00
extra heavy motor vehicle.....	123,00	533,00
(k) General assistant—		
during the first six months of experience	51,00	221,00
thereafter	60,00	260,00
(l) Handyman—		
during the first year of experience	81,00	350,00
thereafter	87,00	376,00
(m) Manager	141,00	610,00
(n) Sales Assistant/Outside Sales Assistant—		
during the first year of experience	75,00	325,00
during the second year of experience.....	81,00	350,00
thereafter	93,00	403,00
(o) Shop and stores assistant—		
during the first year of experience	60,00	260,00
thereafter	66,00	286,00
(p) Store detective.....	87,00	376,00
(q) Storeman—		
during the first year of experience	75,00	325,00
thereafter	87,00	376,00
(r) Supervisor.....	111,00	481,00
(s) Watchman.....	66,00	286,00”

(2) In subclause (6) (a), substitute the figure “R50” for the figure “R25”.

(3) In subklousule (6) (b) (ii), vervang die uitdrukking "25c per kilometer" deur die uitdrukking "35c per kilometer vir 'n motor met 'n enjinkapasiteit van tot 1800 c.c. en 40c per kilometer vir 'n motor met 'n groter enjinkapasiteit".

(4) In subklousule (6) (d), skrap die woorde "langer as ses agtereenvolgende ure".

(5) In subklousule (6) (d) (ii), vervang die syfer "R8" deur die syfer "R15".

Namens die partye by die Raad op hede die 19de dag van Oktober 1987 te Kimberley onderteken.

L. A. MOWBRAY,

Voorsitter.

C. M. WEBBER,

Ondervoorsitter.

R. A. EVANS,

Sekretaris.

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS- ONTWIKKELING

No. R. 2833

24 Desember 1987

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE SAMESTELLING, WERKSAAMHEDE, BEVOEGDHEDE EN PLIGTE VAN DIE BEROEPSRAAD VIR FISIOTERAPIE.—WYSIGING

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikels 15 (5) en 61 (1) (a) van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974) en op aanbeveling van die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing R. 2297 van 3 Desember 1976.

2. Die Regulasies word hierby gewysig deur—

- (a) in regulasie 2 die woord "nege" te vervang deur die woord "elf"; en
- (b) in subregulasie (2) van regulasie 2 die woord "ses" te vervang deur die woord "agt".

No. R. 2834

24 Desember 1987

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikel 50 (2) van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974), sy goedkeuring geheg aan die volgende reëls wat deur die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad kragtens artikel 50 (1) van die Wet uitgevaardig is:

REÛLS WAT DIE HANDELINGE OF VERSUIME UIT-EENSIT TEN OPSIGTE WAARVAN TUGSTAPPE DEUR DIE BEROEPSRAAD VIR KLINIESE TEGNOLOGIE EN DIE RAAD GEDOEN KAN WORD

Onderstaande handeling of versuime van 'n tegnoloog is handeling of versuime ten opsigte waarvan tugstappe deur die beroepsraad en die raad gedoen kan word: Met dien verstande dat—

- (a) genoemde handeling of versuime nie 'n volledige lys kan wees nie en nie as 'n volledige lys bedoel is nie van handeling of versuime ten opsigte waarvan die

(3) In subclause (6) (b) (ii), substitute the expression "35c per kilometre for a car with an engine capacity up to 1800 c.c. and 40c per kilometre for a car with a greater engine capacity" for the expression "25c per kilometre".

(4) In subclause (6) (d), delete the words "for any period in excess of six consecutive hours".

(5) In subclause (6) (d) (ii), substitute the figure "R15" for the figure "R8".

Signed at Kimberley, on behalf of the parties to the Council, this 19th day of September, 1987.

L. A. MOWBRAY,

Chairman.

C. M. WEBBER,

Vice-Chairman.

R. A. EVANS,

Secretary.

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 2833

24 December 1987

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

REGULATIONS RELATING TO THE CONSTITUTION, FUNCTIONS, POWERS AND DUTIES OF THE PROFESSIONAL BOARD FOR PHYSIOTHERAPY.—AMENDMENT

The Minister of National Health and Population Development has, in terms of sections 15 (5) and 61 (1) (a) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), and on the recommendation of the South African Medical and Dental Council, made the regulations set out in the Schedule hereto.

SCHEDULE

1. In this Schedule "the Regulations" shall mean the regulations published under Government Notice R. 2297 of 3 December 1976.

2. The Regulations are hereby amended by—

- (a) the substitution in regulation 2 for the word "nine" of the word "eleven"; and
- (b) the substitution in subregulation (2) of regulation 2 for the word "six" of the word "eight".

No. R. 2834

24 December 1987

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

The Minister of National Health and Population Development has, in terms of section 50 (2) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), approved the following rules made by the South African Medical and Dental Council under section 50 (1) of the Act:

RULES SPECIFYING THE ACTS OR OMISSIONS IN RESPECT OF WHICH DISCIPLINARY STEPS MAY BE TAKEN BY THE PROFESSIONAL BOARD FOR CLINICAL TECHNOLOGY AND THE COUNCIL

The following acts or omissions by a technologist shall constitute acts or omissions in respect of which disciplinary steps may be taken by the professional board and the council: Provided that—

- (a) the said acts or omissions cannot be and are not intended to constitute a complete list of acts or omissions in respect of which the Professional Board for

Beroepsraad vir Kliniese Tegnologie en die raad tugstappe kan doen en dat die beroepsraad en die raad kragtens artikel 48 van die Wet bevoeg is om ondersoek in te stel na en stappe te doen ten opsigte van 'n klagte, beskuldiging of bewering wat aan hulle voorgelê word;

- (b) die beroepsraad en die raad gewoonlik sal optree slegs wanneer 'n klagte, beskuldiging of bewering aan hulle voorgelê word.

1. ADVERTEER

Inleiding

Gesonde onderlinge verhoudings tussen tegnoloë as kollegas is noodsaaklik vir die bevordering van die openbare aansien en betroubaarheid van die beroep en dus van tegnoloë self. Handelinge waardeur 'n tegnoloog homself direk by die publiek bekendmaak of waardeur hy die aansien van 'n kollega (of ander geregistreerde persoon) benadeel, is strydig met dié uitgangspunt en grondstelling. Van oudsher is die gehalte van 'n tegnoloog se dienslewering die geregverdigde wyse waarop professionele bekendheid kan posvat. Mededinging op medies-wetenskaplike gebied en die bekendmaking van persoonlike bevindings en menings behoort slegs in die professionele pers te geskied.

Die beroepsraad en die raad onderskryf die wenslikheid daarvan om die publiek in te lig oor aangeleenthede wat die breë belang dien, maar keur metodes af wat deur 'n tegnoloog aangewend word met die doel om 'n bepaalde persoon, inrigting, middel of tegniek te adverteer. Verder word bepaal dat 'n tegnoloog wat toelaat dat sy professionele menings in die lekepers of oor die radio of beeldradio bekendmaak of aan 'n lekegehoor geopenbaar word, persoonlik daarvoor verantwoordelik gehou sal word dat sodanige bekendmaking of openbaarmaking nie 'n advertensie uitmaak nie.

(1) Hom met die oog op sy (direkte of indirekte, onmiddellike of uiteindelijke) professionele voordeel adverteer, of die publikasie van enigiets wat 'n aanbeveling bevat van of die aandag vestig op sy professionele bekwaamheid, kennis, dienste of kwalifikasies, verkry, goedkeur of stilswyend toelaat. Die volgende handelinge word nie as sodanige advertensie beskou nie:

- (a) Die publikasie van artikels in professionele tydskrifte en van wetenskaplike boeke vir gebruik deur die beroep en deur studente in tegnologie en geneeskunde, tandheelkunde, verpleging en verwante beroepe, met vermelding van sy naam en professionele kwalifikasies;
- (b) die publikasie van nie-professionele boeke en nie-professionele artikels in die lekepers onder sy eie naam sonder vermelding van professionele kwalifikasies;
- (c) die bekendmaking in die lekepers of oor die radio of beeldradio met vermelding van sy eie naam, of die uitspraak by wyse van lesings of toesprake voor 'n lekegehoor, van sy menings oor onderwerpe van professionele aard—
 - (i) deur 'n tegnoloog handelende in sy amptelike hoedanigheid, waar sodanige publikasie bona fide deel van sy amptelike pligte is;
 - (ii) deur 'n beampte van 'n vereniging van tegnoloë wat in sy amptelike hoedanigheid en ooreenkomstig opdragte van dié vereniging optree; en
 - (iii) deur enige tegnoloog oor aangeleenthede van suiwer akademiese aard, openbare gesondheid, hospitaaladministrasie, medies-politieke aangeleenthede en dergelike aangeleenthede.

Clinical Technology and the council may take disciplinary steps and that the professional board and the council are empowered by section 48 of the Act to inquire into and deal with any complaint, charge or allegation which may be brought before them;

- (b) the professional board and the council ordinarily will act only if a complaint, charge or allegation is laid before them.

1. ADVERTISING

Introduction

Sound relationships between technologists as colleagues are essential for furthering the public esteem and trustworthiness of the profession and therefore of the technologists themselves. Acts by which a technologist makes himself known directly to the public or by which he prejudices the esteem of a colleague (or other registered person) are contrary to this premise and fundamental proposition. The quality of a technologist's services is traditionally the justified means by which he can become professionally known. Competition in the medico-scientific field and the disclosure of personal findings and views should take place only in the professional press.

The professional board and the council endorse the desirability of informing the public of matters in the general interest, but disapprove of methods adopted by a technologist aimed at advertising a particular person, institution, remedy or technique. It is laid down, furthermore, that a technologist who allows his professional opinions to be divulged in the lay press or on the radio or television or to be disclosed to a lay assembly will personally be held responsible that such divulgence or disclosure does not constitute advertising.

(1) Advertising himself with a view to his (direct or indirect, immediate or eventual) professional gain or procuring, sanctioning or acquiescing in the publication of matter commending or directing attention to his professional skill, knowledge, services or qualifications. The following acts shall not be regarded as such advertisement:

- (a) The publication of articles in professional journals and of scientific books for use by the profession and by students of clinical technology, medicine, dentistry, nursing and related professions, indicating his name and professional qualifications;
- (b) the publication of non-professional books and non-professional articles in the lay press under his name without an indication of professional qualifications;
- (c) the divulgence in the lay press or on the radio or television under his own name, or the expression by means of addresses or lectures to a lay audience of his views on subjects of a professional nature—
 - (i) by any technologist, acting in his official capacity, where such publication is bona fide part of his official duties;
 - (ii) by any officer of a society of technologists acting in his official capacity and on the instructions of such society; and
 - (iii) by any technologist on matters of a purely academic nature, public health, hospital administration, medico-political matters, and similar matters.

2. WERWING EN LOK

Werwing of lok vir besigheid, hetsy persoonlik of deur bemiddeling van agente of op enige ander manier.

3. VERBERGING

Heimlik of andersins saamwerk of oorleg pleeg met iemand wat nie by die raad geregistreer is nie, of hom op enige manier help of bystaan in sy onwettige praktyk.

4. KLUBS, VERENIGINGS, ENS.

Geldelike belang hê, hetsy by wyse van 'n vaste salaris of andersins, by siektebystandsklubs, werktuigkundige laboratoria, of verenigings wat in die lekemedia of by wyse van omsendbriewe of kaartjies of op enige ander wyse adverteer om lede op pasiënte te verkry.

5. ASSOSIASIE MET LIEFDADIGHEID SINRIGTINGS

Professioneel op enige wyse geassosieer wees met 'n inrigting wat valslik voorgee 'n liefdadigheidsinrigting of 'n inrigting vir voordeelgeregtigde persone te wees.

6. TENDER

Tender vir voltydse, deeltydse of enige ander soort aanstelling.

7. PROFESSIONELE REPUTASIE VAN KOLLEGAS EN ANDER GEREJISTREERDE PERSONE

Die maak van onregverdigbare toespelings, uitdruklik of by implikasie, op die eerbaarheid of professionele reputasie, bekwaamheid, kennis, dienste of kwalifikasies van enige ander persoon geregistreer ingevolge die Wet, die Wet op Verpleging, 1957, of die Wet op Aptekers, 1974.

8. PROFESSIONELE GEHEIMHOUDING

Die bekendmaking van enige inligting, hetsy mondeling of skriftelik, aangaande 'n pasiënt se aandoeninge wat nie bekendgemaak behoort te word nie, uitgesonderd met die uitdruklike toestemming van die pasiënt of, in die geval van 'n minderjarige, met die toestemming van sy ouer of voog, of in die geval van 'n pasiënt wat oorlede is, met die toestemming van sy naasbestaande of die eksekuteur van sy boedel.

Opmerking.—In 'n gereghof kan die reël oor professionele geheimhouding verbreek word alleenlik onder protes, wanneer daartoe gelas deur die voorsittende regterlike ampenaar.

9. PROFESSIONELE AANSTELLINGS, UITGESONDERD AANSTELLINGS KRAGTENS DIE STAATSDIENSWET EN HOSPITAALORDONNANSIES EN IN AKADEMIESE OF PROFESSIONELE POSTE AAN UNIVERSITEITE, NAVORSINGSINRIGTINGS EN SOORTGELYKE INSTELLINGS

(1) Die aanvaarding deur 'n tegnoloog van 'n professionele aanstelling, tensy—

- (a) 'n kennisgewing waarin aansoeke om sodanige aanstelling gevra word, in die openbare pers en in 'n Suid-Afrikaanse tydskrif of bulletin vir kliniese tegnoloë verskyn het;
- (b) besonderhede van die beoogde kontrak op versoek aan die raad, die beroepsraad, die Vereniging van Kliniese Tegnoloë van Suid-Afrika en alle bona fide-applikante beskikbaar gestel word;
- (c) die aanstellingskontrak op skrif gestel is en duidelik die professionele dienste vermeld wat die tegnoloog hom verbind om te lewer, asook die gelde of besoldiging aan hom vir sodanige dienste betaalbaar deur die party met wie hy die kontrak aangegaan het;
- (d) die kontrak bepaal dat—

- (i) die tegnoloog gelde of besoldiging ontvang uitsluitlik van die party met wie hy die kontrak aangegaan het; en

2. CANVASSING AND TOUTING

Canvassing or touting for business either personally or through agents or in any other manner.

3. COVERING

Acting in collusion or collaboration or consulting with a person not registered with the council, or in any way assisting or supporting him in his illegitimate practice.

4. CLUBS, SOCIETIES, ETC.

Having a financial interest, whether in the form of fixed salary or otherwise, in sick benefit clubs, mechanical laboratories, or associations which advertise for members or patients in the lay media, or by circular or card, or in any other way.

5. ASSOCIATION WITH CHARITABLE INSTITUTIONS

Being associated professionally in any manner with an institution which falsely purports to be a charitable or beneficiary institution.

6. TENDERING

Tendering for full-time, part-time or any other type of appointment.

7. PROFESSIONAL REPUTATION OF COLLEAGUES AND OTHER REGISTERED PERSONS

Unjustifiably casting reflection, explicitly or implicitly, upon the probity or professional reputation, skill, knowledge, services or qualifications of any other persons registered under the Act, the Nursing Act, 1957, or the Pharmacy Act, 1974.

8. PROFESSIONAL SECRECY

Divulging verbally or in writing any information which ought not to be divulged regarding the ailments of a patient except with the express consent of the patient or, in the case of a minor, with the consent of his parent or guardian, or in the case of a deceased patient, with the consent of his next-of-kin or the executor of his estate.

Note—The rule regarding professional secrecy may be contravened only under protest in a court of law, when instructed thereto by the presiding judicial officer.

9. PROFESSIONAL APPOINTMENTS OTHER THAN APPOINTMENTS MADE UNDER THE PUBLIC SERVICE ACT AND HOSPITAL ORDINANCES AND TO ACADEMIC OR PROFESSIONAL POSTS AT UNIVERSITIES, RESEARCH INSTITUTIONS AND SIMILAR INSTITUTIONS

(1) Acceptance by a technologist of any professional appointment unless—

- (a) a notice inviting applications for such appointment has been advertised in a South African clinical technology journal or bulletin;
- (b) details of the proposed contract are made available on request to the council, the professional board, the South African Society of Clinical Technologists, and to all bona fide applicants;
- (c) the contract of appointment is in writing and sets out clearly the professional services which the technologist undertakes to render and the fees or remuneration payable to him for such services by the party with whom he has contracted;
- (d) the contract provides that—

- (i) the technologist shall receive fees or remuneration exclusively from the party with whom he has contracted; and

(ii) dié party aanspreeklik is vir sodanige gelde of besoldiging;

(e) genoemde kontrak op 'n grondslag is wat nie aan die beroep van 'n kliniese tegnologie afbreuk doen of vir die belange van die publiek nadeling is nie.

(2) Toestemming verleen of toelaat dat sy naam, beroep, kwalifikasies of adres verskyn op kaarte, strooibiljette, pamflette of bekendmakings van watter aard ook al waarin op enige wyse daarvan melding gemaak word dat hy genoemde aanstelling aanvaar het. Met dien verstande dat 'n tegnoloog nie geag word hierdie reël te oortree het nie as 'n bystandvereniging sy lede in kennis stel dat kliniese tegnologiedienste gereël is, waarvan besonderhede op aanvraag verstrekkend sal word.

(3) Versuim deur 'n tegnoloog wat 'n professionele aanstelling aanvaar het, om die kontrak wat hy oorspronklik aangegaan het, tesame met enige latere wysigings daarvan of toevoegings daaraan, aan die beroepsraad ter insae voor te lê binne 'n tydperk van 30 dae, gereken vanaf die datum waarop 'n geregistreerde brief van die registrateur aan sodanige tegnoloog by sy adres, soos dit in die register vermeld staan, gepos is, waarin hy versoek word om sy kontrak ter insae voor te lê. Met dien verstande dat indien goeie gronde aangevoer word, hierdie tydperk deur die beroepsraad verleng kan word.

Opmerking.—Die tydelike aanstelling van 'n tegnoloog as 'n *locum tenens* vir 'n tydperk van hoogstens ses maande is van die vereistes van hierdie reël vrygestel.

10. PROFESSIONELE AANSTELLINGS Kragtens DIE HOSPITAALORDONNANSIES, EN IN AKADEMIESE OF PROFESSIONELE POSTE AAN UNIVERSITEITE, NAVORSINGSINRICHTINGS EN SOORTGELYKE INRICHTINGS

Die aanvaarding deur 'n tegnoloog van 'n professionele aanstelling kragtens 'n hospitaalordonnansie, of 'n akademiese of professionele aanstelling aan 'n universiteit, navorsingsinrigting of soortgelyke inrigting, tensy—

- (1) 'n kennisgewing waarin aansoeke om sodanige aanstelling gevra word, in 'n Suid-Afrikaanse tydskrif of bulletin vir tegnologie verskyn het;
- (2) besonderhede van die bepalings waarvolgens en voorwaardes waarop die voorgename aanstelling moet geskied, op versoek aan die raad, die beroepsraad, die Suid-Afrikaanse Vereniging van Kliniese Tegnoloë en alle bona fide-applikante beskikbaar gestel word;
- (3) die aanstellingskontrak op skrif gestel is en duidelik die professionele dienste vermeld wat die tegnoloog hom verbind om te lewer, asook die gelde of besoldiging aan hom vir sodanige dienste betaalbaar deur die party wat hom aanstel.

Opmerkings.—

- (i) Die tydelike aanstelling van 'n tegnoloog as *locum tenens* vir 'n tydperk van hoogstens ses maande is van die vereistes van hierdie reël vrygestel.
- (ii) Verplasings of bevorderings binne 'n diens word nie as nuwe aanstellings beskou nie en die betrokke poste hoef nie weer geadverteer te word nie.

11. GEHEIME PROSEDURES, ENS.

In sy beroep gebruik maak van—

- (a) enige vorm van behandeling, apparaat of tegniese proses wat geheim is of wat voorgegee word geheim te wees;
- (b) enige apparaat wat by ondersoek nie in staat blyk te wees om te voldoen aan die aansprake wat ten opsigte daarvan gemaak word nie.

(ii) such party shall be liable for such fees or remuneration;

(e) the said contract is on a basis which is not derogatory to the profession of clinical technologist or detrimental to the interests of the public.

(2) Permitting or suffering his name, profession, qualifications or address to appear on cards, handbills, pamphlets or notifications of whatever nature in which mention is made in whatever manner to his accepting the said appointment: Provided that a technologist shall not be considered to have transgressed this rule if a benefit society informs its members that clinical technology services have been arranged, particulars of which will be supplied on request.

(3) Failure by a technologist who has accepted a professional appointment to submit the contract originally entered into by him, together with any subsequent amendments or addenda thereto, for inspection by the professional board within a period of 30 days, reckoned from the date of the posting of a registered letter from the registrar to such technologist at his address as shown in the register, calling upon him to submit his contract for inspection: Provided that upon good cause shown this period may be extended by the professional board.

Note.—The temporary appointment of a technologist as a *locum tenens* for a period not exceeding six months shall be exempt from the requirements of this rule.

10. PROFESSIONAL APPOINTMENTS MADE UNDER THE HOSPITAL ORDINANCES, AND TO ACADEMIC OR PROFESSIONAL POSTS AT UNIVERSITIES, RESEARCH INSTITUTIONS AND SIMILAR INSTITUTIONS

Acceptance by a technologist of any professional appointment under a hospital ordinance or any academic or professional appointment to a university, research institution or similar institution unless—

- (1) a notice inviting applications for such appointment has been advertised in a South African clinical technology journal or bulletin;
- (2) details of the terms and conditions under which the proposed appointment is to be made are made available on request to the council, the professional board, the South African Society of Clinical Technologists, and to all bona fide applicants;
- (3) the contract of appointment is in writing and sets out clearly the professional services which the technologist undertakes to render and the fees or remuneration payable to him for such services by the party appointing him.

Notes.—

- (i) The temporary appointment of a technologist as a *locum tenens* for a period not exceeding six months shall be exempt from the requirements of this rule.
- (ii) Transfers or promotions within a service will not be regarded as new appointments and the posts concerned need not be readvertised.

11. SECRET PROCEDURES, ETC.

Making use in his profession—

- (a) any form of treatment, apparatus or technical process which is secret or is claimed to be secret;
- (b) any apparatus which proves upon investigation to be incapable of fulfilling the claims made in regard to it.

12. WETLIKE PLIGTE VAN DIE RAAD

Enige opsetlike handling of versuim wat verhinder, of wat daarop bereken is om te verhinder, dat die raad of die beroepsraad of die registrateur sy wetlike pligte uitvoer.

13. VERRIGTING VAN PROFESSIONELE HANDELINGE DEUR KLINIESE TEGNOLOË

(1) Enige werk in sy beroep onderneem, uitgesonderd onder of in samewerking met 'n geregistreerde geneesheer of, in 'n geval waar mondtostande betrokke is, onder of in samewerking met 'n geregistreerde tandarts.

(2) Die verrigting deur tegnoloë van professionele handelinge, uitgesonderd in geval van nood, vir die verrigting waarvan hulle onvoldoende opleiding en/of ontoereikende ondervinding het.

(3) Die verrigting van professionele handelinge onder onbehoorlike omstandighede en/of in 'n onbehoorlike omgewing, uitgesonderd in geval van nood.

14. UITBUITING

Toelaat dat hy uitgebuit word op 'n manier wat nadeling is vir die publieke of professionele belang.

**DEPARTEMENT VAN ONTWIKKELINGS-
BEPLANNING****No. R. 2844****24 Desember 1987****WET OP DIE BESOLDIGING VAN STADSKLERKE,
1984 (WET 115 VAN 1984)****MOTORSKEMA: LENINGSBEDRAE**

Hiermee word vir algemene inligting bekendgemaak dat die Minister van Staatkundige Ontwikkeling en Beplanning, na oorlegpleging met die Advieskomitee op die Besoldiging en Diensvoordele van Stadsklerke, ingevolge artikel 9 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet 115 van 1984), die maksimum leningsbedrae vir die aankoop van motorvoertuie, deur stadsklerke vir die verskillende grade plaaslike owerhede met ingang van 1 November 1987 soos volg vasgestel het (AVB ingesluit):

Graad/Grade	
(a) 15.....	R80 000.
(b) 14, 13.....	R70 000.
(c) 12, 11.....	R55 000.
(d) 10, 9, 8.....	R45 000.
(e) 7, 6.....	R40 000.
(f) 5, 4; 3.....	R35 000.
(g) 2, 1.....	R30 000.

Die rentedelging bly onveranderd teen 8 % van die afnemende balans en die maksimum delgingstermyn is ses jaar.

E. S. JACOBS,
Secretary: Advisory Committee.

12. COUNCIL'S STATUTORY DUTIES

Any wilful act or omission which prevents or is calculated to prevent the council or professional board or the registrar from carrying out its/his statutory duties.

**13. PERFORMANCE OF PROFESSIONAL ACTS BY
CLINICAL TECHNOLOGISTS**

(1) Undertaking any work in his profession except under or in collaboration with a registered medical practitioner or, in a case where oral conditions are concerned, under or in collaboration with a registered dentist.

(2) The performance by technologists, except in emergency, of professional acts for the performance of which they are inadequately trained and/or insufficiently experienced.

(3) The performance under improper conditions and/or surroundings or professional acts, except in emergency.

14. EXPLOITATION

Permitting himself to be exploited in a manner detrimental to the public or professional interest.

**DEPARTMENT OF DEVELOPMENT
PLANNING****No. R. 2844****24 December 1987****REMUNERATION OF TOWN CLERKS ACT, 1984
(ACT 115 OF 1984)****MOTOR SCHEME: LOAN AMOUNTS**

It is hereby notified for general information that the Minister of Constitutional Development and Planning has, after consultation with the Advisory Committee on Remuneration and Service Benefits for Town Clerks in terms of section 9 (2) of the Remuneration of Town Clerks Act, 1984 (Act 115 of 1984) with effect from 1 November 1987 determined the maximum loan amounts for the purchase of motor vehicles by town clerks for the various gradings of local authorities as follows (GST included):

Interest redemption remains unchanged at 8 % of the decreasing balance and the maximum redemption period is six years.

E. S. JACOBS,
Sekretaris: Advieskomitee.

Help om ons land, Suid-Afrika, skoon te hou!
Please keep our country, South Africa, clean!

NOU BESKIKBAAR

VERSLAE VAN DIE APPÈLHOWE VIR KOMMISSARISHOWE

(In boekvorm)

1972–1974 (484 bladsye)

1975–1977 (338 bladsye)

Verkoopprys (AVB uitgesluit)

1972–1974: Plaaslik, R9,20; buitelands, R10,90; posvry

1975–1977: Plaaslik, R7,40; buitelands, R8,70; posvry

—oOo—

NOW AVAILABLE

REPORTS OF THE APPEAL COURTS FOR COMMISSIONERS' COURTS

(In book form)

1972–1974 (484 pages)

1975–1977 (338 pages)

Selling price (GST excluded)

1972–1974: Local, R9,20; other countries, R10,90; post free

1975–1977: Local, R7,40; other countries, R8,70; post free

Help om ons land, Suid-Afrika,
skoon te hou!



Please keep our country, South
Africa, clean!

INHOUD

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