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GOVERNMENT NOTICES

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2036

7 October 1988

UNIVERSITY OF PORT ELIZABETH.—AMENDMENT OF STATUTE

The Council of the University of Port Elizabeth, with the approval of the Minister of Education and Culture, under section 17 (1) of the Universities Act, 1955 (Act 61 of 1955), framed the statutes set out in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context indicates otherwise, the expression—

(i) "the Statute" means the Statute published under Government Notice R. 766 of 28 May 1965, as amended by Government Notices R. 27 of 7 January 1966, R. 1904 of 2 December 1966, R. 1629 of 20 September 1968, R. 554 of 10 April 1970, R. 890 of 28 May 1971, R. 1645 of 15 September 1972, R. 273 of 23 February 1973, R. 235 of 13 February 1976, R. 552 of 7 April 1977, R. 829 of 20 April 1979, R. 857 of 24 April 1981, R. 1159 of 18 June 1982, R. 1662 of 6 August 1982, R. 1274 of 17 June 1983, R. 1178 of 30 May 1985 and R. 1032 of 8 May 1987; and

(ii) "the Act" means the University of Port Elizabeth Act, 1964 (Act 1 of 1964), as amended.

2. The following subparagraph is hereby substituted for subparagraph (2) of paragraph 7 of the Statute:

"(2) The one group shall comprise the Municipalities of Despatch, Uitenhage, Kirkwood, Humansdorp, Jeffreys Bay and Alexandria, and the other the Municipalities of Aberdeen, Adelaide, Alicedale, Aliwal North, Barkly East, Bathurst, Beacon Bay, Bedford, Burgersdorp, Cathcart, Colesberg, Cradock, Dordrecht, East

GOEWERMENSKENNISGEWINGS

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2036

7 Oktober 1988

UNIVERSITEIT VAN PORT ELIZABETH.—WYSIGING VAN STATUUT

Die Raad van die Universiteit van Port Elizabeth het kragtens artikel 17 (1) van die Wet op Universiteite, 1955 (Wet 61 van 1955), met die goedkeuring van die Minister van Onderwys en Kultuur, die statute in die Bylae hiervan opgestel.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking—

(i) "die Statuut" die Statuut afgekondig by Goewermenskennisgewing R. 766 van 28 Mei 1965, soos gewysig by Goewermenskennisgewings R. 27 van 7 Januarie 1966, R. 1904 van 2 Desember 1966, R. 1629 van 20 September 1968, R. 554 van 10 April 1970, R. 890 van 28 Mei 1971, R. 1645 van 15 September 1972, R. 273 van 23 Februarie 1973, R. 235 van 13 Februarie 1976, R. 552 van 7 April 1977, R. 829 van 20 April 1979, R. 857 van 24 April 1981, R. 1159 van 18 Junie 1982, R. 1662 van 6 Augustus 1982, R. 1274 van 17 Junie 1983, R. 1178 van 30 Mei 1985 en R. 1032 van 8 Mei 1987; en

(ii) "die Wet" die Wet op die Universiteit van Port Elizabeth, 1964 (Wet 1 van 1964), soos gewysig.

2. Subparagraaf (2) van paragraaf 7 van die Statuut word hierby deur die onderstaande vervang:

"(2) Die een groep bestaan uit die Munisipaliteite van Despatch, Uitenhage, Kirkwood, Humansdorp, Jeffreysbaai en Alexandria, en die ander uit die Munisipaliteite van Aberdeen, Adelaide, Alicedale, Aliwal-Noord, Barkly-Oos, Bathurst, Beacon Bay, Bedford, Burgersdorp, Cathcart, Colesberg, Cradock, Dordrecht, Elliot,

London, Elliot, Fort Beaufort, Gonubie, Graaff-Reinet, Grahamstown, Hofmeyr, Indwe, Jamestown, Jansenville, King William's Town, Komga, Lady Grey, Maclear, Middelburg, Molteno, Murraysburg, Noupoot, Pearston, Port Alfred, Queenstown, Somerset East, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Tarkastad and Venterstad."

3. The following two subparagraphs are hereby substituted for subparagraph (1) of paragraph 14 of the Statute:

"14. (1) The following high schools shall participate in the election of a member of the Council in terms of paragraphs (i) and (j) of subsection (1) of section nine of the Act:

Alexander Road High School, Port Elizabeth.
 Alexandria High School, Alexandria.
 Aliwal North High School, Aliwal North.
 Barkly East High School, Barkly East.
 Burgersdorp High School, Burgersdorp.
 Calitzdorp High School, Calitzdorp.
 Cambridge High School, East London.
 Cathcart High School, Cathcart.
 Chinese High School, Port Elizabeth.
 C. J. Langenhoven High School, Oudtshoorn.
 Clarendon Girls' High School, East London.
 Collegiate Girls' High School, Port Elizabeth.
 Commercial High School, Port Elizabeth.
 Commercial High School, Uitenhage.
 Cradock High School, Cradock.
 Dale College, King William's Town.
 Daniël Pienaar Technical High School, Uitenhage.
 David Ross High School, Lady Grey.
 De Rust High School, De Rust.
 Diocesan School for Girls, Grahamstown.
 Dordrecht High School, Dordrecht.
 Elliot High School, Elliot.
 Fort Beaufort High School, Fort Beaufort.
 George Randall High School, East London.
 Gill College, Somerset East.
 Graeme College, Grahamstown.
 Grey Boys' High School, Port Elizabeth.
 Hoërskool Aberdeen, Aberdeen.
 Hoërskool Andrew Rabie, Port Elizabeth.
 Hoërskool Brandwag, Uitenhage.
 Hoërskool Carel du Toit, Steytlerville.
 Hoërskool Cillié, Port Elizabeth.
 Hoërskool Colesberg, Colesberg.
 Hoërskool Despatch, Despatch.
 Hoërskool De Vos Malan, King William's Town.
 Hoërskool D. F. Malherbe, Port Elizabeth.
 Hoërskool Die Bult, George.
 Hoërskool D. M. Pretorius, Noupoot.
 Hoërskool Framesby, Port Elizabeth.
 Hoërskool Grens, East London.
 Hoërskool Hangklip, Queenstown.
 Hoërskool Hofmeyr, Hofmeyr.
 Hoërskool Jansenville, Jansenville.
 Hoërskool Knysna, Knysna.

Fort Beaufort, Gonubie, Graaff-Reinet, Grahamstad, Hofmeyr, Indwe, Jamestown, Jansenville, King William's Town, Komga, Lady Grey, Maclear, Middelburg, Molteno, Murraysburg, Noupoot, Oos-Londen, Pearston, Port Alfred, Queenstown, Somerset-Oos, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Tarkastad en Venterstad."

3. Subparagraaf (1) van paragraaf 14 van die Statuut word hierby deur die onderstaande twee subparagraawe vervang:

"14. (1) Die volgende hoërskole neem ingevolge paragrafe (i) en (j) van subartikel (1) van artikel nege van die Wet deel aan die verkiesing van 'n lid van die Raad:

Alexander Road High School, Port Elizabeth.
 Cambridge High School, Oos-Londen.
 Chinese High School, Port Elizabeth.
 Clarendon Girls' High School, Oos-Londen.
 Collegiate Girls' High School, Port Elizabeth.
 Dale College, King William's Town.
 Diocesan School for Girls, Grahamstad.
 Gill-Kollege, Somerset-Oos.
 Graeme College, Grahamstad.
 Grey Boys' High School, Port Elizabeth.
 Hoër Handelskool Middelland, Cradock.
 Hoër Handelskool Port Elizabeth, Port Elizabeth.
 Hoër Handelskool Uitenhage, Uitenhage.
 Hoër Landboueskool Marlow, Cradock.
 Hoër Landboueskool Winterberg, Fort Beaufort.
 Hoërskool Aberdeen, Aberdeen.
 Hoërskool Alexandria, Alexandria.
 Hoërskool Aliwal-Noord, Aliwal-Noord.
 Hoërskool Andrew Rabie, Port Elizabeth.
 Hoërskool Barkly-Oos, Barkly-Oos.
 Hoërskool Brandwag, Uitenhage.
 Hoërskool Burgersdorp, Burgersdorp.
 Hoërskool Calitzdorp, Calitzdorp.
 Hoërskool Carel du Toit, Steytlerville.
 Hoërskool Cathcart, Cathcart.
 Hoërskool Cillié, Port Elizabeth.
 Hoërskool C. J. Langenhoven, Oudtshoorn.
 Hoërskool Colesberg, Colesberg.
 Hoërskool Cradock, Cradock.
 Hoërskool David Ross, Lady Grey.
 Hoërskool Despatch, Despatch.
 Hoërskool De Rust, De Rust.
 Hoërskool De Vos Malan, King William's Town.
 Hoërskool D. F. Malherbe, Port Elizabeth.
 Hoërskool Die Bult, George.
 Hoërskool D. M. Pretorius, Noupoot.
 Hoërskool Dordrecht, Dordrecht.
 Hoërskool Elliot, Elliot.
 Hoërskool Fort Beaufort, Fort Beaufort.
 Hoërskool Framesby, Port Elizabeth.
 Hoërskool George Randall, Oos-Londen.
 Hoërskool Grens, Oos-Londen.
 Hoërskool Hangklip, Queenstown.
 Hoërskool Hofmeyr, Hofmeyr.

Hoërskool McLachlan, Joubertina.
 Hoërskool Murraysburg, Murraysburg.
 Hoërskool Otto du Plessis, Port Elizabeth.
 Hoërskool Outeniqua, George.
 Hoërskool P. J. Olivier, Grahamstown.
 Hoërskool Punt, Mossel Bay.
 Hoërskool Uniondale, Uniondale.
 Hoërskool Willowmore, Willowmore.
 Hoërskool Wittedrift, Wittedrift.
 Hoërskool Volksskool, Graaff-Reinet.
 Hudson Park High School, East London.
 Indwe High School, Indwe.
 Kaffrarian Girls' High School, King William's Town.
 Kingswood College, Grahamstown.
 Kirkwood High School, Kirkwood.
 Ladismith High School, Ladismith.
 Lawson Brown High School, Port Elizabeth.
 Maclear High School, Maclear.
 Marlow Agricultural High School, Cradock.
 Middelburg High School, Middelburg, Cape Province.
 Midlands Commerical High School, Cradock.
 Molteno High School, Molteno.
 Muir College, Uitenhage.
 Nico Malan High School, Humansdorp.
 Oudtshoorn High School, Oudtshoorn.
 Oudtshoorn Technical High School, Oudtshoorn.
 Paul Kruger High School, Steynsburg.
 Paul Sauer High School, Kareedouw.
 Pearson High School, Port Elizabeth.
 Piet Retief High School, Adelaide.
 Port Alfred High School, Port Alfred.
 Port Rex Technical High School, East London.
 Queen's College, Queenstown.
 Queenstown Girls' High School, Queenstown.
 Riebeeck College, Uitenhage.
 Selborne College, East London.
 St Andrew's College, Grahamstown.
 Stirling High School, East London.
 Stutterheim High School, Stutterheim.
 Tarka High School, Tarkastad.
 Technical High School, Port Elizabeth.
 Tegniese Skool P. W. Botha, George.
 Templeton High School, Bedford.
 Theodor Herzl High School, Port Elizabeth.
 Trinity High School, Port Elizabeth.
 Union High School, Graaff-Reinet.
 Victoria Girls' High School, Grahamstown.
 Victoria Park High School, Port Elizabeth.
 West Bank High School, East London.
 Westering High School, Port Elizabeth.
 Winterberg Agricultural High School, Fort Beaufort.
 Woodridge College, Port Elizabeth.
 York High School, George.
 Zwartberg High School, Prince Albert.

Hoërskool Indwe, Indwe.
 Hoërskool Jansenville, Jansenville.
 Hoërskool Kirkwood, Kirkwood.
 Hoërskool Knysna, Knysna.
 Hoërskool Ladismith, Ladismith.
 Hoërskool Maclear, Maclear.
 Hoërskool McLachlan, Joubertina.
 Hoërskool Middelburg, Middelburg, K.P.
 Hoërskool Molteno, Molteno.
 Hoërskool Murraysburg, Murraysburg.
 Hoërskool Nico Malan, Humansdorp.
 Hoërskool Otto du Plessis, Port Elizabeth.
 Hoërskool Oudtshoorn, Oudtshoorn.
 Hoërskool Outeniqua, George.
 Hoërskool Paul Kruger, Steynsburg.
 Hoërskool Paul Sauer, Kareedouw.
 Hoërskool Pearson, Port Elizabeth.
 Hoërskool Piet Retief, Adelaide.
 Hoërskool P. J. Olivier, Grahamstad.
 Hoërskool Port Alfred, Port Alfred.
 Hoërskool Punt, Mosselbaai.
 Hoërskool Stirling, Oos-Londen.
 Hoërskool Stutterheim, Stutterheim.
 Hoërskool Tarka, Tarkastad.
 Hoërskool Templeton, Bedford.
 Hoërskool Uniondale, Uniondale.
 Hoërskool Wesbank, Oos-Londen.
 Hoërskool Willowmore, Willowmore.
 Hoërskool Wittedrift, Wittedrift.
 Hoërskool Zwartberg, Prins Albert.
 Hoër Tegniese Skool Daniël Pienaar, Uitenhage.
 Hoër Tegniese Skool Oudtshoorn, Oudtshoorn.
 Hoër Tegniese Skool, Port Elizabeth.
 Hoër Tegniese Skool Port Rex, Oos-Londen.
 Hoër Volksskool, Graaff-Reinet.
 Hudson Park High School, Oos-Londen.
 Kaffrarian Girls' High School, King William's Town.
 Kingswood College, Grahamstad.
 Lawson Brown High School, Port Elizabeth.
 Muir College, Uitenhage.
 Queen's College, Queenstown.
 Queenstown Girls' High School, Queenstown.
 Riebeeck College, Uitenhage.
 Selborne College, Oos-Londen.
 St Andrew's College, Grahamstad.
 Tegniese Skool P. W. Botha, George.
 Theodor Herzl High School, Port Elizabeth.
 Trinity High School, Port Elizabeth.
 Union High School, Graaff-Reinet.
 Victoria Girls' High School, Grahamstad.
 Victoria Park High School, Port Elizabeth.
 Westering High School, Port Elizabeth.
 Woodridge College, Port Elizabeth.
 York High School, George.

(2) Whenever it is necessary for the high schools listed in subparagraph (1) above to elect a member of the Council the secretary of the Council shall invite the governing body of each such school to nominate in writing one person to be elected a member of the Council."

4. Subparagraphs (2), (3), (4) and (5) of paragraph 14 of the Statute are hereby renumbered (3), (4), (5) and (6), respectively.

5. Paragraph 14A of the Statute is hereby deleted.

6. Paragraph 37 of the Statute is hereby deleted.

DEPARTMENT OF DEVELOPMENT PLANNING

No. R. 2012

7 October 1988

CORRECTION NOTICE

AMENDMENT OF PROCLAMATION R. 225 OF 1971 IN ORDER TO AMEND THE AREA IN RESPECT OF WHICH THE QWAQWA LEGISLATIVE ASSEMBLY HAS BEEN ESTABLISHED

Proclamation R. 131, published in *Government Gazette* 11466 of 19 August 1988, is hereby corrected as follows:

By the substitution in the Schedule in the ninth line of paragraph (d) (i) of the Afrikaans text for the word "Doncanter" of the word "Doncaster" and in the 32nd line of the English text for the word "Keity" of the word "Kaity".

DEPARTMENT OF MANPOWER

No. R. 2045

7 October 1988

LABOUR RELATIONS ACT, 1956

TOBACCO INDUSTRY (TRANSVAAL).—AMENDMENT OF AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, 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 March 1990, 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.

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

SCHEDULE

INDUSTRIAL COUNCIL FOR THE TOBACCO INDUSTRY (TRANSVAAL)

AGREEMENT

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

Tobacco Employers' Organisation

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

National Union of Cigarette and Tobacco Workers

and the

African Tobacco Workers' Union

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

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

to amend the Agreement published under Government Notices R. 2624 of 12 Desember 1986 and R. 762 of 22 April 1988.

(2) Wanneer die hoër skole genoem in subparagraaf (1) hierbo, 'n lid van die Raad moet kies, nooi die sekretaris van die Raad die beheerliggaam van elke sodanige skool uit om een persoon skriftelik vir verkiesing as lid van die Raad te nomineer."

4. Subparagrafe (2), (3), (4) en (5) van paragraaf 14 van die Statuut word hierby hernommer tot onderskeidelik (3), (4), (5) en (6).

5. Paragraaf 14A van die Statuut word hierby geskrap.

6. Paragraaf 37 van die Statuut word hierby geskrap.

DEPARTEMENT VAN ONTWIKKELINGS- BEPLANNING

No. R. 2012

7 Oktober 1988

VERBETERINGSKENNISGEWING

WYSIGING VAN PROKLAMASIE R. 225 VAN 1971 TEN EINDE DIE GEBIED WAARVOOR DIE WETGEWENDE VERGADERING VAN QWAQWA INGESTEL IS, TE WYSIG

Proklamasie R. 131 gepubliseer in *Staatskoerant* 11466 van 19 Augustus 1988, word hierby soos volg verbeter:

Deur in paragraaf (d) (i) van die Bylae, in die Afrikaanse teks, die woord "Doncanter" in die 9de reël met "Doncaster" te vervang en in die Engelse teks, die woord "Keity" in die 32ste reël met "Kaity" te vervang.

DEPARTEMENT VAN MANNEKRAG

No. R. 2045

7 Oktober 1988

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (TRANSVAAL).—WYSIGING VAN OOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1990 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is.

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

BYLAE

NYWERHEIDSRAAD VIR DIE TABAKNYWERHEID (TRANSVAAL)

OOREENKOMS

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

Tobacco Employers' Organisation

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

National Union of Cigarette and Tobacco Workers

en die

African Tobacco Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Tabaknywerheid (Transvaal),

om die Ooreenkoms, gepubliseer by Goewernmentskennisgewings R. 2624 van 12 Desember 1986 en R. 762 van 22 April 1988, te wysig.

1. CLAUSE 1.—SCOPE OF APPLICATION OF AGREEMENT

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

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

(b) in the Magisterial Districts of Alberton, Balfour [including that portion of the Magisterial District of Hoëveldrif which, prior to 1 March 1979 (Government Notice 611 of 30 March 1979), fell within the Magisterial District of Balfour], Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Krugersdorp [including that portion of the Magisterial District of Brits which, prior to 1 June 1972 (Government Notice 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp], Nigel [including that portion of the Magisterial District of Hoëveldrif which, prior to 1 March 1979 (Government Notice 611 of 30 March 1979), fell within the Magisterial District of Nigel], Pretoria (including those portions of the Magisterial Districts of Cullinan and Brits which, prior to 30 May 1968 and 1 June 1972, respectively (Government Notices 970 of 30 May 1968 and 872 of 26 May 1972), fell within the Magisterial District of Pretoria, Randburg, Randfontein [including that portion of the Magisterial District of Westonaria which, prior to 1 November 1970 (Government Notice 1618 of 2 October 1970), fell within the Magisterial District of Randfontein, but excluding that portion of the Magisterial District of Randfontein, which prior to 1 September 1978 (Government Notice 1745 of 1 September 1978), fell within the Magisterial District of Westonaria], Roodepoort and Springs.

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

2. CLAUSE 18.—SICK BENEFIT FUND

In Subclause (1) (a), substitute the following for subparagraphs (i) and (ii):

- “(i) Weekly paid employees: R2,55 per week;
- (ii) monthly paid employees: R11,00 per month.”

Signed at Johannesburg, on behalf of the parties this 14th day of June 1988.

P. MALHERBE,

Chairman of the Council.

C. DU PREEZ,

Vice-Chairman of the Council.

H. J. VAN REENEN,

Secretary of the Council.

No. R. 2046

7 October 1988

LABOUR RELATIONS ACT, 1956**HAIRDRESSING TRADE, SOUTHERN AND WESTERN TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT**

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 October 1988 and for the period ending 30 September 1991, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1.1.1, shall be binding, with effect from 1 October 1988 and for the period ending 30 September 1991, 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 said Agreement.

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

1. KLOUSULE 1.—TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Tabaknywerheid (Transvaal) nagekom word—

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

(b) in die landdrosdistrikte Alberton, Balfour [met inbegrip van daardie gedeelte van die landdrosdistrik Hoëveldrif wat voor 1 Maart 1979 (Goewermenskennisgewing 611 van 30 Maart 1979) binne die landdrosdistrik Balfour geval het], Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Krugersdorp [met inbegrip van daardie gedeelte van die landdrosdistrik Brits wat voor 1 Junie 1972 (Goewermenskennisgewing 872 van 26 Mei 1972) binne die landdrosdistrik Krugersdorp geval het], Nigel [met inbegrip van daardie gedeelte van die landdrosdistrik Hoëveldrif wat voor 1 Maart 1979 (Goewermenskennisgewing 611 van 30 Maart 1979) binne die landdrosdistrik Nigel geval het], Pretoria [met inbegrip van daardie gedeeltes van die landdrosdistrikte Cullinan en Brits wat voor onderskeidelik 30 Mei 1968 en 1 Junie 1972 (Goewermenskennisgewings 970 van 30 Mei 1968 en 872 van 26 Mei 1972) binne die landdrosdistrik Pretoria geval het], Randburg, Randfontein [met inbegrip van daardie gedeelte van die landdrosdistrik Westonaria wat voor 1 November 1970 (Goewermenskennisgewing 1618 van 2 Oktober 1970) binne die landdrosdistrik Randfontein geval het, maar uitgesonderd daardie gedeelte van die landdrosdistrik Randfontein wat voor 1 September 1978 (Goewermenskennisgewing 1745 van 1 September 1978) binne die landdrosdistrik Westonaria geval het], Roodepoort en Springs.

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

2. KLOUSULE 18.—SIEKTEBYSTANDSFONDS

In subklousule (1) (a), vervang subparagraph (i) en (ii) deur die volgende:

- “(i) Wekeliks besoldigde werknemers: R2,55 per week;
- (ii) maandeliks besoldigde werknemers: R11,00 per maand.”

Namens die partye op hede die 14de dag van Junie 1988 te Johannesburg onderteken.

P. MALHERBE,

Voorsitter van die Raad.

C. DU PREEZ,

Ondervoorsitter van die Raad.

H. J. VAN REENEN,

Sekretaris van die Raad.

No. R. 2046

7 Oktober 1988

WET OP ARBEIDSVERHOUDINGE, 1956**HAARKAPPERSBEDRYF, SUID- EN WEST-TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS**

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 Oktober 1988 en vir die tydperk wat op 30 September 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1.1.1, met ingang van 1 Oktober 1988 en vir die tydperk wat op 30 September 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

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

SCHEDULE**INDUSTRIAL COUNCIL FOR THE HAIRDRESSING
TRADE (SOUTHERN AND WESTERN TRANSVAAL)****AMENDMENT OF MAIN AGREEMENT**

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

**South African Hairdressers' and Cosmetologists'
Association**

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

**South African Hairdressers Employees' Industrial
Union**

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

being parties to the Industrial Council for the Hairdressing Trade (Southern and Western Transvaal),

to amend the Main Agreement published under Government Notice R. 2511 of 13 November 1987, as extended by Government Notice R. 2013 of 30 September 1988 (hereinafter referred to as "the main agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

1.1. Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Hairdressing Trade—

1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

1.1.2 in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs and Vereeniging.

1.2. Notwithstanding the provisions of clause 1.1. the terms of this Agreement shall apply—

1.2.1 only to employees for whom wages are prescribed in this Agreement and to the employers of such employees;

1.2.2 to apprentices in so far as they are not inconsistent with the provisions of the MTA or any contract entered into or any condition fixed thereunder.

**2. CLAUSE 4.—PROHIBITION OF PERFORMING ANY ACT AS A
HAIRDRESSER IN CERTAIN CIRCUMSTANCES**

2.1 Add the following proviso to subclause 4.1.3:

"4.1.3.3 from 1 January 1989 the certificate referred to in this subclause shall, in the case of new employers, not bear the codes QBE, NONE, or N/A, or such employers shall for the purposes of this clause be deemed to be non-working employers to whom the provisions of clause 4.1.2 shall apply."

2.2 Add the following proviso to subclause 4.1.4:

"4.1.4.4 any such certificate contemplated by this clause does not bear the codes QBE, NONE, or N/A."

**3. CLAUSE 5.—APPLICATION FOR AND ISSUE OF
REGISTRATION CERTIFICATE OF A BUSINESS**

In clause 5.9 substitute the expression "certificate" for the expression "licence".

**4. CLAUSE 7.—APPLICATION FOR AND ISSUE OF
CERTIFICATE TO PRACTICE HAIRDRESSING**

Insert the following subclause after subclause 9:

"7.10 Code on certificate

On every certificate to practise issued by the Council, the Council shall endorse one of the following codes, and each such code shall have the meaning assigned to it, namely—

QET shall mean that the holder of the certificate is a person contemplated in clause 3.1.18.1 of the Agreement;

COTT shall mean that the holder of the certificate is a person contemplated in clause 3.1.18.2 or 3.1.18.3 of the Agreement;

QA shall mean that the holder of the certificate is a person contemplated in clause 3.1.18.4 of the Agreement;

MC shall mean that the holder of the certificate is a person contemplated in clause 3.1.18.5 of the Agreement;

CQ shall mean that the holder of the certificate is a person contemplated in clause 3.1.18.6 of the Agreement;

BYLAE**NYWERHEIDSRAAD VIR DIE HAARKAPPERSBEDRYF
(SUID- EN WES-TRANSVAAL)****WYSIGING VAN HOOFOOREENKOMS**

ingevolge die Arbeidsverhoudingswet, 1956, gemaak deur en aangegaan tussen die

Suid-Afrikaanse Haarkappers- en Kosmetologiese Vereniging

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

Suid-Afrikaanse Haarkapperswerknemers-Nywerheidsunie

(hierna die "werknemers" of die "vakunie") genoem, aan die ander kant, synde die partye tot die Nywerheidsraad vir die Haarkappersbedryf (Suid- en Wes-Transvaal),

om die Hooforeenkoms gepubliseer by Goewermenskennisgewing R. 2511 van 13 November 1987, soos verleng deur Goewermenskennisgewing R. 2013 van 30 September 1988 (hierna genoem "die hooforeenkoms"), te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

1.1 Behoudens andersluidende bepalinge in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit in die Haarkappersbedryf nagekom word—

1.1.1 deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;

1.1.2 in die landdrosdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs en Vereeniging.

1.2 Ondanks die bepalinge van 1.1 sal hierdie Ooreenkoms nie van toepassing wees nie op—

1.2.1 slegs werknemers wie se lone voorgeskryf is in hierdie Ooreenkoms en op die werkgewers van sodanige werknemers;

1.2.2 op vakleerlinge in so verre dit nie onbestaanbaar is met die bepalinge van die MOW of enige ooreenkoms aangegaan of enige bepaling wat daarvolgens vasgestel is nie.

**2. KLOUSULE 4.—VERBOD OP OPTREDE VAN HAARKAPPERS
ONDER SEKERE OMSTANDIGHED**

2.1 Voeg die volgende voorbehoudsbepaling by tot subklousule 4.1.3:

"4.1.3.3 vanaf 1 Januarie 1989 sal die sertifikate waarna in hierdie subklousule verwys word in die geval van nuwe werkgewers nie die kodes QBE, NONE, of N/A dra nie, of sodanige werkgewers sal vir die doeleindes van hierdie klousule geag wees nie-werkende werkgewers vir wie die bepalinge van klousule 4.1.2 sal geld."

2.2 Voeg die volgende voorbehoudsbepaling by tot subklousule 4.1.4:

"4.1.4.4 enige sertifikaat beoog deur hierdie klousule nie die kodes QBE, NONE, of N/A sal dra nie."

**3. KLOUSULE 5.—AANSOEK OM EN UITREIKING VAN 'N
REGISTRASIESERTIFIKAAT VAN 'N ONDERNEMING**

In klousule 5.9 vervang die uitdrukking "lisensie" deur die uitdrukking "sertifikaat".

**4. KLOUSULE 7.—AANSOEK OM EN UITREIKING VAN LISEN-
SIE VIR DIE BEDRYF VAN HAARKAPPERY**

Voeg die volgende subklousule in na subklousule 9:

"7.10 Kode op sertifikaat

Op elke sertifikaat om haarkapperij te bedryf uitgereik deur die Raad sal die Raad een van die volgende kodes indorseer en sodanige kodes sal die volgende betekenis hê, naamlik—

QET sal beteken dat die houer van die sertifikaat 'n persoon is wat beoog is in klousule 3.1.18.1 van hierdie Ooreenkoms;

COTT sal beteken dat die houer van die sertifikaat 'n persoon is wat beoog is in klousule 3.1.18.2 of 3.1.18.3 van hierdie Ooreenkoms;

QA sal beteken dat die houer van die sertifikaat 'n persoon is wat beoog is in klousule 3.1.18.4 van hierdie Ooreenkoms;

MC sal beteken dat die houer van die sertifikaat 'n persoon is wat beoog is in klousule 3.1.18.5 van hierdie Ooreenkoms;

CQ sal beteken dat die houer van die sertifikaat 'n persoon is wat beoog is in klousule 3.1.18.6 van hierdie Ooreenkoms;

QBE shall mean that the Council has exempted the holder of the certificate from the requirement of obtaining any qualification referred to in clause 3.1.18 while the status of the holder remains unchanged i.e. if the holder is an employee, for so long as he remains an employee—if the holder is an employer, for so long as he retains his existing business and for so long thereafter as he is an employee;

NONE shall mean that the holder of the certificate is, or is regarded by the Council as being, a trainee hairdresser;

N/A shall mean that the holder of the certificate is a non working employer. The control and management of whose establishment is vested in a person contemplated in clause 4.1.4 whose certificate is not endorsed with the codes QBE, NONE, or N/A."

5. CLAUSE 9.—SECURITY OF EMPLOYMENT

Insert the following subclause after subclause 16:

"9.17 Notwithstanding the provisions of clause 9.10 and from 1 January 1989 no one who is not at that time in employment as a shampooist shall be employed as a shampooist by any employer unless such person has for at least one year in the immediately preceding three years been in continuous employment as a shampooist and that fact is vouched for by the computer records of the Council. A certificate under the hand of the Secretary for the time being of the Council or his duly authorised deputy stating the length of time during which any person has been in employment as a shampooist according to the computer records of the Council shall be conclusive proof of the facts stated therein and it shall not be necessary to prove the capacity of the signatory of such certificate."

6. CLAUSE 11.—PAYMENT OF WAGES AND AUTHORISED DEDUCTIONS

6.1 Substitute the following for clauses 11.1.1 to 11.1.8:

QBE sal beteken dat die Raad vrystelling aan die houer daarvan toegeken het van die vereiste van enige kwalifikasie waarna verwys word in klousule 3.1.18 vir solank as die status van die houer onveranderd bly d.w.s. indien die houer 'n werknemer is; indien die houer 'n werkgever is, vir solank as wat hy sy huidige besigheid voortsit en vir solank daarna as wat hy 'n werknemer is;

NONE sal beteken dat die houer van die sertifikaat 'n persoon is wat, of wat deur die Raad beskou word as 'n leerling haarkapper;

N/A sal beteken dat die houer van die sertifikaat 'n nie werkende werkgever is, wat die toesig en beheer van sy onderneming toevertrou het aan 'n persoon beoog in klousule 4.1.4, wat 'n sertifikaat het wat nie geïndorseer is met die kodes QBE, NONE, of N/A."

5. KLOUSULE 9.—WERKSEKURITEIT

Voeg die volgende subklousule in na subklousule 16:

"9.17 Nienteenstaande die bepalings van klousule van klousule 9.10 en vanaf 1 Januarie 1989 niemand wat nie op daardie datum in diens is as sjampoeis sal in diens geneem word as sjampoeis deur enige werkgever tensy sodanige persoon in diens was as sjampoeis vir minstens een aanlopende jaar in die onmiddellike voorafgaande drie jaar en in beide gevalle sulke feite word bevestig deur die computer rekords van die Raad: 'n Sertifikaat onderteken deur die Sekretaris van die Raad of sy gevolmagtigde plaasvervanger wat die tydperk van diens van 'n sjampoeis uiteensit sal voldwonge bewys wees van daardie feite en dit sal nie nodig wees om die mag van die ondertekenaar te bewys nie."

6. KLOUSULE 11.—BETALING VAN LONE EN GEMAGTIGDE AFTREKKINGS

6.1 Vervang klousules 11.1.1 tot 11.1.8 deur die volgende:

"Employee	Wage per month from 1/10/88 to 30/9/89	Wage per month from 1/10/89 to 30/9/90	Wage per month from 1/10/90 to 30/9/91
Hairdresser (qualified with code QET or QA or CQ)			
First year after qualifying	R560,00	R630,00	R705,00
thereafter	R695,00	R780,00	R875,00
Hairdresser (qualified) with code COTT or MC			
First year after qualifying	R605,00	R680,00	R765,00
thereafter	R825,00	R925,00	R1 045,00
Hairdresser with certificate to practice hairdressing with code QBE			
During first year:			
Open hairdressing	R560,00	R630,00	R705,00
Black hairdressing	R530,00	R595,00	R670,00
General hairdressing	R530,00	R595,00	R670,00
Thereafter:			
Open hairdressing	R695,00	R780,00	R875,00
Black hairdressing	R560,00	R630,00	R705,00
General hairdressing	R560,00	R630,00	R705,00
*Trainee hairdresser with code NONE			
First year	R290,00	R325,00	R365,00
Second year	R350,00	R390,00	R435,00
Third year	R435,00	R490,00	R550,00
Manicurist and/or beauty culturist			
First three months of experience	R220,00	R245,00	R275,00
Second three months of experience	R255,00	R285,00	R320,00
Third three months of experience	R315,00	R355,00	R400,00
thereafter	R560,00	R630,00	R705,00
Receptionist and/or telephonist	R530,00	R595,00	R670,00
Shampooist			
First year of experience	R275,00	R310,00	R350,00
thereafter	R385,00	R435,00	R490,00
†General assistant	R265,00	R300,00	R340,00
‡Casual employee	R50 per day	R55 per day	R60 per day

NOTE: * A trainee does NOT mean an Apprentice. A trainee is someone over 21 years of age who does NOT have an apprenticeship contract in terms of the MTA.

† Minors—only engaged during their probationary period of employment without a contract of apprenticeship: The wage prescribed for a first year apprentice in terms of the MTA.

‡ Casuals are only permitted to relieve employees away ill or on holiday. No other casuals are permitted at all."

“Werknemer	Loon per maand van 1/10/88 tot 30/9/89	Loon per maand van 1/10/89 tot 30/9/90	Loon per maand van 1/10/90 tot 30/9/91
Haarkapper (gekwalfiseer) met kode QET of QA of CQ			
Eerste jaar na kwalifikasie	R560,00	R630,00	R705,00
daarna.....	R695,00	R780,00	R875,00
Haarkapper (gekwalfiseer) met kode COTT of MC			
Eerste jaar na kwalifikasie	R605,00	R680,00	R765,00
daarna.....	R825,00	R925,00	R1 045,00
Haarkapper met sertifikaat om haarkappery te bedryf met kode QBE			
Gedurende eerste jaar:			
Oop haarkappery	R560,00	R630,00	R705,00
Swart haarkappery	R530,00	R595,00	R670,00
Algemene haarkappery.....	R530,00	R595,00	R670,00
Daarna:			
Oop haarkappery	R695,00	R780,00	R875,00
Swart haarkappery	R560,00	R630,00	R705,00
Algemene haarkappery.....	R560,00	R630,00	R705,00
*Leerling haarkapper met kode NONE			
Eerste jaar	R290,00	R325,00	R365,00
Tweede jaar	R350,00	R390,00	R435,00
Derde jaar	R435,00	R490,00	R550,00
Manikuris en/of skoonheidskundige			
Eerste drie maande ondervinding	R220,00	R245,00	R275,00
Tweede drie maande ondervinding	R255,00	R285,00	R320,00
Derde drie maande ondervinding	R315,00	R355,00	R400,00
daarna.....	R560,00	R630,00	R705,00
Ontvangsdame en/of telefonis	R530,00	R595,00	R670,00
Sjampoeis			
Eerste jaar ondervinding	R275,00	R310,00	R350,00
daarna.....	R385,00	R435,00	R490,00
†Algemene assistent	R265,00	R300,50	R340,00
‡Los werknemer	R50 per dag	R55 per dag	R60 per dag

NOTA: * 'n Leerling haarkapper is NIE 'n vakleerling. Dit is iemand bo die ouderom van 21 jaar, wat nie 'n vakleerlingkontrak aangegaan het ooreenkomstig die MOW.

† *Minderjariges*—slegs gedurende hul proeftydperk sonder 'n vakleerlingkontrak: Die lone voorgeskryf vir 'n eerste jaar vakleerling ingevolge die MOW.

‡ Los werknemers mag slegs in diens geneem word om werknemers of werkende werkgewers wat tydelik afwesig is of met siekte of op verlof, te vervang.”

6.2 Delete clause 11.2.

6.3 Insert the following subclauses after subclause 11.8:

“11.9 Without prejudice to clauses 9.1 and 9.2. any person employed by an employer as a hairdresser in contravention of the main agreement shall be paid by that employer the wages to which a hairdresser (qualified) is entitled and such employee shall be deemed to be a hairdresser (qualified).

11.10 In the case of weekly paid employees, the weekly wage shall be calculated at the rate of three thirteenths of the monthly wage specified in clause 11.1.”

6.2 Skrap klousule 11.2.

6.3 Voeg die volgende subklousules in na subklousule 11.8:

“11.9 Sonder voorbehoud tot die bepalinge van klousules 9.1 en 9.2, enige persoon wat in diens van 'n werkgewer optree as haarkapper in teenstryd met die bepalinge van die hoofooreenkoms sal geregtig wees op betaling van lone deur sodanige werkgewer asof hy 'n haarkapper (gekwalfiseer) is, en sodanige werknemer sal geag word om 'n haarkapper (gekwalfiseer) te wees.

11.10 In die geval van weeklikse besoldigde werknemers moet die weeklikse besoldiging bereken word teen drie dertiendes van die maandelikse loon gespesifiseer in klousule 11.1.”

7. CLAUSE 18.—ADMINISTRATION AND INTERPRETATION OF THE AGREEMENT

Insert the following subclauses:

“18.6 The Council shall be entitled in its sole and absolute discretion to appropriate any amount—

18.6.1 received from an employer or an employee; or

18.6.2 to which an employer or employee is entitled to receive from the Council and/or the Hairdressing Trade Sick Benefit Fund and/or the Hairdressing Trade Sick Pay Fund;

to or towards the payment of any debt or amount owing by such employer or employee to the Council or either of the aforementioned Funds notwithstanding that the said employer or employee has in making the payment allocated it to any other cause.”

8. ANNEXURE E

Substitute the following for Annexure E:

“ANNEXURE E

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE
(SOUTHERN AND WESTERN TRANSVAAL)

CERTIFICATE TO PRACTISE HAIRDRESSING

VALID FROM DATE OF ISSUE UNTIL WITHDRAWN

Name
Section.....
Category.....
Code
Date of issue

This is to certify that the person whose name appears on this certificate has complied with the provisions of clauses 7 and 8 of the Industrial Agreement promulgated in terms of the Labour Relations Act, 1956, and is registered in accordance with the code above. This certificate is not valid unless it bears the seal of the Council and must be prominently displayed in the salon.”

Signed on behalf of the parties at Johannesburg on 19th day of July 1988.

J. DANIEL,
Chairman of the Council.

B. D. MARTIN,
Vice-Chairman of the Council.

J. A. MARTIN,
Secretary of the Council.

No. R. 2047

7 October 1988

LABOUR RELATIONS ACT, 1956**BISCUIT MANUFACTURING INDUSTRY OF SOUTH AFRICA.—RE-ENACTING 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 which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading of this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1989, upon the employer's organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

7. KLOUSULE 18.—ADMINISTRASIE EN VERTOLKING VAN OOREENKOMS

Voeg die volgende nuwe subklousules in:

“18.6 Die Raad sal geregtig wees in sy alleenreg om betalings toe te wy—

18.6.1 ontvang van 'n werkgever of werknemer;

18.6.2 waarop 'n werkgever of werknemer geregtig mag wees van die Raad en/of die Siektebystandsfonds vir die Haarkappersbedryf en/of die Siektebesoldigingsfonds vir die Haarkappersbedryf;

aan of as bydrae tot die betaling van enige skuld of bedrag wat verskuldig is deur sodanige werkgever of werknemer aan die Raad of ieder van die twee Fondse niteenstaande die feit dat sodanige werkgever of werknemer by betaling die betaling toegewy het aan enige ander oorsaak.”

8. AANHANGSEL E

Vervang Aanhangsel E deur die volgende:

“AANHANGSEL E

NYWERHEIDSRaad VIR DIE HAARKAPPERSBEDRYF
(SUID- EN WES-TRANSVAAL)

SERTIFIKAAT VIR DIE BEDRYF VAN HAARKAPPERY

GELDIG VANAF DATUM VAN UITREIKING TENSY TERUGGETREK

Naam
Afdeling.....
Kategorie.....
Kode
Datum van uitreiking

Hiermee word gesertifiseer dat die persoon genoem op hierdie sertifikaat voldoen het aan die bepalings van klousules 7 en 8 van die Nywerheidsooreenkoms soos gepromulgeer ingevolge die Wet op Arbeidsverhoudinge, 1956, en is geregistreer ooreenkomstig bovermelde kode. Hierdie sertifikaat is nie geldig nie tensy die stempel van die Raad daarop voorkom en moet ter alle tye in 'n prominente plek in die besigheidsplek vertoon word.”

Geteken te Johannesburg op hede die 19de dag van Julie 1988.

J. DANIEL,
Voorsitter van die Raad.

B. D. MARTIN,
Ondervoorsitter van die Raad.

J. A. MARTIN,
Sekretaris van die Raad.

No. R. 2047

7 Oktober 1988

WET OP ARBEIDSVERHOUDINGE, 1956**BESKUITNYWERHEID VAN SUID-AFRIKA.—HERBEKRAGTIGINGSOOREENKOMS**

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (b), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1989, 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 said Agreement.

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

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE BISCUIT MANUFACTURING INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

Employers' Organisation of the Biscuit Manufacturing Industry of South Africa

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

National Union of Operative Biscuit Makers and Packers of South Africa

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

being the parties of the National Industrial Council of the Biscuit Manufacturing Industry of South Africa.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the Magisterial Districts of The Cape, Wynberg, Simon's Town, Bellville, Goodwood, Malmesbury, Stellenbosch, Kuils River, Somerset West and Worcester;

(b) by all employers and employees in the Biscuit Manufacturing Industry who are members of the employer's organisation and the trade union, respectively.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to those categories of employees for whom minimum wages are prescribed in clause 4 of the Agreement published under Government Notice R. 2479 of 19 November 1982 and to the employers of such employees.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be specified by the Minister of Manpower in terms of section 48 of the Act and shall remain in force until 28 February 1989 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions contained in clauses 19, 22(bis) and 23 of the Agreement published under Government Notice R. 2479 of 19 November 1982, as amended and re-enacted by Government Notices R. 204 of 10 February 1984, R. 1485 of 13 July 1984, R. 1667 of 26 July 1985 and R. 2038 of 18 September 1987 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 18, 21, 22 and 24 of the Former Agreement, as amended and re-enacted from time to time, shall apply to employers and employees.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (b), 2 en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1989 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

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

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE BESKUITNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

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

Employers' Organisation of the Biscuit Manufacturing Industry of South Africa

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

National Union of Operative Biscuit Makers and Packers of South Africa

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

wat die partye is by die Nasionale Nywerheidsraad vir die Beskuitnywerheid van Suid-Afrika.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die landdrostdistrikte Die Kaap, Wynberg, Simonstad, Bellville, Goodwood, Malmesbury, Stellenbosch, Kuilsrivier, Somerset-Wes en Worcester;

(b) deur alle werkgewers en werknemers in die Beskuitnywerheid wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op dié kategorieë werknemers vir wie minimum lone voorgeskryf word in klousule 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2479 van 19 November 1982 en op die werkgewers van sodanige werknemers.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet bepaal en bly van krag tot 28 Februarie 1989 of vir die tydperk wat hy vasstel.

3. SPESIALE BEPALINGS

Klousules 19, 22(bis) en 23 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2479 van 19 November 1982, soos gewysig en herbekragtig deur Goewermentskennisgewings R. 204 van 10 Februarie 1984, R. 1485 van 13 Julie 1984, R. 1667 van 26 Julie 1985 en R. 2038 van 18 September 1987 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Klousules 3 tot en met 18, 21, 22 en 24 van die Vorige Ooreenkoms, soos van tyd tot tyd gewysig en herbekragtig, is van toepassing op werkgewers en werknemers.

5. CLAUSE 4.—WAGES

Substitute the following for subclause (1):

“(1) The minimum wages that shall be paid to the undermentioned classes of employees shall be as follows:

	<i>From date of coming into operation</i>
	<i>Wage per week</i>
	<i>R</i>
Grade 1: Foreman biscuit baker	429,00
Grade 2: Biscuit baker, foreman, foreman despatcher, artisan	377,20
Grade 3: Storeman, tin-making chargehand, van salesman and traveller	318,80
Grade 4: Vanman	292,60
Provided that the following additional amounts shall be payable to vanmen in the categories indicated:	
From 9 000 to 16 000 kg: R6,00 per week	
Over 16 000 kg: R9,00 per week.	
Biscuit cutting and embossing machine operator, dough mixer or doughman, ovensman:	
First year of experience	194,50
Second year of experience	221,10
Third year of experience	254,60
Thereafter	292,60
Grade 5: Brakesman:	
First year of experience	188,10
Second year of experience	214,20
Third year of experience	247,80
Thereafter	286,40
Grade 6: Senior chargehand	273,60
Grade 7: Despatcher, chargehand packer, merchandiser, first-aid attendant, clerical employees	222,00
Grade 8: Assistant storeman, chocolate enrobing machine operator, driver	209,20
Provided that the following additional amounts shall be payable to drivers of motor vehicles in the categories indicated:	
From 3 500 to 9 000 kg: R3,00 per week.	
From 9 000 to 16 000 kg: R6,00 per week.	
Over 16 000 kg: R9,00 per week.	
Grade 9: Guillotine machine operator, handyman, die stamping press operator, machine-hand	183,80
Grade 10: Laundry chargehand, laboratory attendant, stockhand, assistant ovensman, assistant brakesman, quality control attendant	174,70
(i) If an assistant ovensman is permanently promoted to ovensman—	
after two years' employment as an assistant ovensman, he shall be paid at the rate for the first-year ovensman;	
after three years' employment as an assistant ovensman, he shall be paid at the rate for a second-year ovensman;	
after four years' or more employment as an assistant ovensman, he shall be paid at the rate for a third-year ovensman.	
(ii) If an assistant brakesman is permanently promoted to brakesman—	
after two years' employment as an assistant brakesman, he shall be paid at the rate for a first-year brakesman;	
after three years' employment as an assistant brakesman, he shall be paid at the rate for a second year brakesman;	
after four years' or more employment as an assistant brakesman, he shall be paid at the rate for a third-year brakesman.	
(iii) If and when a brakesman is absent from his work through illness or other cause, the assistant brakesman shall perform the work of the brakesman and shall be paid, during the time he is so employed, at the rate specified in Grade 5 for a brakesman in the first year of employment.	
Grade 11: Tally clerk, paper stall attendant, staff parcels attendant	165,10
Employees engaged in tinmaking or repairing of tins and containers not elsewhere specified:	
First 12 months of experience	145,80
Thereafter	165,10

5. KLOUSULE 4.—LONE

Vervang subklausule (1) deur die volgende:

“(1) Die minimum lone wat aan ondergenoemde klasse werknemers betaal moet word, is soos volg:

	<i>Vanaf die datum van inwerking-treding</i>
	<i>Loon per week</i>
	<i>R</i>
Graad 1: Voormanbeskuitbakker	429,00
Graad 2: Beskuitbakker, voorman, voormanversender, ambagsman	377,20
Graad 3: Magasynman, blikmakeronderbaas, bestelwaverkoopsman en handelsreisiger	318,80
Graad 4: Besteller	292,60
Met dien verstande dat die volgende addisionele bedrae betaalbaar is aan bestellers in die klasse soos aangedui:	
Van 9 000 tot 16 000 kg: R6,00 per week.	
Meer as 16 000 kg: R9,00 per week.	
Bediener van 'n beskuitsny-en-embosseer-masjien, deegmenger of deegman, oondman:	
Eerste jaar ondervinding	194,50
Tweede jaar ondervinding	221,10
Derde jaar ondervinding	254,60
Daarna	292,60
Graad 5: Deegroller:	
Eerste jaar ondervinding	188,10
Tweede jaar ondervinding	214,20
Derde jaar ondervinding	247,80
Daarna	286,40
Graad 6: Senior onderbaas	273,60
Graad 7: Versender, onderbaasverpakker, afsetbevoerder, eerstejaar-bediener, klerk	222,00
Graad 8: Assistent-magasynman, bediener van 'n sjokoladeomhulmasjien, drywer	209,20
Met dien verstande dat die volgende addisionele bedrae betaalbaar is aan drywers van motorvoertuie in die klasse soos aangedui:	
Van 3 500 tot 9 000 kg: R3,00 per week.	
Van 9 000 tot 16 000 kg: R6,00 per week.	
Meer as 16 000 kg: R9,00 per week.	
Graad 9: Valmesmasjienbediener, faktotum, bediener van 'n stempelpers, masjienwerker	183,80
Graad 10: Wassery-onderbaas, laboratoriumwerker, voorraadhelp, assistent-oondman, assistent-deegroller, gehaltebeheerkontroleur	174,70
(i) As 'n assistent-oondman permanent tot oondman bevorder word, moet hy—	
na twee jaar diens as 'n assistent-oondman, teen die loon van 'n eerste jaar-oondman besoldig word;	
na drie jaar diens as 'n assistent-oondman, teen die loon van 'n tweedejaar-oondman besoldig word;	
na vier jaar of langer diens as 'n assistent-oondman, teen die loon van 'n derdejaar-oondman besoldig word.	
(ii) As 'n assistent-deegroller permanent tot deegroller bevorder word, moet hy—	
na twee jaar diens as 'n assistent-deegroller, teen die loon van 'n eerstejaar-deegroller besoldig word;	
na drie jaar diens as 'n assistent-deegroller, teen die loon van 'n tweedejaar-deegroller besoldig word;	
na vier jaar of langer diens as 'n assistent-deegroller, teen die loon van 'n derdejaar-deegroller besoldig word.	
(iii) Indien en wanneer 'n deegroller weens siekte of 'n ander oorsaak van sy werk afwesig is, moet die assistent-deegroller die werk van die deegroller verrig en moet hy gedurende die tyd wat hy aldus werksaam is, besoldig word teen die loon wat in Graad 5 vir 'n deegroller in sy eerste diensjaar voorgeskryf word.	
Graad 11: Telklerk, papierstalletjiewerker, hanteerder van personeelpakkette	165,10
Werknemers wat blikke maak of blikke en houers herstel wat nie elders vermeld word nie:	
Eerste 12 maande ondervinding	145,80
Daarna	165,10

	From date of coming into operation		Vanaf die datum van inwerking-treding
	Wage per week R		Loon per week R
Grade 12: Packer, labeller, packet packer, sample packer:		Graad 12: Verpakker, etiketteerder, pakkiesverpakker, monsterverpakker:	
First six months of experience.....	130,90	Eerste ses maande ondervinding	130,90
More than six months but less than 42 months of experience	154,00	Meer as ses maande maar minder as 42 maande ondervinding	154,00
Thereafter	161,70	Daarna	161,70
Merchandising assistant	154,00	Afsetbevoorderaar se assistent	154,00
Grade 13: Boiler attendant, watchman (night-watchman, day-watchman or gatekeeper), employees engaged in cooking of rations, employees not elsewhere specified	154,00	Graad 13: Ketelbediener, wag (nagwag, dagwag of hek-wag), werknemers wat rantsone gaarnaak, werknemers nie elders vermeld nie	154,00
Factory operative:		Fabriekswerker:	
First six months of experience.....	154,00	Eerste ses maande ondervinding	154,00
Thereafter	158,50	Daarna	158,50
Grade 14: Labourer, delivery assistant.....	154,00	Graad 14: Arbeider, afleweringssassistent.....	154,00

A casual employee shall be paid in respect of every day or part of a day of employment not less than one fifth of the weekly wage of a labourer: Provided that where a casual employee is not required to work for a period of more than four consecutive hours on any day his prescribed wage may be reduced by 50 per cent.

The weekly wage of a monthly-paid employee shall be his monthly wage divided by four and a third."

6. CLAUSE 8.—SUNDAYS AND PUBLIC HOLIDAYS

Insert the following new subclause (2)*bis*:

"(2)*bis* Eastern week-end—No work shall be performed after 15h00 on the day immediately preceeding Good Friday, and the employees shall be granted the time off as a paid holiday. The employee shall receive for such afternoon full pay in respect of the hours normally worked on Thursday afternoons. Where work is performed after 15h00 on such day, the employee shall be paid at ordinary rates of pay until 15h00 and at twice his ordinary rate thereafter."

7. CLAUSE 10.—SICK PAY BENEFIT FUND

Delete the proviso to subclause 10 (14) (d) (ii).

8. CLAUSE 11.—SICK LEAVE

Insert the following new subclauses (3) and (4):

"(3) *Maternity leave*.—(a) Female employees who have had more than 42 months of service with an employer shall be entitled, upon application, to four months' unpaid maternity leave following the birth of each child. At the conclusion of such four-month period, such employees shall be entitled to resume work with their employer in a similar position and on the same or new minimum wage for the grade on which she was employed prior to her proceeding on maternity leave, whichever is the greater.

(b) Such period of maternity leave shall be treated as service. Arrangements with regard to medical aid and pension fund contributions shall be subject to individual employer policy.

(4) *Tuberculosis leave*.—(a) Any employee who contracts tuberculosis and who has had not less than 42 months' service with an employer, shall be granted a period of unpaid sick leave, of not more than six months.

(b) Such period of unpaid sick leave shall be regarded as service with the employer. Arrangements with regard to medical aid and pension fund contributions shall be subject to individual employer policy.

(c) Any employee who proceeds on unpaid sick leave in terms of this subclause shall be entitled to re-employment in a similar position and on the same or the new minimum wage for the grade on which he was employed prior to his proceeding on such leave; Provided that he resume work within the maximum six-months period prescribed."

Signed at Cape Town this 2nd day of May 1988.

P. B. THOMPSON,
Chairman.

N. DANIELS,
Vice-Chairman.

K. L. BARNES,
Secretary.

'n Los werknemer moet ten opsigte van elke dag of gedeelte van 'n dag wat hy gewerk het, minstens een vyfde van die weekloon van 'n arbeider betaal word: Met dien verstande dat waar daar nie van 'n los werknemer vereis word om vir 'n tydperk van meer as vier agtereenvolgende ure op 'n dag te werk nie, sy voorgeskrewe loon met 50 persent verminder kan word.

Die weekloon van 'n werknemer wat per maand betaal word, is sy maandloon gedeel deur vier en 'n derde."

6. KLOUSULE 8.—SONDAE EN OPENBARE VAKANSIEDAE

Voeg die volgende nuwe subklausule (2)(*bis*) in:

"(2)(*bis*) *Paasnaweek*.—Geen werk mag na 15h00 op die dag onmiddellik voor Goeie Vrydag verrig word nie, en die werknemers moet die tyddiens vry gegee word as 'n betaalde vakansiedag. Die werknemer moet vir sodanige middag volle betaling ontvang vir die ure wat gewoonlik op Donderdagmiddag gewerk word. Wanneer werk na 15h00 op sodanige dag verrig word, moet die werknemer tot 15h00 teen sy gewone loonskaal betaal word en daarna teen dubbel sy gewone loonskaal."

7. KLOUSULE 10.—SIEKTEBYSTANDFONDS

Skrap die voorbehoudbepaling van subklausule 10 (14) (d) (ii).

8. KLOUSULE 11.—SIEKTEVERLOF

Voeg die volgende nuwe subklausules (3) en (4) in:

"(3) *Kraamverlof*.—(a) Vroulike werknemers wat langer as 42 maande in diens van 'n werkgever is, is op aansoek geregtig op vier maande kraamverlof sonder betaling na die geboorte van elke kind. Aan die einde van die tydperk van vier maande is sodanige werknemers daarop geregtig om hul werk by hul werkgever te hervat in 'n soortgelyke pos en teen dieselfde of die nuwe minimum loon vir die graad waarin sy in diens was voor die aanvang van die kraamverlof, naamlik die grootste bedrag.

(b) Sodanige tydperk van kraamverlof moet as diens geag word. Reëlins in verband met bydraes tot mediese hulp- en pensioenfondse is onderworpe aan individuele werkgeversbeleid.

(4) *Teringverlof*.—(a) 'n Werknemer wat tering opdoen en minstens 42 maande diens by 'n werkgever het, moet siekteverlof sonder betaling toegestaan word vir 'n tydperk van hoogstens ses maande.

(b) Sodanige tydperk van siekteverlof sonder betaling moet as diens by die werkgever geag word. Reëlins in verband met bydraes tot mediese hulp- en pensioenfondse is onderworpe aan individuele werkgeversbeleid.

(c) 'n Werknemer wat ingevolge hierdie subklausule, met siekteverlof sonder betaling gaan, is geregtig op herindiensneming in 'n soortgelyke pos en teen dieselfde of die nuwe minimum loon vir die graad waarin hy in diens was toe hy met siekteverlof gegaan het: Met dien verstande dat hy sy diens hervat binne die maksimum tydperk van ses maande soos voorgeskryf."

Geteken te Kaapstad op hede die 2de dag van Mei 1988.

P. B. THOMPSON,
Voorsitter.

N. DANIELS,
Ondervoorsitter.

K. L. BARNES,
Sekretaris.

No. R. 2048

7 October 1988

LABOUR RELATIONS ACT, 1956

MILLINERY INDUSTRY (CAPE).—AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1989, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1989, 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 MILLINERY INDUSTRY (CAPE)

AGREEMENT

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

Millinery Association (Cape)

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

Garment Workers' Union of the Western Province

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

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

to amend the Main Agreement of the Council, published under Government Notice R. 1162 of 8 June 1979, as amended and renewed by Government Notices R. 1043 and R. 1044 of 28 May 1982, R. 1288 and R. 1289 of 17 June 1983, R. 2297 and R. 2298 of 21 October 1983, R. 1700 and R. 1701 of 10 August 1984, R. 2794 of 21 December 1984, R. 298 of 15 February 1985, R. 1171 of 13 June 1986, R. 177 of 30 January 1987 and R. 502 of 6 March 1987.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Millinery Industry—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(2) in the Magisterial Districts of The Cape and Wynberg, in those portions of the Magisterial Districts of Bellville and Somerset West which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial Districts of The Cape and Wynberg, and in any portion of the Magisterial District of Goodwood which, prior to the publication of Government Notice 723 of 26 April 1974, fell within the Magisterial District of Bellville but which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the magisterial District of Wynberg, but excluding that portion of the Magisterial District of The Cape which, prior to the publication of Government Notice 1559 of 24 October 1958, fell within the Magisterial District of Wynberg.

No. R. 2048

7 Oktober 1988

WET OP ARBEIDSVERHOUDINGE, 1956

HOEDENYWERHEID (KAAP).—WYSIGING VAN HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1989 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 HOEDENYWERHEID (KAAP)

OOREENKOMS

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

Millinery Association (Cape)

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Hoedenywerheid (Kaap), om die Hofooreenkoms van die Raad, gepubliseer by Goewermmentskennisgewing R. 1162 van 8 Junie 1979, soos gewysig en hernieu deur Goewermmentskennisgewings, R. 1043 en R. 1044 van 28 Mei 1982, R. 1288 en R. 1289 van 17 Junie 1983, R. 2297 en R. 2298 van 21 Oktober 1983, R. 1700 en R. 1701 van 10 Augustus 1984, R. 2794 van 21 Desember 1984, R. 298 van 15 Februarie 1985, R. 1171 van 13 Junie 1986, R. 177 van 30 Januarie 1987 en R. 502 van 6 Maart 1987, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Hoedenywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdrostdistrikte Die Kaap en Wynberg, in dié gedeeltes van die landdrostdistrikte Bellville en Somerset-Wes wat vóór 9 Maart 1973 (Goewermmentskennisgewing 173 van 9 Februarie 1973) binne die landdrostdistrikte Die Kaap en Wynberg geval het, en in enige gedeelte van die landdrostdistrik Goodwood wat vóór die publikasie van Goewermmentskennisgewing 723 van 26 April 1974 binne die landdrostdistrik Bellville maar vóór 9 Maart 1973 (Goewermmentskennisgewing 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het, maar uitgesonderd daardie gedeelte van die landdrostdistrik Die Kaap wat voor die publikasie van Goewermmentskennisgewing 1559 van 24 Oktober 1958 binne die landdrostdistrik Wynberg geval het.

2. CLAUSE 4.—WAGES

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

	<i>"From the date of coming into operation of this Agreement Per week R</i>
Supervisor.....	120,00
Milliner—	
qualified.....	88,00
unqualified, during the—	
first 26 weeks of experience.....	66,00
second 26 weeks of experience.....	68,00
third 26 weeks of experience.....	69,00
fourth 26 weeks of experience.....	73,00
fifth 26 weeks of experience.....	77,00
sixth 26 weeks of experience.....	81,00
seventh 26 weeks of experience.....	85,00
thereafter, as for 'qualified'.....	88,00
Blocker—	
qualified.....	101,00
unqualified, during the—	
first 26 weeks of experience.....	66,00
second 26 weeks of experience.....	69,00
third 26 weeks of experience.....	77,00
fourth 26 weeks of experience.....	85,00
fifth 26 weeks of experience.....	93,00
thereafter, as for 'qualified'.....	101,00
Chopper-out, trimmer, packer, plain sewer—	
qualified.....	83,00
unqualified, during the—	
first 26 weeks of experience.....	66,00
second 26 weeks of experience.....	69,50
third 26 weeks of experience.....	72,00
fourth 26 weeks of experience.....	77,50
thereafter, as for 'qualified'.....	83,00
Machinist—	
qualified.....	89,00
unqualified, during the—	
first 26 weeks of experience.....	66,00
second 26 weeks of experience.....	68,00
third 26 weeks of experience.....	75,00
fourth 26 weeks of experience.....	82,00
thereafter, as for 'qualified'.....	89,00
Grade I employee—	
qualified.....	81,00
unqualified, during the—	
first 26 weeks of experience.....	66,00
second 26 weeks of experience.....	68,50
third 26 weeks of experience.....	71,00
fourth 26 weeks of experience.....	76,00
thereafter, as for 'qualified'.....	81,00
General worker.....	82,00
Motor vehicle driver—	
(a) driving a motor vehicle with an unladen mass up to and including 2 268 kg.....	106,00
(b) driving a motor vehicle with an unladen mass exceeding 2 268 kg.....	112,00
Watchman.....	121,00
Beginner's wage.....	66,00."

Signed at Cape Town, on behalf of the parties, this 1st day of August 1988.

A. KELLER,
Chairman.

C. E. PETERSEN,
Vice-Chairman.

(MISS) G. J. BLAKE,
Secretary.

2. KLOUSULE 4.—LONE

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

	<i>"Vanaf die datum van inwerking- treding van hier- die Ooreenkomst Per week R</i>
Toesighouer.....	120,00
Hoedemaker—	
gekwalifiseer.....	88,00
ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding.....	66,00
tweede 26 weke ondervinding.....	68,00
derde 26 weke ondervinding.....	69,00
vierde 26 weke ondervinding.....	73,00
vyfde 26 weke ondervinding.....	77,00
sesde 26 weke ondervinding.....	81,00
sewende 26 weke ondervinding.....	85,00
daarna, soos vir 'gekwalifiseer'.....	88,00
Blokker—	
gekwalifiseer.....	101,00
ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding.....	66,00
tweede 26 weke ondervinding.....	69,00
derde 26 weke ondervinding.....	77,00
vierde 26 weke ondervinding.....	85,00
vyfde 26 weke ondervinding.....	93,00
daarna, soos vir 'gekwalifiseer'.....	101,00
Uitsnyer, opmaker, verpakker, gewone naaldwerker—	
gekwalifiseer.....	83,00
ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding.....	66,00
tweede 26 weke ondervinding.....	69,50
derde 26 weke ondervinding.....	72,00
vierde 26 weke ondervinding.....	77,50
daarna, soos vir 'gekwalifiseer'.....	83,00
Masjienwerker—	
gekwalifiseer.....	89,00
ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding.....	66,00
tweede 26 weke ondervinding.....	68,00
derde 26 weke ondervinding.....	75,00
vierde 26 weke ondervinding.....	82,00
daarna, soos vir 'gekwalifiseer'.....	89,00
Werknemer graad I—	
gekwalifiseer.....	81,00
ongekwalifiseer, gedurende die—	
eerste 26 weke ondervinding.....	66,00
tweede 26 weke ondervinding.....	68,50
derde 26 weke ondervinding.....	71,00
vierde 26 weke ondervinding.....	76,00
daarna, soos vir 'gekwalifiseer'.....	81,00
Algemene werker.....	82,00
Motorvoertuigdrywer—	
(a) wat 'n motorvoertuig met 'n onbelaste massa van tot en met 2 268 kg dryf.....	106,00
(b) wat 'n motorvoertuig met 'n onbelaste massa van meer as 2 268 kg dryf.....	112,00
Wag.....	121,00
Beginnersloon.....	66,00."

Namens die partye op hede die 1ste dag van Augustus 1988 te Kaapstad onderteken.

A. KELLER,
Voorsitter.

C. E. PETERSEN,
Ondervoorsitter.

(MEJ.) G. J. BLAKE,
Sekretaris.

DEPARTMENT OF NATIONAL EDUCATION

No. R. 2023

7 October 1988

NATIONAL POLICY FOR GENERAL EDUCATION AFFAIRS ACT, 1984

NOTICE OF DETERMINATION OF POLICY

I, Frederik Willem de Klerk, Minister of National Education, hereby give notice in terms of section 2 (2A) of the National Policy for General Education Affairs Act, 1984 (Act 76 of 1984), that I have determined general policy in terms of section 2 (1) of the said Act to be applied in respect of the salaries and conditions of employment of educators with effect from 1 December 1988.

The document setting out this policy may be obtained on written request from the Director-General, Department of National Education, Private Bag X122, Pretoria, 0001.

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

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 2040

7 October 1988

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

REGULATIONS RELATING TO THE REGISTRATION BY DIETITIANS OF ADDITIONAL QUALIFICA- TIONS.—AMENDMENT

The Minister of National Health and Population Development has, on the recommendation of the South African Medical and Dental Council, in terms of section 61 (1) read with section 61 (4) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), made the regulations as set out in the Schedule hereto.

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the regulations published under Government Notice R. 453 of 10 March 1978, as amended by Government Notice R. 988 of 23 May 1986.

Amendment of the Regulations

2. The Regulations are hereby amended by the insertion under the entry "University of Stellenbosch" of the following qualifications:

"Master of Science in Nutrition	MSc (Nutrition) Stell
Doctor of Philosophy in Nutrition	PhD Stell."

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

No. R. 2038

7 October 1988

AMENDMENT OF THE POST OFFICE SERVICE REGULATIONS

The Minister of Home Affairs and of Communications, acting under section 47 of the Post Office Service Act, No. 66 of 1974, and on the recommendation of the Staff Management Board, has made the regulations set out in the Schedule hereto.

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 2023

7 Oktober 1988

WET OP DIE NASIONALE BELEID VIR ALGEMENE ONDERWYSSAKE, 1984

KENNISGEWING VAN BELEIDSBEPALING

Ek, Frederik Willem de Klerk, Minister van Nasionale Opvoeding, gee hierby ingevolge artikel 2 (2A) van die Wet op die Nasionale Beleid vir Algemene Onderwysake, 1984 (Wet 76 van 1984), kennis dat ek kragtens artikel 2 (1) van genoemde Wet algemene beleid bepaal het wat ten opsigte van die salarisse en diensvoorwaardes van opvoeders met ingang van 1 Desember 1988 gevolg moet word.

Die dokument waarin sodanige beleid uiteengesit word, is op skriftelike aanvraag verkrygbaar van die Direkteur-generaal, Departement van Nasionale Opvoeding, Privaatsak X122, Pretoria, 0001.

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

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS- ONTWIKKELING

No. R. 2040

7 Oktober 1988

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE REGISTRASIE DEUR DIEETKUNDIGES VAN ADDISIONELE KWA- LIFIKASIES.—WYSIGING

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het, op aanbeveling van die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad, kragtens artikel 61 (1) gelees met artikel 61 (4) van die Wet op Geneesher, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974), die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

BYLAE

Woordskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing R. 453 van 10 Maart 1978, soos gewysig by Goewermentskennisgewing R. 988 van 23 Mei 1986.

Wysiging van die Regulasies

2. Die Regulasies word hierby gewysig deur die volgende kwalifikasies by die inskrywing "Universiteit van Stellenbosch" by te voeg:

"Magister Scientiae in Voeding	MSc (Voeding) Stell
Doktor in Filosofie in Voeding	PhD Stell."

DEPARTEMENT VAN POS- EN TELEKOM- MUNIKASIEWESE

No. R. 2038

7 Oktober 1988

WYSIGING VAN DIE POSKANTOORDIENS- REGULASIES

Die Minister van Binnelandse Sake en van Kommunikasie, handelende kragtens artikel 47 van die Poskantoor-dienswet, No. 66 van 1974, en op aanbeveling van die Personeelbestuursraad, het die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

SCHEDULE

1. In these regulations—

“The Regulations” mean the Post Office Service Regulations made in terms of section 47 of the Post Office Service Act, No. 66 of 1974, and promulgated by Government Notice R. 1373 of 13 August 1976, as amended by Government Notices R. 2002 of 29 October 1976, R. 839 of 20 May 1977, R. 1387 of 22 July 1977, R. 2248 of 4 November 1977, R. 2145 of 27 October 1978, R. 2259 of 17 November 1978, R. 250 of 9 February 1979, R. 801 of 20 April 1979, R. 333 of 22 February 1980, R. 1445 of 11 July 1980, R. 1620 of 8 August 1980, R. 2052 of 9 October 1980, R. 2095 of 17 October 1980, R. 439 of 6 March 1981, R. 1955 of 9 September 1983, R. 538 of 23 March 1984, R. 2732 of 13 December 1985, R. 2182 of 24 October 1986, R. 896 of 16 April 1987, R. 1470 of 10 July 1987 and R. 1545 of 5 August 1988.

2. The Regulations are hereby amended by the substitution for subparagraph (i) of regulation F1.4 of the following subparagraph:

“(i) The cost of the transfer or installation of a telephone or additional telephone facilities, provided an officer or employee has at his previous headquarters—

(aa) rented a telephone; or

(bb) had corresponding additional telephone facilities at his disposal as the case may be, which costs may be refunded to an officer or employee by means of a single and non-recurrent payment per transfer only.”

DEPARTMENT OF PUBLIC WORKS AND LAND AFFAIRS

No. R. 2039

7 October 1988

REGULATIONS UNDER SECTION 30 A (3) OF THE PROFESSIONAL ENGINEERS ACT, 1968 (ACT 81 OF 1968).—AMENDMENT—BOARD OF CONTROL FOR PROFESSIONAL TECHNOLOGISTS (ENGINEERING)

The Minister of Manpower and of Public Works and Land Affairs has, after consultation with the South African Council for Professional Engineers, under section 30 A (3) of the Professional Engineers' Act 1968 (Act 81 of 1968), made the regulations in the Schedule.

SCHEDULE

1. In this Schedule the expression “the Regulations” means the regulations promulgated under Government Notice R. 1262 of 27 June 1986, as amended by Government Notice R. 1537 of 25 July 1986.

2. The following Annexure is hereby substituted for Annexure A of the Regulations:

“ANNEXURE A**REGISTRATION AND ANNUAL FEES**

1. In this Annexure, unless the context otherwise indicates—

‘annual fee’ means the fee payable by a professional technologist (engineering) or a technologist in training—

(i) on the date of his registration in terms of regulation 18; and

(ii) thereafter annually on the anniversary of the month during which he was registered in terms of these regulations;

‘registration fee’ means the fee payable when a person applied for registration in terms of regulation 18;

‘year’ means the period commencing on 1 October of any year and ending on 30 September of the next succeeding year.

BYLAE

1. In hierdie regulasies beteken—

“Die Regulasies” die Poskantoorregulasies uitgevaardig kragtens artikel 47 van die Poskantoorwet, No. 66 van 1974, en afgekondig by Goewermentskennisgewing R. 1373 van 13 Augustus 1976, soos gewysig by Goewermentskennisgewings R. 2002 van 29 Oktober 1976, R. 839 van 20 Mei 1977, R. 1387 van 22 Julie 1977, R. 2248 van 4 November 1977, R. 2145 van 27 Oktober 1978, R. 2259 van 17 November 1978, R. 250 van 9 Februarie 1979, R. 801 van 20 April 1979, R. 333 van 22 Februarie 1980, R. 1445 van 11 Julie 1980, R. 1620 van 8 Augustus 1980, R. 2052 van 9 Oktober 1980, R. 2095 van 17 Oktober 1980, R. 439 van 6 Maart 1981, R. 1955 van 9 September 1983, R. 538 van 23 Maart 1984, R. 2732 van 13 Desember 1985, R. 2182 van 24 Oktober 1986, R. 896 van 16 April 1987, R. 1470 van 10 Julie 1987 en R. 1545 van 5 Augustus 1988.

2. Die Regulasies word hierby gewysig deur subparagraaf (i) van regulasie F1.4 deur die volgende subparagraaf te vervang:

“(i) Die koste verbonde aan die oorpasing of installering van 'n telefoon of aan bykomende telefoongeriewe, mits 'n beampte of werknemer by sy vorige hoofkwartier—

(aa) 'n telefoon gehuur het; of

(bb) oor soortgelyke bykomende telefoongeriewe beskik het, na gelang van die geval, welke koste slegs by wyse van 'n enkele en eenmalige betaling per verplasing van 'n beampte of werknemer vergoed mag word.”

DEPARTEMENT VAN OPENBARE WERKE EN GRONDSAKE

No. R. 2039

7 Oktober 1988

REGULASIES KRAGTENS ARTIKEL 30 A (3) VAN DIE WET OP PROFESSIONELE INGENIEURS, 1968 (WET 81 VAN 1968).—WYSIGING—BEHEERRAAD VIR PROFESSIONELE TEGNOLOE (INGENIEURSWESE)

Die Minister van Mannekrag en van Openbare Werke en Grondsake het, na oorlegpleging met die Suid-Afrikaanse Raad vir Professionele Ingenieurs, kragtens artikel 30 A (3) van die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968), die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie Bylae beteken die uitdrukking “die Regulasies” die regulasies afgekondig by Goewermentskennisgewing R. 1262 van 27 Junie 1986, soos gewysig by Goewermentskennisgewing R. 1537 van 25 Julie 1986.

2. Aanhangel A van die Regulasies word hierby deur die volgende Aanhangel vervang:

“AANHANGSEL A**REGISTRASIE- EN JAARGELDE**

1. In hierdie Aanhangel, tensy uit die samehang anders blyk, beteken—

‘jaar’ die tydperk beginnende op 1 Oktober van 'n jaar en eindigende op 30 September van die daaropvolgende jaar;

‘jaargeld’ die geld betaalbaar deur 'n professionele tegnoloog (ingenieurswese) of tegnoloog-in-opleiding—

(i) op die datum waarop hy kragtens regulasie 18 geregistreer is; en

(ii) daarna jaarliks in dieselfde maand waarin hy kragtens hierdie regulasies geregistreer is;

‘registrasiegeld’ die geld betaalbaar wanneer 'n persoon kragtens regulasie 18 om registrasie aansoek doen.

2. Registration fee:

(1) Professional Technologist (Engineering).—R75,00: Provided that in respect of a person already registered as a technologist in training, a registration fee of R35,00 shall be payable.

(2) Technologist in Training.—R25,00.

3. Annual fee:

(1) Professional Technologist (Engineering).—R100,00: Provided that if a professional technologist (engineering), on the date upon which his annual fee becomes due, produces proof of current membership of the Association or any Institute recognised for this purpose by the Board, he shall be entitled to an exemption from payment of R50,00, of the annual fee.

(2) Technologist in Training.—R40,00: Provided that if a technologist in training, on the date upon which his annual fee becomes due, produces proof of current membership of the Association or any Institute recognised for this purpose by the Board, he shall be entitled to an exemption from payment of R20,00 of the annual fee.

4. Duplicate certificate of registration:

Fee for issuing duplicate certificate of registration.—R10,00: Provided that a duplicate certificate of registration will be issued only if the applicant submits an affidavit to the effect that the original certificate was lost, that all possible steps have been taken to trace it and that he has notwithstanding the fact that such steps have been taken, not succeeded in finding the certificate concerned.”

2. Registrasiegeld:

(1) Professionele Tegnoloog (Ingenieurswese).—R75,00: Met dien verstande dat 'n registrasiegeld van R35,00 betaalbaar is ten opsigte van 'n persoon wat reeds as 'n tegnoloog-in-opleiding geregistreer is.

(2) Tegnoloog-in-opleiding.—R25,00.

3. Jaargeld:

(1) Professionele Tegnoloog (Ingenieurswese).—R100,00: Met dien verstande dat indien 'n professionele tegnoloog (ingenieurswese), op die datum wanneer sy jaargeld betaalbaar word, bewys lewer van geldende lidmaatskap van die Assosiasie of enige Instituut wat vir hierdie doeleindes deur die Beheerraad erken word, hy geregtig is op vrystelling van betaling van R50,00 van die jaargeld.

(2) Tegnoloog-in-opleiding.—R40,00: Met dien verstande dat indien 'n tegnoloog-in-opleiding op die datum wanneer sy jaargeld betaalbaar word, bewys lewer van geldende lidmaatskap van die Assosiasie of enige Instituut wat vir hierdie doeleindes deur die Beheerraad erken word, hy geregtig is op vrystelling van betaling van R20,00 van die jaargeld.

4. Duplikaatregistrasiesertifikaat:

Fooi vir uitreiking van duplikaatregistrasiesertifikaat.—R10,00: Met dien verstande dat 'n duplikaatregistrasiesertifikaat uitgereik word slegs indien die aanseeker 'n beëdigde verklaring voorlê met die strekking dat die oorspronklike sertifikaat verlore geraak het, dat alle moontlike stappe gedoen is om dit op te spoor en dat hy die betrokke sertifikaat, ondanks die feit dat sodanige stappe gedoen is, nie kan vind nie.”

PHYTOPHYLACTICA

This publication deals with plant pathology, mycology, microbiology, entomology, nematology, and other zoological plant pests. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R5 plus GST per copy or R20 per annum, post free (Other countries R6,25 per copy or R25 per annum).

PHYTOPHYLACTICA

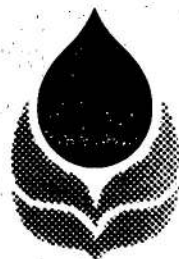
Hierdie publikasie bevat artikels oor plantpatologie, mikologie, mikrobiologie, entomologie, nematologie en ander dierkundige plantplae. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen R5 plus AVB per eksemplaar of R20 per jaar, posvry (Buitelands R6,25 per eksemplaar of R25 per jaar).

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Placing of languages:

Government Gazettes

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be effected annually from the first issue in October.
2. For the period 1 October 1988 to 30 September 1989, English is to be placed FIRST.
3. This arrangement is in conformity with Gazettes containing Acts of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. *It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.*

— o o o —

BELANGRIK!!

Plasing van tale:

Staatskoerante

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* jaarliks geskied met die eerste uitgawe in Oktober.
2. Vir die tydperk 1 Oktober 1988 tot 30 September 1989 word Engels EERSTE geplaas.
3. Hierdie reëling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.*

CONTENTS

No.		Page No.	Gazette No.
	GOVERNMENT NOTICES		
	Administration: House of Assembly		
	<i>Government Notice</i>		
R. 2036	Universities Act (61/1955): University of Port Elizabeth: Amendment of statute.....	1	11534
	Development Planning, Department of		
	<i>Government Notice</i>		
R. 2012	Amendment of Proclamation R. 225 of 1971 in order to amend the area in respect of which the Qwaqwa Legislative Assembly has been established: Correction notice	4	11534
	Manpower, Department of		
	<i>Government Notices</i>		
R. 2045	Labour Relations Act (28/1956): Tobacco Industry (Transvaal): Amendment of Agreement	4	11534
R. 2046	do.: Hairdressing Trade, Southern and Western Transvaal: Amendment of Main Agreement	5	11534
R. 2047	do.: Biscuit Manufacturing Industry of South Africa: Re-enacting Agreement	9	11534
R. 2048	do.: Millinery Industry (Cape): Amendment of Main Agreement	13	11534
	National Education, Department of		
	<i>Government Notice</i>		
R. 2023	National Policy for General Education Affairs Act (76/1984): Notice of determination of policy	15	11534
	National Health and Population Development, Department of		
	<i>Government Notice</i>		
R. 2040	Medical, Dental and Supplementary Health Service Professions Act (56/1974): The South African Medical and Dental Council: Regulations relating to the registration by dietitians of additional qualifications: Amendment	15	11534
	Posts and Telecommunications, Department of		
	<i>Government Notice</i>		
R. 2038	Post Office Service Act (66/1974): Amendment of the Post Office Service Regulations	15	11534
	Public Works and Land Affairs, Department of		
	<i>Government Notice</i>		
R. 2039	Professional Engineers Act (81/1968): Board of Control for Professional Technologists (Engineering): Regulations under section 30A (3): Amendment	16	11534

INHOUD

No.		Bladsy No.	Staats- koerant No.
	GOEWERMENSKENNISGEWINGS		
	Administrasie: Volksraad		
	<i>Goewermenskennisgewing</i>		
R. 2036	Wet op Universiteite: Universiteit van Port Elizabeth: Wysiging van statuut	1	11534
	Mannekrag, Departement van		
	<i>Goewermenskennisgewings</i>		
R. 2045	Wet op Arbeidsverhoudinge (28/1956): Tabaknywerheid (Transvaal): Wysiging van Ooreenkoms	4	11534
R. 2046	do.: Haarkappersbedryf, Suid- en West-Transvaal: Wysiging van Hofooreenkoms	5	11534
R. 2047	do.: Beskuitnywerheid van Suid-Afrika: Herbekragtigingsooreenkoms	9	11534
R. 2048	do.: Hoedenywerheid (Kaap): Wysiging van Hofooreenkoms	13	11534
	Nasionale Gesondheid en Bevolkingsontwikkeling, Departement van		
	<i>Goewermenskennisgewing</i>		
R. 2040	Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepers: Die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad: Regulasies betreffende die registrasie deur diëetkundiges van addisionele kwalifikasies: Wysiging	15	11534
	Nasionale Opvoeding, Departement van		
	<i>Goewermenskennisgewing</i>		
R. 2023	Wet op die Nasionale Beleid vir Algemene Onderwys (76/1984): Kennisgewing van beleidsbepaling	15	11534
	Ontwikkelingsbeplanning, Departement van		
	<i>Goewermenskennisgewing</i>		
R. 2012	Wysiging van Proklamasie R. 225 van 1971 ten einde die gebied waarvoor die Wetgewende Vergadering van Qwaqwa ingestel is, te wysig: Verbeteringskennisgewing	4	11534
	Openbare Werke en Grondsake, Departement van		
	<i>Goewermenskennisgewing</i>		
R. 2039	Wet op Professionele Ingenieurs (81/1968): Beheerraad vir Professionele Tegnoloë (Ingenieurswese): Regulasies kragtens artikel 30A (3): Wysiging	16	11534
	Pos- en Telekommunikasiewese, Departement van		
	<i>Goewermenskennisgewing</i>		
R. 2038	Poskantoordienswet (66/1974): Wysiging van die Poskantoordiensregulasies	15	11534