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GOVERNMENT NOTICES

ADMINISTRATION: HOUSE OF DELEGATES

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 131

3 February 1989

INDIANS EDUCATION ACT, 1965

AMENDMENT OF THE REGULATIONS GOVERNING THE ADMISSION OF PERSONS TO STATE AND STATE-AIDED SCHOOLS FOR INDIANS

The Minister of Education and Culture has under section 33 (1) (e) of the Indians Education Act, 1965 (Act 61 of 1965), made the regulations contained in the Schedule hereto.

SCHEDULE

1. In these regulations "the Regulations" means the Regulations Governing the Admission of Persons to State and State-aided Schools for Indians, published by Government Notice R. 723 of 13 May 1966, as amended by Government Notices R. 3009 of 1 August 1969, R. 2319 of 15 December 1972, 1544 of 18 July 1980, R. 2596 of 19 December 1980, R. 2243 of 16 October 1981, 301 of 24 February 1984 and R. 2590 of 15 November 1985.

2. Regulation 3 of the Regulations is hereby amended by the deletion of subregulation (2).

DEPARTMENT OF AGRICULTURE ECONOMICS AND MARKETING

No. R. 163

3 February 1989

LIVESTOCK BRANDS ACT, 1962 (ACT 87 OF 1962)

REGULATIONS.—PROPOSED AMENDMENT

I, André Isak van Niekerk, Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture under section 22 (3) of the Livestock Brands Act, 1962 (Act 87 of 1962), hereby—

(a) make known that I intend to make the regulation set out in the Schedule; and

GOEWERMENTSKENNISGEWINGS

ADMINISTRASIE: RAAD VAN AFGEVAARDIGDES

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 131

3 Februarie 1989

WET OP ONDERWYS VIR INDIËRS, 1965

WYSIGING VAN DIE REGULASIES BETREFFENDE DIE TOELATING VAN PERSONE TOT STAAT- EN STAATSONDERSTEUNDE SKOLE VIR INDIËRS

Die Minister van Onderwys en Kultuur het kragtens die bevoegdheid hom verleen by artikel 33 (1) (e) van die Wet op Onderwys vir Indiërs, 1965 (Wet 61 van 1965), die regulasies in die Bylae hiervan uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die Regulasies Betreffende die Toelating van Persone tot Staat- en Staatsondersteunde Skole vir Indiërs, afgekondig by Goewermentskennisgewing R. 723 van 13 Mei 1966, soos gewysig by Goewermentskennisgewings R. 3009 van 1 Augustus 1969, R. 2319 van 15 Desember 1972, 1544 van 18 Julie 1980, R. 2596 van 19 Desember 1980, R. 2243 van 16 Oktober 1981, 301 van 24 Februarie 1984 en R. 2590 van 15 November 1985.

2. Regulasie 3 van die Regulasies word hierby gewysig deur subregulasie (2) te skrap.

DEPARTEMENT VAN LANDBOU- EKONOMIE EN -BEMARKING

No. R. 163

3 Februarie 1989

WET OP VEEBRANDMERKE, 1962 (WET 87 VAN 1962)

REGULASIES.—VOORGENOME WYSIGING

Ek, André Isak van Niekerk, Adjunk-minister van Landbou, handelende namens die Minister van Landbou kragtens artikel 22 (3) van die Wet op Veebrandmerke, 1962 (Wet 87 van 1962)—

(a) maak hierby bekend dat ek van voorneme is om die regulasie in die Bylae uit te vaardig; en

(b) invite all interested persons to submit any objections to or representations concerning the proposed regulation in writing to the Registrar of Livestock Brands, Private Bag X343, Pretoria, 0001, within six weeks from the date of publication of this notice.

A. I. VAN NIEKERK,
Deputy Minister of Agriculture.

SCHEDULE

The regulations published by Government Notice R. 519 of 29 March 1968, as amended by the regulations published by Government Notices R. 3743 of 14 November 1969, R. 2728 of 14 December 1984, R. 317 of 20 February 1987 and R. 88 of 22 January 1988, are hereby further amended with effect from 1 April 1989 by the substitution for regulation 9 of the following regulation:

"9. Every application for the registration of a brand shall be accompanied by an amount of R45,00."

(b) versoek belanghebbendes hierby om enige besware teen of vertoë aangaande die voorgename regulasie binne ses weke vanaf die datum van publikasie van hierdie kennisgewing skriftelik aan die Registrateur van Veebrandmerke, Privaatsak X343, Pretoria, 0001, voor te lê.

A. I. VAN NIEKERK,
Adjunk-minister van Landbou.

BYLAE

Die regulasies gepubliseer by Goewermentskennisgewing R. 519 of 29 Maart 1968, soos gewysig deur die regulasies gepubliseer by Goewermentskennisgewings R. 3743 van 14 November 1969, R. 2728 van 14 Desember 1984, R. 317 van 20 Februarie 1987 en R. 88 van 22 Januarie 1988, word hierby met ingang van 1 April 1989 verder gewysig deur regulasie 9 deur die volgende regulasie te vervang:

"9. Elke aansoek om die registrasie van 'n brandmerk moet vergesel gaan van 'n bedrag van R45,00."

DEPARTMENT OF FINANCE

No. R. 132 3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/113)

Under section 48A of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended, with retrospective effect to 1 January 1988, to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

DEPARTEMENT VAN FINANSIES

No. R. 132 3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/113)

Kragtens artikel 48A van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 1 Januarie 1988, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

Head- ing	Sub- heading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
33.07			By the substitution for subheading No. 3307.90.10 of the following:			
	"10	4	Contact lens or artificial eye solutions	kg	free"	

Note.—The effect of this amendment is that the scope of subheading No. 3307.90.10 is extended to include all contact lens or artificial eye solutions and that the rate of duty on these products is reduced to free. This amendment has retrospective effect to 1 January 1988.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
33.07			Deur subpos No. 3307.90.10 deur die volgende te vervang:			
	"10	4	Kontaklens- of kunsoogoplossings	kg	vry"	

Opmerking.—Die uitwerking van hierdie wysiging is dat die omvang van subpos No. 3307.90.10 uitgebrei word om alle kontaklens- of kunsoogoplossings in te sluit en dat die skale van reg op dié produkte na vry verlaag word. Hierdie wysiging het terugwerkende krag tot 1 Januarie 1988.

No. R. 133 3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/4/29)

Under section 48 of the Customs and Excise Act, 1964, Part 4 of Schedule 1 to the said Act is hereby amended, with retrospective effect to 15 August 1988, to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

No. R. 133

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/4/29)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 4 van Bylae 1 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 15 Augustus 1988, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

I Surcharge Item	II			III Rate of Surcharge	Annota- tions
	Tariff Heading	Surcharge Code	Description		
166.00	"33.00		By the substitution for tariff heading No. 33.00 of the following:		
			Essential oils and resinoids; perfumery, cosmetic or toilet preparations:		
		01.00	Goods of headings Nos. 33.03, 33.04, 33.05 and 33.07 (excluding subheading No. 3307.90.10)	60 %	
		02.00	Goods of heading and subheading Nos. 33.06 and 3307.90.10	10 %"	

Note.—The effect of this amendment is that the rate of surcharge on contact lens or artificial eye solutions is reduced from 60 % to 10 % with retrospective effect to 15 August 1988.

BYLAE

I Bobelas- tingitem	II			III Skaal van Bobelas- ting	Annota- sies
	Tarief- pos	Bobelas- tingkode	Beskrywing		
166.00	"33.00		Deur tariefpos No. 33.00 deur die volgende te vervang:		
			Vlugtige olies en resinoïede; parfumerie, skoonheids- of toiletpreparate:		
		01.00	Goedere van poste Nos. 33.03, 33.04, 33.05 en 33.07 (uitgesonderd subpos No. 3307.90.10)	60 %	
		02.00	Goedere van pos en subpos Nos. 33.06 en 3307.90.10	10 %"	

Opmerking.—Die uitwerking van hierdie wysiging is dat die skaal van bobelasting op kontaklens- of kunsoogoplossings van 60 % na 10 % verlaag word met terugwerkende krag tot 15 Augustus 1988.

No. R. 134

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/110)

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

G. MARAIS,

Deputy Minister of Finance.

No. R. 134

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/110)

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

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

Head- ing	Sub- heading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
85.16	"8516.60	7	By the substitution for the Afrikaans text of subheading No. 8516.60 of the following: Ander oonde; kooktoestelle, kookplate, kookringe, roosteroonde en braaiers	getal	30%"	
			By the substitution for subheading No. 8516.72 of the following:			
	"8516.72		Toasters:			
	.10	1	Snack and sandwich toasters	no.	30% or 3 000c each less 70%	
	.90	2	Other	no.	30%	

Notes.—1. Specific provision is made for snack and sandwich toasters at a rate of duty of 30% or 3 000c each less 70%.

2. The Afrikaans text of the description of subheading No. 8516.60 is brought in line with the English text.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
85.16			Deur subpos No. 8516.60 deur die volgende te vervang:			
	"8516.60	7	Ander oonde; kooktoestelle, kookplate, kookringe, roosteroonde en braaiers	getal	30%"	
			Deur subpos No. 8516.72 deur die volgende te vervang:			
	"8516.72		Roosters:			
	.10	1	Snoepery- en toebroodjieroosters	getal	30% of 3 000c elk min 70%	
	.90	2	Ander	getal	30%"	

- Opmerkings.*—1. Spesifieke voorsiening word gemaak vir snoepery- en toebroodjieroosters teen 'n skaal van reg van 30% of 3 000c elk min 70%.
2. Die Afrikaanse teks van die beskrywing van subpos No. 8516.60 word in lyn gebring met die Engelse teks.

No. R. 135

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/111)

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

G. MARAIS,

Deputy Minister of Finance.

No. R. 135

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/111)

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

G. MARAIS,

Adjunk-minister van Finansies

SCHEDULE

Heading	Sub-heading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
84.36			By the insertion after subheading No. 8436.29.10 of the following:			
	".20	4	Drinking troughs, of plastics, for poultry	no.	1 550c each less 100%"	

Notes.—1. Specific provision is made for drinking troughs of plastics, for poultry and the rate of duty thereon is amended from free to 1 550c each less 100%.

2. Drinking troughs which comply with the conditions of rebate item 460.22, may be entered under rebate of duty under that item and for this purpose the Board of Trade and Industry has certified that the amendment of the rate of duty is as a result of an application for tariff protection not previously published in the *Government Gazette* for general information.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
84.36			Deur na subpos No. 8436.29.10 die volgende in te voeg:			
	".20	4	Drinkbakke vir pluimvee, van plastieke	getal	1 550c elk min 100%"	

- Opmerkings.*—1. Spesifieke voorsiening word gemaak vir drinkbakke, vir pluimvee, van plastieke en die skaal van reg daarop word van vry na 1 550c elk min 100% gewysig.
2. Drinkbakke wat aan die vereistes van kortingitem 460.22 voldoen, kan by dié item met korting op reg geklaar word en die Raad van Handel en Nywerheid het vir dié doel gesertifiseer dat die wysiging van die skaal van reg as gevolg van 'n aansoek om tariefbeskerming is wat nie vooraf vir algemene inligting in die *Staatskoerant* gepubliseer is nie.

No. R. 136

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/112)

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

G. MARAIS,

Deputy Minister of Finance.

No. R. 136

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/112)

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

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

Head- ing	Sub- heading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
38.23	“.68	6	By the insertion after subheading No. 3823.90.67 of the following: Preparations containing barium ferrite	kg	free"	

Note.—Specific provision is made for preparations containing barium ferrite and the rate of duty thereon is reduced from 10% to free.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
38.23	“.68	6	Deur na subpos No. 3823.90.67 die volgende in te voeg: Preparate wat bariumferriet bevat	kg	vry"	

Opmerking.—Spesifieke voorsiening word gemaak vir preparate wat bariumferriet bevat en die skaal van reg daarop word van 10% na vry verlaag.

No. R. 137

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/2/10)

Under section 48 of the Customs and Excise Act, 1964, Part 2 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

No. R. 137

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/2/10)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 2 van Bylae 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

Tariff Item	Tariff Heading	Description	Rate of Duty		Annota- tions
			Excise	Customs	
117.01	“.10	By the substitution for tariff item 117.01.10 of the following: Other road tractors for semi-trailers, of an excise mass exceeding 1 500 kg Plus, in respect of any such road tractor incorporating an internal combustion piston engine of a cylinder capacity not exceeding 22 000 cm ³ which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry Plus, in respect of any such road tractor driven by a compression ignition engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a manual gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry Plus, in respect of any such road tractor driven by an internal combustion piston engine of a cylinder capacity of less than 4 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry Plus, in respect of any such road tractor driven by an internal combustion piston engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	20% 30% 120 000 c/kg less 62 c/kg of the mass of the gear box 165 c/kg of the mass of the drive-axle 330 c/kg of the mass of the drive-axle	Nil 30% 5% 5% 5%"	

Tariff Item	Tariff Heading	Description	Rate of Duty		Annotations
			Excise	Customs	
117.22		By the substitution for tariff item 177.22 of the following:			
"117.22	87.02	Public-transport type passenger motor vehicles, mono-built, with a seating capacity of not less than 16 seats (including the driver's seat) and of an excise mass exceeding 1 600 kg	20%	—	
		Plus, in respect of any such motor vehicle incorporating an internal combustion piston engine of a cylinder capacity not exceeding 22 000 cm ³ which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	30%	30%	
		Plus, in respect of any such motor vehicle driven by a compression ignition engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a manual gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	120 000 c/kg less 62 c/kg of the mass of the gear box	5%	
		Plus, in respect of any such motor vehicle with a GVM of 13 000 kg or more but not exceeding 17 000 kg, incorporating an automatic or semi-automatic gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	350 c/kg of the mass of the gear box	5%	
		Plus, in respect of any such motor vehicle driven by an internal combustion piston engine of a cylinder capacity of less than 4 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	165 c/kg of the mass of the drive-axle	5%	
		Plus, in respect of any such motor vehicle driven by an internal combustion piston engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	330 c/kg of the mass of the drive-axle	5%"	
117.26		By the substitution for tariff item 117.26 of the following:			
"117.26	87.04	Motor vehicles for the transport of goods, mono-built, of an excise mass exceeding 1 600 kg	20%	—	
		Plus, in respect of any such motor vehicle incorporating an internal combustion piston engine of a cylinder capacity not exceeding 22 000 cm ³ which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	30%	30%	
		Plus, in respect of any such motor vehicle driven by a compression ignition engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a manual gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	120 000 c/kg less 62 c/kg of the mass of the gear box	5%	
		Plus, in respect of any such motor vehicle driven by an internal combustion piston engine of a cylinder capacity of less than 4 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	165 c/kg of the mass of the drive-axle	5%	

Tariff Item	Tariff Heading	Description	Rate of Duty		Annotations
			Excise	Customs	
117.29		Plus, in respect of any such motor vehicle driven by an internal combustion piston engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	330 c/kg of the mass of the drive-axle	5%''	
''117.29	87.02 87.04	By the substitution for tariff item 117.29 of the following: Chassis fitted with engines and cabs, of an excise mass exceeding 1 500 kg for motor vehicles of subheadings Nos. 8702.10, 8702.90, 8704.21.55, 8704.22.30, 8704.23.30, 8704.31.40, 8704.32.20 and 8704.90.40	20 %	—	
		Plus, in respect of any such chassis incorporating an internal combustion piston engine of a cylinder capacity not exceeding 22 000 cm ³ which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	30%	30%	
		Plus, in respect of any such chassis driven by a compression ignition engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a manual gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	120 000c/kg less 62c/kg of the mass of the gear box	5%	
		Plus, in respect of any such chassis for public-transport type passenger motor vehicles of a GVM of 13 000 kg or more but not exceeding 17 000 kg, incorporating an automatic or semi-automatic gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	350c/kg of the mass of the gear box	5%	
		Plus, in respect of any such chassis driven by an internal combustion piston engine of a cylinder capacity of less than 4 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	165c/kg of the mass of the drive-axle	5%	
117.30		Plus, in respect of any such chassis driven by an internal combustion piston engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	330c/kg of the mass of the drive-axle	5%''	
''117.30	87.06	By the substitution for tariff item 117.30 of the following: Chassis fitted with engines, for motor vehicles of subheadings Nos. 8701.20.20, 8702.10.90, 8702.90.90, 8704.21.55, 8704.21.90, 8704.22.30, 8704.22.90, 8704.23.30, 8704.23.90, 8704.31.40, 8704.31.90, 8704.32.20, 8704.32.90, 8704.90.40 and 8704.90.90	20%	5%	
		Plus, in respect of any such chassis incorporating an internal combustion piston engine of a cylinder capacity not exceeding 22 000 cm ³ which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	30%	30%	

Tariff Item	Tariff Heading	Description	Rate of Duty		Annotations
			Excise	Customs	
		Plus, in respect of any such chassis driven by a compression ignition engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a manual gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	120 000 c/kg less 62 c/kg of the mass of the gear box	5%	
		Plus, in respect of any such chassis for public-transport type passenger motor vehicles of a GVM of 13 000 kg or more but not exceeding 17 000 kg, incorporating an automatic or semi-automatic gear box which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	350 c/kg of the mass of the gear box	5%	
		Plus, in respect of any such chassis driven by an internal combustion piston engine of a cylinder capacity of less than 4 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	165 c/kg of the mass of the drive-axle	5%	
		Plus, in respect of any such chassis driven by an internal combustion piston engine of a cylinder capacity of 4 000 cm ³ or more but not exceeding 22 000 cm ³ , incorporating a drive-axle which is not manufactured under a manufacturing programme approved by the Minister of Economic Affairs and Technology, on the recommendation of the Board of Trade and Industry	330 c/kg of the mass of the drive-axle	5%''	

Note.—The rate of duty in respect of certain road tractors, motor vehicles and chassis is amended.

BYLAE

Tarief-item	Tarief-pos	Beskrywing	Skaal van Reg		Annotations
			Aksyns	Doeane	
117.01		Deur tariefitem 117.01.10 deur die volgende te vervang:			
	110	Ander padtrekkers vir leunsleepwaens, met 'n aksynsmassa van meer as 1 500 kg	20%	Nul	
		Plus, ten opsigte van enige sodanige padtrekker wat 'n binne brandsuierenjin met 'n silinderkapasiteit van hoogstens 22 000 cm ³ inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	30%	30%	
		Plus, ten opsigte van enige sodanige padtrekker aangedryf deur 'n kompressie-ontstekingsenjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n handratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister vna Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	120 000 c/kg min 62 c/kg van die massa van die ratkas	5%	
		Plus, ten opsigte van enige sodanige padtrekker aangedryf deur 'n binnebrandsuierenjin met 'n silinderkapasiteit van minder as 4 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	165 c/kg van die massa van aandryfwielas	5%	
		Plus, ten opsigte van enige sodanige padtrekker aangedryf deur 'n kompressie-ontstekingsenjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	330 c/kg van die massa van die aandryfwielas	5%''	

Tarief- item	Tarief- pos	Beskrywing	Skaal van Reg		Annota- sies
			Aksyns	Doecane	
117.22		Deur tariefitem 117.22 deur die volgende te ver- vang:			
"117.22	87.02	Openbare vervoertipe passasiersmotorvoer- tuie, eenheidsgebou, met 'n sitruimte van minstens 16 sitplekke (met inbegrip van die bestuurder se sitplek) en met 'n aksynsmassa van meer as 1 600 kg	20%	—	
		Plus, ten opsigte van enige sodanige motorvoer- tuig wat 'n binnebrandsuierenjin met 'n silinder- kapasiteit van hoogstens 22 000 cm ³ inkorporeer wat nie vervaardig is onder 'n vervaardigings- program deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel Nywerheid, goedgekeur nie	30%	30%	
		Plus, ten opsigte van enige sodanige motorvoer- tuig aangedryf deur 'n kompressie-ontstekings- enjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n handratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minis- ter van Ekonomiese Sake en Tegnologie, op aan- beveling van die Raad van Handel en Nywer- heid, goedgekeur nie	120 000 c/kg min 62 c/kg van die massa van die ratkas	5%	
		Plus, ten opsigte van enige sodanige motorvoer- tuig met 'n BVM van minstens 13 000 kg maar hoogstens 17 000 kg, wat 'n outomatiese of semi-outomatiese ratkas inkorporeer wat nie ver- vaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnolo- gie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	350 c/kg van die massa van die rat- kas	5%''	
117.26		Deur tariefitem 117.26 deur die volgende te ver- vang:			
"117.26	87.04	Motorvoertuie vir die vervoer van goedere, eenheidsgebou, met 'n aksynsmassa van meer as 1 600 kg	20%	—	
		Plus, ten opsigte van enige sodanige motorvoer- tuig wat 'n binnebrandsuierenjin met 'n silinder- kapasiteit van hoogstens 22 000 cm ³ inkorporeer wat nie vervaardig is onder 'n vervaardigings- program deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	30%	30%	
		Plus, ten opsigte van enige sodanige motorvoer- tuig aangedryf deur 'n kompressie-ontstekings- enjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n handratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minis- ter van Ekonomiese Sake en Tegnologie, op aan- beveling van die Raad van Handel en Nywer- heid, goedgekeur nie	120 000 c/kg min 62 c/kg van die massa van die ratkas	5%	
		Plus, ten opsigte van enige sodanige motorvoer- tuig aangedryf deur 'n binnebrandsuierenjin met 'n silinderkapasiteit van minder as 4 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie ver- vaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnolo- gie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	165 c/kg van die massa van die aan- dryfwielas	5%	
		Plus, ten opsigte van enige sodanige motorvoer- tuig aangedryf deur 'n kompressie-ontstekings- enjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minis- ter van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywer- heid, goedgekeur nie	330 c/kg van die massa van die aan- dryfwielas	5%''	

Tarief-item	Tarief-pos	Beskrywing	Skaal van Reg		Annotasies
			Aksyns	Doeane	
117.29		Deur tariefitem 117.29 deur die volgende te vervang:			
"117.29	87.02 8704	Onderstelle met enjins en kajuite toegerus, met 'n aksynsmassa van meer as 1 500 kg vir motorvoertuie van subposte Nos. 8702.10, 8702.90, 8704.21.55, 8704.22.30, 8704.23.30, 8704.31.40, 8704.32.20 en 8704.90.40	20 %	—	
		Plus, ten opsigte van enige sodanige onderstel wat 'n binnebrandsuierenjin met 'n silinderkapasiteit van hoogstens 22 000 cm ³ inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	30%	30%	
		Plus, ten opsigte van enige sodanige onderstel aangedryf deur 'n kompressie-ontstekingsenjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n handratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	120 000c/kg min 62c/kg van die massa van die ratkas	5%	
		Plus, ten opsigte van enige sodanige onderstel vir openbare vervoertipe passasiersmotorvoertuie met 'n BVM van minstens 13 000 kg maar hoogstens 17 000 kg, wat 'n outomatiese of semi-outomatiese ratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	350c/kg van die massa van die ratkas	5%	
		Plus, ten opsigte van enige sodanige onderstel aangedryf deur 'n binnebrandsuierenjin met 'n silinderkapasiteit van minder as 4 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	165c/kg van die massa van die aandryfwielas	5%	
		Plus, ten opsigte van enige sodanige onderstel aangedryf deur 'n kompressie-ontstekingsenjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	330c/kg van die massa van die aandryfwielas	5%''	
117.30		Deur tariefitem 117.30 deur die volgende te vervang:			
"117.30	87.06	Onderstelle met enjins toegerus vir motorvoertuie van subposte Nos. 8701.20.20, 8702.10.90, 8702.90.90, 8704.21.55, 8704.21.90, 8704.22.30, 8704.22.90, 8704.23.30, 8704.23.90, 8704.31.40, 8704.31.90, 8704.32.20, 8704.32.90, 8704.90.40 en 8704.90.90	20%	5%	
		Plus, ten opsigte van enige sodanige onderstel wat 'n binnebrandsuierenjin met 'n silinderkapasiteit van hoogstens 22 000 cm ³ inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	30%	30%	
		Plus, ten opsigte van enige sodanige onderstel aangedryf deur 'n kompressie-ontstekingsenjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n handratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	120 000c/kg min 62c/kg van die massa van die ratkas	5%	

Tarief-item	Tarief-pos	Beskrywing	Skaal van Reg		Annotasies
			Aksyns	Doeane	
		Plus, ten opsigte van enige sodanige onderstel vir openbare vervoertipe passasiersmotorvoertuie met 'n BVM van minstens 13 000 kg maar hoogstens 17 000 kg, wat 'n outomatiese of semi-outomatiese ratkas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	350c/kg van die massa van die ratkas	5%	
		Plus, ten opsigte van enige sodanige onderstel aangedryf deur 'n binnebrandsuierengin met 'n silinderkapasiteit van minder as 4 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	165c/kg van die massa van die aandryfwielas	5%	
		Plus, ten opsigte van enige sodanige onderstel aangedryf deur 'n kompressie-ontstekingsenjin met 'n silinderkapasiteit van minstens 4 000 cm ³ maar hoogstens 22 000 cm ³ , wat 'n aandryfwielas inkorporeer wat nie vervaardig is onder 'n vervaardigingsprogram deur die Minister van Ekonomiese Sake en Tegnologie, op aanbeveling van die Raad van Handel en Nywerheid, goedgekeur nie	330c/kg van die massa van die aandryfwielas	5%''	

Opmerking.—Die skaal van reg ten opsigte van sekere padtrekkers, motorvoertuie en onderstelle word gewysig.

No. R. 138

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/4/30)

Under section 48 of the Customs and Excise Act, 1964, Part 4 of Schedule 1 to the said Act is hereby amended, with retrospective effect to 15 August 1988, to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

No. R. 138

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/4/30)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 4 van Bylae 1 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 15 Augustus 1988, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

I Surcharge Item	II			III Rate of Surcharge	Annotations
	Tariff Heading	Surcharge Code	Description		
161.00	"04.00		By the substitution for tariff heading No. 04.00 of the following: Dairy produce; birds' eggs; natural honey; edible products of animal origin, not elsewhere specified or included:	15%''	
		01.00	Goods of headings Nos. 04.01, 04.02, 04.03, 04.04, 04.05 (excluding subheading No. 0405.00.90), 04.06, 04.07, 04.08, 04.09 and 04.10		
162.00	"09.00		By the substitution for tariff heading No. 09.00 of the following: Coffee, tea, maté and spices:	15%''	
		01.00	Goods of headings Nos. 09.01 (excluding subheading No. 09.01.1), 09.02, 09.03, 09.04, 09.05, 09.06, 09.07, 09.08, 09.09 and 09.10		

Note.—The effect of this amendment is that certain butter and other fats and oils derived from milk and unroasted coffee are exempted from payment of surcharge with retrospective effect to 15 August 1988.

BYLAE

I Bobelastingitem	II			III Skaal van Bobelasting	Annotasies
	Tariefpos	Bobelastingkode	Beskrywing		
161.00	04.00	01.00	Deur tariefpos No. 04.00 deur die volgende te vervang: Suiwelprodukte; voëleiers; natuurlike heuning; eetbare produkte van dierlike oorsprong, nie elders vermeld of ingesluit nie; Goedere van poste Nos. 04.01, 04.02, 04.03, 04.04, 04.05 (uitgesonderd subpos No. 0405.00.90), 04.06, 04.07, 04.08, 04.09, en 04.10	15%''	
162.00	09.00	01.00	Deur tariefpos No. 09.00 deur die volgende te vervang: Koffie, tee, maté en speserye; Goedere van poste Nos. 09.01 (uitgesonderd subpos No. 09.01.1), 09.02, 09.03, 09.04, 09.05, 09.06, 09.07, 09.08, 09.09 en 09.10	15%''	

Opmerking.—Die uitwerking van hierdie wysiging is dat sekere botter en ander vette en olies van melk verkry en ongebrande koffie van betaling van bobelasting vrygestel word met terugwerkende krag tot 15 Augustus 1988.

No. R. 139

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/51)

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

G. MARAIS,
Deputy Minister of Finance.

No. R. 139

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/51)

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

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II			III Extent of Rebate	Annotasies
	Tariff Heading	Rebate Code	C. D.		
307.01				By the deletion of rebate code 02.00 to tariff heading No. 39.02	

Note.—The provision for a rebate of duty on polymers of propylene, in blocks, lumps, powders, granules, flakes and similar bulk forms, for the manufacture of sheets of a kind suitable for the wrapping of sweets, is withdrawn.

BYLAE

I Korting-item	II			III Mate van Korting	Annotasies
	Tariefpos	Korting-kode	T. S.		
307.01				Deur kortingkode 02.00 by tariefpos No. 39.02 te skrap.	

Opmerking.—Die voorsiening vir 'n korting op reg op polimere van propileen, in blokke, stukke, poeiers, korrels, vlokke en dergelike massavorms, vir die vervaardiging van velle van 'n soort geskik vir die toedraai van lekkers, word ingetrek.

No. R. 140

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/50)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended, with retrospective effect to 17 June 1988, to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

No. R. 140

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/50)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 17 Junie 1988, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
307.01	"3919.90	01.00	69	By the substitution for tariff heading No. 3919.90 of the following: Self-adhesive plates, sheets, film, foil and strip, of polymers of ethylene, of a width exceeding 1,9 m, for use as discardable backing in the packaging of sheets and plates of acrylic polymers	Full duty"	

Note.—The rebate provision is extended to include self-adhesive plates, sheets, film, foil and strip, of polymers of ethylene, of a width exceeding 1,9 m, with retrospective effect to 17 June 1988.

BYLAE

I Korting- item	II				III Mate van Korting	Anno- tasies
	Tariefpos	Korting- kode	T. S.	Beskrywing		
307.01	"3919.90	01.00	69	Deur tariefpos No. 3919.90 deur die volgende te vervang: Selfklewende plate, velle, film, foelie en reep, van polimere van etileen, met 'n wydte van meer as 1,9 m, vir gebruik as wegdoenbare rugkant by die verpakking van plate en velle van akrielpolimere	Volle reg"	

Opmerking.—Die kortingvoorsiening word uitgebrei om selfklewende plate, velle, film, foelie en reep, van polimere van etileen, met 'n wydte van meer as 1,9 m in te sluit, met terugwerkende krag tot 17 Junie 1988.

No. R. 141

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/49)

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

G. MARAIS,
Deputy Minister of Finance.

No. R. 141

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/49)

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

G. MARAIS,
Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
306.01	"2905.14	01.00	63	By the insertion after tariff heading No. 29.05 of the following: Butan-2-ol, for the manufacture of disecndary butyl dithiophosphates	Full duty"	

Note.—Provision is made for a rebate of the full duty on butan-2-1, for the manufacture of disecndary butyl dithiophosphates.

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief pos	Korting- Kode	T. S.	Beskrywing		
306.01	"2905.14	01.00	63	Deur na tariefpos No. 29.05 die volgende in te voeg: Butan-2-ol, vir die vervaardiging van disekondêre butiolditiofosfate	Volle reg"	

Note.—Voorsiening word gemaak vir 'n volle korting op reg op butan-2-1, vir die vervaardiging van disekondêre butiolditiofosfate.

No. R. 142**3 February 1989****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 1 (No. 1/4/31)**

Under section 48 of the Customs and Excise Act, 1964, Part 4 of Schedule 1 to the said Act is hereby amended, with retrospective effect to 15 August 1988, to the extent set out in the Schedule hereto.

G. MARAIS,

Deputy Minister of Finance.

No. R. 142**3 Februarie 1989****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 1 (No. 1/4/31)**

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 4 van Bylae 1 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 15 Augustus 1988, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

I Surcharge Item	II			III Rate of Surcharge	Annota- tions
	Tariff Heading	Surcharge Code	Description		
180.00		"01.00	By the substitution for surcharge code 01.00 to tariff heading No. 94.00 of the following: Goods of headings and subheadings Nos. 9401.10, 9401.20, 9401.30, 9401.40, 9401.50, 9401.6, 9401.7, 9401.80, 94.02, 94.04, 94.05 and 94.06	20%"	

Note.—The English text is brought in line with the Afrikaans text, with retrospective effect to 15 August 1988.

BYLAE

I Bobelas- tingitem	II			III Skaal van Bobelas- ting	Annota- sies
	Tarief- pos	Bobelas- tingkode	Beskrywing		
180.00		"01.00	Deur in die Engelse teks bobelastingkode 01.00 by tariefpos No. 94.00 deur die volgende te vervang: Goods of headings and subheadings Nos. 9401.10, 9401.20, 9401.30, 9401.40, 9401.50, 9401.6, 9401.7, 9401.80, 94.02, 94.04, 94.05 and 94.06	20%"	

Opmerking.—Die Engelse teks word in lyn gebring met die Afrikaanse teks, met terugwerkende krag tot 15 Augustus 1988.

No. R. 143**3 February 1989****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 4 (No. 4/20)**

Under section 75 of the Customs and Excise Act, 1964, Schedule 4 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARAIS,

Deputy Minister of Finance.

No. R. 143**3 Februarie 1989****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 4 (No. 4/20)**

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 4 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
460.10	"48.09	01.00	42	By the substitution for tariff heading No. 48.09 of the following: Carbon paper and other copying or transfer papers (excluding self-copy paper) (including coated or impregnated paper for duplicator stencils or offset plates), whether or not printed, in rolls of a width exceeding 36 cm or in rectangular (including square) sheets with at least one side exceeding 36 cm in unfolded state, of a mass exceeding 65 g/m ² , in such quantities and at such times at the Director-General: Trade and Industry may allow by specific permit	Full duty	

I Rebate Item	II				III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.	Description		
	4809.20	01.00	62	Self-copy paper, coated on one side only with capsules containing colouring matter or other colour forming materials (excluding those coated on the same side with chemical reactive substances), in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit	Full duty	
		02.00	64	Self-copy paper, coated on one side only with chemical reactive substances (excluding those coated on the same side with capsules containing colouring matter or other colour forming materials), in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit	Full duty	
		03.00	69	Self-copy paper, coated on one side with chemical reactive substances and on the other side with capsules containing colouring matter or other colour forming materials, in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit	Full duty''	
				By the insertion after tariff heading No. 48.11 of the following:		
	4816.20	01.00	65	Self-copy paper, coated on one side only with chemical capsules containing colouring matter or other colour forming materials (excluding those coated on the same side with chemical reactive substances), in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit	Full duty	
		02.00	62	Self-copy paper, coated on one side only with chemical reactive substances (excluding those coated on the same side with capsules containing colouring matter or other colour forming materials), in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit	Full duty	
		03.00	64	Self-copy paper, coated on one side with chemical reactive substances and on the other side with capsules containing colouring matter or other colour forming materials, in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit	Full duty''	

Note.—Provisions are made for a rebate of the full duty on certain self-copy paper, in such quantities and at such times as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industry, may allow by specific permit.

BYLAE

I Korting- item	II				III Mate van Korting	Annotations
	Tariefpos	Korting- kode	T. S.	Beskrywing		
460.10				Deur tariefpos No. 48.09 deur die volgende te vervang:		
	48.09	01.00	42	Deurslagpapier en ander kopieer- of oordrukpapier (uitgesonderd selfkopieerpapier) (met inbegrip van bestrykte of geïmpregneerde papier vir afdruksjablone of vlakdrukplate), hetsy bedruk al dan nie, in rolle met 'n wydte van meer as 36 cm of in reghoekige (met inbegrip van vierkantige) velle met minstens een sy wat 36 cm oorskry in ongevoude toestand, met 'n massa van meer as 65 g/m ² , in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid by bepaalde permit toelaat	Volle reg	

I Korting- item	II				III Mate van Korting	Anno- tasies
	Tariefpos	Korting- kode	T. S.	Beskrywing		
	4809.20	01.00	62	Selfkopieerpapier, slegs aan die een kant bestryk met kapsules wat kleursel of ander kleurvormende stowwe bevat (uitgesonderd dié wat aan dieselfde kant bestryk is met chemiesreaktiewe stowwe), in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg	
		02.00	64	Selfkopieerpapier, slegs aan die een kant bestryk met chemiesreaktiewe stowwe (uitgesonderd dié wat aan dieselfde kant bestryk is met kapsules wat kleursel of ander kleurvormende stowwe bevat), in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg	
		03.00	69	Selfkopieerpapier, aan die een kant bestryk met chemiesreaktiewe stowwe en aan die ander kant met kapsules wat kleursel of ander kleurvormende stowwe bevat, in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg''	
	4816.20	01.00	65	Deur na tariefpos No. 48.11 die volgende in te voeg: Selfkopieerpapier, slegs aan die een kant bestryk met kapsules wat kleursel of ander kleurvormende stowwe bevat (uitgesonderd dié wat aan dieselfde kant bestryk is met chemiesreaktiewe stowwe), in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg	
		02.00	62	Selfkopieerpapier, slegs aan die een kant bestryk met chemiesreaktiewe stowwe (uitgesonderd dié wat aan dieselfde kant bestryk is met kapsules wat kleursel of ander kleurvormende stowwe bevat), in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg	
		03.00	64	Selfkopieerpapier, aan die een kant bestryk met chemiesreaktiewe stowwe en aan die ander kant met kapsules wat kleursel of ander kleurvormende stowwe bevat, in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg''	

Opmerking.—Voorsienings word gemaak vir 'n volle korting op reg op sekere selfkopieerpapier, in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat.

No. R. 144

3 February 1989

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/52)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended, with retrospective effect to 27 May 1988, to the extent set out in the Schedule hereto.

G. MARAIS,

Deputy Minister of Finance.

No. R. 144

3 Februarie 1989

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/52)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 27 Mei 1988, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,

Adjunk-minister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
306.09				By the substitution for tariff heading No. 2918.90 of the following:		
	2918.19	01.00	62	Bromopropylate, for the manufacture of acaricides	Full duty''	

Note.—The correct tariff heading is indicated. The amendment has retrospective effect to 27 May 1988.

BYLAE

I Korting- Item	II				III Mate van Korting	Anno- tasia
	Tariefpos	Korting- kode	T. S.	Beskrywing		
306.09	2918.19	01.00	62	Deur tariefpos No. 2918.90 deur die volgende te vervang: Bromopropielaat, vir die vervaardiging van arachinododers	Volle reg"	

Opmerking.—Die korrekte tariefpos word aangetoon. Die wysiging het terugwerkende krag tot 27 Mei 1988.

DEPARTMENT OF MANPOWER

No. R. 147

3 February 1989

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RENEWAL OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Eli van der Merwe Louw, acting Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1798 of 3 September 1982, R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 2584 of 15 November 1985, R. 2057 of 26 September 1986 and R. 2611 of 20 November 1987, to be effective from the date of publication of this notice and for the period ending 30 June 1989.

ELI VAN DER MERWE LOUW,
Acting Minister of Manpower.

No. R. 148

3 February 1989

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Eli van der Merwe Louw, Acting Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1989 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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.

ELI VAN DER MERWE LOUW,
Acting Minister of Manpower.

DEPARTEMENT VAN MANNEKRAG

No. R. 147

3 Februarie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERNUWING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Eli van der Merwe Louw, waarnemende Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1798 van 3 September 1982, R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 2584 van 15 November 1985, R. 2057 van 26 September 1986 en R. 2611 van 20 November 1987, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1989 eindig.

ELI VAN DER MERWE LOUW,
Waarnemende Minister van Mannekrag.

No. R. 148

3 Februarie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Eli van der Merwe Louw, waarnemende Minister van Mannekrag, verklaar hieby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1989 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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.

ELI VAN DER MERWE LOUW,
Waarnemende Minister van Mannekrag.

SCHEDULE**NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTION****AGREEMENT**

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
- (b) Western Cape Leather Industries Association;
- (c) Transvaal Footwear, Tanning and Leather Trades Association;
- (d) Footwear Manufacturers' Federation of South Africa,

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

- (e) National Union of Leather Workers,

- (f) Transvaal Leather and Allied Trades Industrial Union,

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

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement of the Footwear Section published under Government Notice R. 1798 of 3 September 1982, as amended and renewed by Government Notices R. 2472 and R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2311 and R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 1553 of 12 July 1985, R. 2584 of 15 November 1985, R. 1224 of 26 June 1986, R. 2056 and R. 2057 of 26 September 1986, and R. 1709 of 7 August 1987, and R. 2611 of 20 November 1987.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry—

(a) by all employers and employees who are members of the employers' organisations and the trade unions respectively and who are engaged or employed in the said Section of the Industry;

(b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to all employees for whom wages are prescribed in Annexure C to Part I and Annexure A to Part II of the Agreement published under Government Notice R. 1798 of 3 September 1982.

2. CLAUSE 1 OF PART 1.—DEFINITIONS

(1) Insert the following after the definition "despatch clerk":

"District A" means the Province of the Cape of Good Hope, excluding the Magisterial Districts defined in Districts B and C;

"District B" means the Magisterial Districts of Calitzdorp, George, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Riversdale and Uniondale;

"District C" means that portion of the Province of the Cape of Good Hope eastward of and including the Magisterial Districts of Aberdeen, Graaff-Reinet, Humansdorp, Joubertina, Middelburg, Steynsburg, Venterstad and Willowmore;

"District D" means the Provinces of the Orange Free State and Transvaal;

"District E" means the Province of Natal.

(2) Substitute the expression "general worker" for the expression "general labourer".

3. CLAUSE 4 OF PART 1.—WAGES AND WAGE RATES

(1) Substitute the following for subclause (1) (a) (iv) and (v):

"(iv) An employer who during the period commencing—

30 June 1988 in District A;

30 June 1988 in District B;

4 July 1988 in District C;

1 July 1988 in District D;

15 July 1988 in District E;

BYLAE**NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA****SKOEISELSEKSIE****OOREENKOMS**

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

- (a) Midland and Border Leather Industry Manufacturers' Association;

- (b) Western Cape Leather Industries Association;

- (c) Transvaal Footwear, Tanning and Leather Trades Association;

en

- (d) Footwear Manufacturers' Federation of South Africa,

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

- (e) National Union of Leather Workers,

en

- (f) Transvaal Leather and Allied Trades Industrial Union,

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

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

om die Ooreenkoms vir die Skoeiselseksie, gepubliseer by Goewermentskennisgewing R. 1798 van 3 September 1982, soos gewysig en hernieu deur Goewermentskennisgewings R. 2472 en R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2311 en R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 1553 van 12 Julie 1985 en R. 2584 van 15 November 1985, R. 1224 van 26 Junie 1986, R. 2056 en R. 2057 van 26 September 1986, R. 1709 van 7 Augustus 1987 en R. 2611 van 20 November 1987, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Skoeiselseksie van die Leernywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke of daarin werksaam is;

(b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en die nedersetting van Walvisbaai.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op alle werknemers vir wie lone voorgeskryf word in Aanhangsel C van Deel I en Aanhangsel A van Deel II van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1798 van 3 September 1982.

2. KLOUSULE 1 VAN DEEL 1.—WOORD-OMSKRYWING

(1) Voeg die volgende omskrywing in na die omskrywing "versendingsklerk":

"Distrik A" die provinsie die Kaap die Goeie Hoop, uitgesonderd die landdrosdistrikte wat onder Distrikte B en C omskryf word;

"Distrik B" die landdrosdistrikte Calitzdorp, George, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Riversdal en Uniondale;

"Distrik C" daardie gedeelte van die provinsie Die Kaap die Goeie Hoop ooswaarts van en met inbegrip van die landdrosdistrikte Aberdeen, Graaff-Reinet, Humansdorp, Joubertina, Middelburg, Steynsburg, Venterstad en Willowmore;

"Distrik D" die provinsie die Oranje-Vrystaat en Transvaal;

"Distrik E" die provinsie Natal.

(2) Vervang die uitdrukking "algemene arbeider" deur die uitdrukking "algemene werker".

3. KLOUSULE 4 VAN DEEL I.—LONE EN LOONSKALE

(1) Vervang subklousule (1) (a) (iv) en (v) deur die volgende:

"(iv) Indien 'n werkgever gedurende die tydperk wat begin op—

30 Junie 1988 in Distrik A;

30 Junie 1988 in Distrik B;

4 Julie 1988 in Distrik C;

1 Julie 1988 in Distrik D;

15 Julie 1988 in Distrik E;

has in his employ an employee for whom a wage of less than—

- R107,32 per week in District A;
- R108,48 per week in District B;
- R109,42 per week in District C;
- R117,07 per week in District D;
- R125 per week in District E;

is prescribed in Column B of the Annexures referred to in subparagraph (i), and where the remuneration of such employee is less than the amounts set out above for the relevant District in respect of any week during which an employee qualifies for the wage prescribed in Column B for the operation on which he is employed, shall pay such employee, in respect of that week, an additional amount equivalent to the difference between the remuneration due to the employee for that week and the relevant aforementioned amount: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.

(v) An employer who during the period commencing—

- 30 June 1988 in District A;
- 30 June 1988 in District B;
- 4 July 1988 in District C;
- 1 July 1988 in District D;
- 15 July 1988 in District E;

has in his employ an employee for whom a wage of less than—

- R97,56 per week in District A;
- R98,61 per week in District B;
- R99,47 per week in District C;
- R106,43 per week in District D;
- R113,64 per week in District E;

is prescribed in Column A of the Annexure referred to in subparagraph (i), and where the remuneration of such an employee is less than the amounts set out above for the relevant District in respect of any week during which an employee qualifies for the wage prescribed in Column A for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the relevant aforementioned amount: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II."

(2) (a) Substitute the following for subclause (3) (a) and (b):

"(3) With the exception of any deductions which the employer is required or permitted to make in terms of this Agreement, or of any law or order of a competent court, no deductions of any kind, other than the following, may be made from the remuneration payable to an employee:

(a) Subject to the provisions of subclause (1) (d) and clauses 6 (4) and 8 (2) of this Part, where an employee is absent from work and such absence is not at the request or on the instructions of his employer, a *pro rata* amount for the period of such absence;

(b) with the written consent of the employee, deductions for holiday, unemployment, sick, insurance or pension funds, and for savings funds approved by the Council, and any amount due by an employee in respect of meals, tea and/or other refreshments supplied by an employer at a charge agreed to by the employee;"

(b) Delete paragraph (c).

(c) Renumber paragraph (d) to read "(c)".

(3) In subclause (7) (a), substitute the expression—

- "30 June 1988 for Districts A and B;
- 4 July 1988 for District C;
- 1 July 1988 for District D;
- 15 July 1988 for District E"

for the expression "23 April 1987"; wherever it occurs.

4. CLAUSE 9 OF PART I.—HOLIDAYS, ANNUAL AND MATERNITY LEAVE

Insert the following after subclause (11) (iv):

"(12) Notwithstanding the provisions of subclause (11) (ii), the commencement date may, on production of a medical certificate confirming that the employee is unable to return to work for medical reasons within the eight-week period, be extended by an additional period of not more than four weeks."

'n werknemer in sy diens het vir wie 'n loon van minder as—

- R107,32 per week in Distrik A;
- R108,48 per week in Distrik B;
- R109,42 per week in Distrik C;
- R117,07 per week in Distrik D;
- R125,00 per week in Distrik E;

voorgeskrif word in kolom B van die Aanhangsels in subparagraaf (i) bedoel, en indien die besoldiging van so 'n werknemer minder is as die bedrag hierbo uiteengesit vir die toepaslike Distrik ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskryf in kolom B vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die toepaslike bedrag hierbo genoem: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskryf word nie.

(v) Indien 'n werkgever gedurende die tydperk wat begin op—

- 30 Junie 1988 in Distrik A;
- 30 Junie 1988 in Distrik B;
- 4 Julie 1988 in Distrik C;
- 1 Julie 1988 in Distrik D;
- 15 Julie 1988 in Distrik E;

'n werknemer in sy diens het vir wie 'n loon van minder as—

- R97,56 per week in Distrik A;
- R98,61 per week in Distrik B;
- R99,47 per week in Distrik C;
- R106,43 per week in Distrik D;
- R113,64 per week in Distrik E;

voorgeskrif word in kolom A van die Aanhangsel in subparagraaf (i) bedoel, en indien die besoldiging van so 'n werknemer minder is as die bedrag hierbo uiteengesit vir die toepaslike Distrik ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskryf in kolom A vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is, en die toepaslike bedrag hierbo genoem: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskryf word nie."

(2) (a) Vervang subklousule (3) (a) en (b) deur die volgende:

"(3) Met die uitsondering van enige aftrekkings wat die werkgever ingevolge hierdie Ooreenkoms of enige wet of bevel van 'n bevoegde hof moet of mag maak, mag hoegenaamd geen bedrae van die besoldiging wat betaalbaar is aan die werknemer afgetrek word nie, uitgesonderd die volgende:

(a) Behoudens subklousule (1) (d) en klousules 6 (4) en 8 (2) van hierdie Deel, waar 'n werknemer van sy werk afwesig is, uitgesonderd op las of versoek van sy werkgever, 'n *pro rata*-bedrag vir sodanige tydperk van afwesigheid;

(b) met die skriftelike toestemming van die werknemer, aftrekkings vir vakansie-, werkloosheid-, siekte-, versekerings- of pensioenfondse en vir spaarfondse deur die Raad goedgekeur, en enige bedrag wat 'n werknemer skuld vir etes, tee en/of ander verserings deur die werkgever verskaf teen 'n prys waartoe die werknemer ingestem het;"

(b) Skrap paragraaf (c).

(c) Hernommer paragraaf (d) om te lui "(c)".

(3) In subklousule (7) (a), vervang die uitdrukking "23 April 1987", oral waar dit voorkom, deur die uitdrukking—

- "30 Junie 1988 vir Distrikte A en B;
- 4 Julie 1988 vir Distrik C;
- 1 Julie 1988 vir Distrik D;
- 15 Julie 1988 vir Distrik E"

4. KLOUSULE 9 VAN DEEL I.—VAKANSIEDAE, JAARLIKSE VERLOF EN KRAAMVERLOF

Voeg die volgende in na subklousule (11) (iv):

"(12) Ondanks subklousule (11) (ii), kan die herindiensnemingsdatum by voorlegging van 'n mediese sertifikaat wat bevestig dat die werknemer om mediese redes nie binne die tydperk van agt weke haar diens kan hervat nie, vir 'n bykomende tydperk van hoogstens vier weke verleng word."

5. CLAUSE 12.—INSURANCE OF WAGES IN CASE OF FIRE

(1) Substitute the following heading for clause 12:

"12. INSURANCE OF WAGES IN CASE OF FIRE AND FLOOD"

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

"(1) Every employer shall maintain a policy of insurance with a registered insurance company which shall provide for the payment to be made to all employees of the employer who are deprived of work through fire and/or flood, the amount of one week's wages: Provided that, should the stoppage of work be for a period of less than one week, a *pro rata* payment shall be made."

6. Insert the following new Clause 25:

"CLAUSE 25: CIVIL ACTION AND INTEREST: ARREAR WAGES

In the event of an employer failing to pay the wage rates set out in Clause 4, the employer shall pay interest on such outstanding amount at a rate of interest determined by the council from time to time, subject to the provisions of the Limitation and Disclosure of Finance Charges Act, 1968, and calculated from the day of the month in which payment became due until the day upon which payment is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive payment of such interest, or part thereof."

5. KLOUSULE 12.—VERSEKERING VAN LONE IN GEVAL VAN BRAND

(1) Vervang die opskrif van klausule 12 deur die volgende:

"12. VERSEKERING VAN LONE IN GEVAL VAN BRAND EN VLOED"

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

"(1) Elke werkgever moet 'n versekeringspolis by 'n geregisteerde versekeringsmaatskappy in stand hou wat voorsiening moet maak vir betaling van een week se loon aan alle werknemers van die werkgever wat weens brand en/of vloed hul werk ontnem word: Met dien verstande dat as werk minder as een week gestaak word, 'n *pro rata*-bedrag betaal moet word."

6. Voeg die volgende nuwe klausule 25 in:

"25. SIVIELE AKSIE EN RENTE: AGTERSTALLIGE LONE

Sou 'n werkgever in gebreke bly om die loontarief soos in klausule 4 uiteengesit te betaal, moet die werkgever rente betaal soos van tyd tot tyd deur die Raad bepaal onderhewig aan die bepalings van die Wet op Beperking en Bekendmaking van Finansieringskoste, 1968, en bereken vanaf die dag van die maand waarin betaling verskuldig geword het, tot op die dag waarop betaling werklik deur die Raad ontvang word: Met dien verstande dat die Raad na goeëddunke betaling van sodanige rente op gedeelte daarvan kan kwytsteld."

7. ANNEXURE C TO PART I.—WAGES

Substitute the following for Annexure C to Part I;

“ANNEXURE C TO PART I WAGES

7. AANHANGSEL C VAN DEEL I.—LONE

Vervang Aanhangel C van Deel I deur die volgende:

“AANHANGSEL C VAN DEEL I LONE

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
A. Watchman.....	97,56	107,32	98,61	108,48	99,47	109,42	106,43	117,07	113,64	125,00
B. Storeman and/or warehouseman, despatch clerk	112,49	123,74	112,00	123,20	112,00	123,20	112,97	124,27	116,87	128,56
C. Boiler attendant	97,56	107,32	88,68	97,54	89,45	98,39	106,43	117,07	113,64	125,00
D. Motor vehicle driver driving a vehicle authorised to carry or haul a pay-load of—										
(i) under 2 722 kg	110,94	122,03	110,46	121,51	110,46	121,51	111,42	122,57	115,26	126,79
(ii) 2 722 kg.....	112,49	123,74	112,00	123,20	112,00	123,20	112,97	124,27	116,87	128,56
(iii) over 2 722 kg but not exceeding 4 536 kg.....	119,74	131,71	119,22	131,16	119,22	131,16	120,26	132,30	124,40	136,86
(iv) over 4 536 kg but not exceeding 6 350 kg.....	142,18	156,40	141,57	155,72	141,57	155,72	142,80	157,08	147,72	162,49
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:										
First six months	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Second six months	68,83	75,71	68,52	75,37	68,52	75,37	69,11	76,03	68,52	75,37
Third six months	77,52	85,27	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Fourth six months.....	86,64	95,30	86,26	94,88	86,26	94,88	87,01	95,70	86,26	94,88
Thereafter	97,56	107,32	93,86	103,26	94,68	104,16	106,43	117,07	113,64	125,00
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.										
F. Cardboard box-making operations:										
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—										
(a) power	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	168,80	185,69
(b) hand.....	130,97	144,07	130,40	143,44	130,40	143,44	131,53	144,69	136,07	149,68
(ii) Cardboard box-makers	97,56	107,32	88,11	96,92	88,88	97,77	106,43	117,07	113,64	125,00
(iii) Making cardboard boxes, according to experience:										
First six months	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Second six months	79,12	87,03	68,52	75,37	68,52	75,37	69,11	76,03	68,52	75,37
Third six months	—	—	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Thereafter	97,56	107,32	88,11	96,92	88,88	97,77	106,43	117,07	113,64	125,00
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.										

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
F. Werksaamhede in verband met die maak van kartondose:										
(i) Guillotine en/of draaisnyes en/of kerfmasjiens met—										
(a) kragaandrywing	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	168,80	185,69
(b) handaandrywing	130,97	144,07	130,40	143,44	130,44	143,44	131,53	144,69	136,07	149,68
(ii) Kartondoosmakers	97,56	107,32	88,11	96,92	88,88	97,77	106,43	117,07	113,64	125,00
(iii) Die maak van kartondose, volgens ondervinding:										
Eerste ses maande	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Tweede ses maande	79,12	87,03	68,52	75,37	68,52	75,37	69,11	76,03	68,52	75,37
Derde ses maande			77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Daarna	97,56	107,32	88,11	96,92	88,88	97,77	106,43	117,07	113,64	125,00
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het.										
G. Werknemers wat letters met die hand set en etikette met 'n drukmasjiens druk	147,03	161,73	146,40	161,04	146,40	161,04	147,67	162,44	152,76	168,04
H. Werknemers wat kantstrookies maak:										
(i) Splits, skaaf, sny, groewe maak en afskuins	103,74	114,11	103,29	113,63	104,19	114,62	106,43	117,07	113,64	125,00
(ii) Alle ander werksaamhede	97,56	107,32	77,82	85,61	78,50	86,35	106,43	117,07	113,64	125,00
I. Verpakkers	97,56	107,32	82,98	91,29	83,71	92,08	106,43	117,07	113,64	125,00
J. Werknemers wat leer brei	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
K. Werknemers wat spoeiverf aan leer aanbring	146,74	161,41	146,11	160,72	146,11	160,72	147,38	162,12	152,46	167,71
L. Werknemers wat messe maak:										
(i) Sweis- en/of sweissoldeer- en/of silwersoldeerwerk	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	183,64	202,00
(ii) Lasse afwerk ná sweising	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(iii) Heg- en/of puntsweiswerk	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) Buigwerk volgens patroonplaat en/of modelle, grootte met die hand om messe pons, verpanstaal merk en sny, oksidering van afgewerkte artikels en slypwerk	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00

Opmerkings.—Vir die toepassing van paragraaf L beteken 'sweiswerk' die deurlopende trek van 'n sweislas op nate en/of lasse maar nie heg- en puntsweiswerk nie."

8. CLAUSE 3 OF PART II.—DIFFERENTIAL RATES

8. KLOUSULE 3 VAN DEEL II.—DIFFERENSIËLE LONE

	In subclauses (1) and (2), substitute "R107,18" for "R92,80".	In subclauses (1) and (2), substitute "R106,72" for "R92,80".	In subclauses (1) and (2), substitute "R107,65" for "R92,80".	In subclauses (1) and (2), substitute "R107,65" for "R92,80".	In subclauses (1) and (2), substitute "R113,64" for "R92,80".
	In subklousules (1) en (2), vervang "R92,80" deur "R107,18".	In subklousules (1) en (2), vervang "R92,80" deur "R106,72".	In subklousules (1) en (2), vervang "R92,80" deur "R107,65".	In subklousules (1) en (2), vervang "R92,80" deur "R107,65".	In subklousules (1) en (2), vervang "R92,80" deur "R113,64".

9. ANNEXURE A TO PART II OF THE AGREEMENT

Substitute the following for Annexure A to Part II of the Agreement:

“ANNEXURE A TO PART II**CLAUSE 1.—FOOTWEAR NOT ELSEWHERE SPECIFIED****WAGES****9. AANHANGSEL A VAN DEEL II VAN DIE OOREENKOMS**

Vervang Aanhangel A van Deel II van die Ooreenkoms deur die volgende:

“AANHANGSEL A VAN DEEL II**KLOUSULE 1.—SKOEISEL, NIE ELDERS GESPEFISEER NIE****LONE**

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(A) PATTERN DEPARTMENT	R	R	R	R	R	R	R	R	R	R
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions and/or shoe draughtsmen	184,02	202,42	183,22	201,54	183,22	201,54	184,81	203,29	191,18	210,30
(ii) Qualified employees—										
(a) employed on hand grading but not to restrictions and not producing original standards	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(b) employed on grading machines	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(c) employed on making original lining patterns from upper patterns, where not last copies or original standards are produced	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(B) CLICKING DEPARTMENT										
Qualified employees on:										
(i) Clicking and cutting uppers by hand or machine:										
(a) Vegetable or chrome split, vegetable or semichrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95
White full chrome kip for the production of whole-cuts, bluchers and veldshoens only, but excluding miners' and miners' type footwear (all South African tannage)	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
Children's work, any material, all size up to and including size 1½, and all leather slippers (men's, women's and children's)	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95
(b) Any other materials	184,02	202,42	183,22	201,54	183,22	201,54	184,81	203,29	183,22	201,54
[Ratio.—For every four or part of four qualified clickers there may be employed not more than one learner. 'Part of four' shall mean a remainder of not less than one after the total number of qualified clickers has been divided by four.]										
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	184,02	202,42	183,22	201,54	183,22	201,54	184,81	203,29	191,18	210,30
(d) Examining of cut leather components for quality	184,02	202,42	183,22	201,54	183,22	201,54	184,81	203,29	191,18	210,30
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs dried out by clicking press, revolution press, eccentric press or mallet	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
Note.—A trimming is a decoration not being an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.										
Cutting from offal of inside tongues and narrow backstraps for children's, youths' and maids' stitchdowns of Oxford and Derby patterns	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof										
Strap cutting to length from continuous rolls or hanks of pre-prepared material	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
[Ratio.—For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in sub-clause (N) (i) of this Annexure.]										

[illegible]

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
Running round or any operation on postrimming machine, excluding Oxford and Derby pattern Derby-sides	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
Vamping shoes with quarters over vamps										
Conveyor belt console operator feeding individual operators										
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including hand-lacing of two upper components to form a seam and including examining for quality	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(d) All operations on children's work up to size 1½	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
All leather slippers (men's, women's and children's).....										
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)....										
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	113,42	131,36
(vi) Bagging	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Turning of binding										
Button fastening										
Buttonholing										
Lacing										
Hand punching										
Staying and taping										
Seam rubbing										
Seam hammering										
Sewing on bows and buckles by hand or machine										
Silk screen printing										
Table-hands										
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)										

[illegible]

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
<i>Class III Operations</i>	R	R	R	R	R	R	R	R	R	R
Qualified employees on:										
Channel opening										
Edge covering										
Edge reducing										
Automatic edge preparation machine operating for sole to prior attachment										
Flexing										
Insole feathering										
Insole grooving										
Insole slotting										
Insole marking										
Lift and/or rand tacking										
Lip turning										
Press room scouring operations	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Shank assembling										
Shank moulding										
Skiving										
Size stamping										
Sole, insole and stiffener moulding										
Sole and insole splitting										
Sole grading machine operating										
Sole roughening for stuck-on work										
Solutioning										
Staining and/or inking of insoles										
Stiffener waxing and crimping										
Welt preparation										
[Ratio.—See subclause (P).]										
(E) MAKING DEPARTMENT										
<i>Class I Operations</i>										
Qualified employees on:										
(i) Pulling over, Consol lasting and/or Littleway lasting:										
(a) Welted work, other than staple welted work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,00	193,58
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(c) Combined pulling over and forepart lasting	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(d) All other grades	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(ii) Bed lasting (toes only):										
(a) Weltd work, other than staple weltd work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) Other work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(iii) Lasting of seats and sides by any machine:										
(a) Weltd work, other than staple weltd work	140,99	155,09	140,38	154,42	140,38	154,42	141,60	155,77	140,38	154,42
(b) Other work	140,99	155,09	140,38	154,42	140,38	154,42	141,60	155,77	140,38	154,42
<i>Note.</i> —If a lasting machine operator is required to last boots or shoes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied										
If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.										
(vi) Complete sole attaching by staple machine	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
Staple welt attaching	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
(v) Welt sewing	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(vi) Rough rounding:										
(a) Weltd work, other than staple weltd work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) Other work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(vii) Sole sewing	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(viii) Sole stitching:										
(a) Weltd work, other than staple weltd work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the mocassin type of footwear	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
(c) Other work	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(ix) (a) Stitchdown staple lasting.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
(b) Stitchdown thread lasting										
(c) Stitchdown toe forming										
(d) Wiping platform covers by machine.....										
(e) Lasting operations on a Kamborian machine.....										
(f) String-lasting by hand										
(x) Pounding:										
(a) Weltd work, other than staple weltd work	148,26	163,09	147,61	162,37	147,61	162,37	148,90	163,78	147,61	162,37
(b) Miners' and miners' type and army type boots..... ('Army type boots' means the heavy type of boot involving the same strenuous pounding as contract army boots.)	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95
(c) Other work	148,26	163,09	147,61	162,37	147,61	162,37	148,90	163,78	147,61	162,37
Note.—No employee under the age of 18 years may be employed upon pounding.										
(xi) Examining	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
Hobnailing by hand or machine										
Putting on toe plates and heel tips by hand or machine										
Heel attaching										
Football boot studding and barring										
Hand levelling, other than stitchdown										
Inseam trimming										
Jointing (clearing lining and tacking upper down over joints)										
Loose nailing or pegging foreparts and waists										
Louis flap trimming by hand										
Machine levelling										
Screwing										
Sole attaching machine-sewn, riveted and/or riveted and stitched work										
Sole adhesive heat activating by machine										
Stiffener cornering and tacking										
Stitch separating	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
String nailing										
Tacking forward of heel seats										
Upper roughening										
Waist reducing after being sewn										
Wooden heel fitting										
Welt butting and skiving										
Welt wheeling										
Rand welting by machine										
Slugging and gang slugging										
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine										
Back part and waist pre-moulding										
(iv) Vulcanising process:										
Vulcanising soles to lasted uppers										
Rand welting by machine										
Moulding of sole units										



Tacking over
backs

[illegible]

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(F) FINISHING DEPARTMENT										
Class I Operations										
Qualified employees on:										
(i) Edge trimming:										
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
Rubber and rubber composition soles										
Children's footwear, all sizes up to and including size 1½										
All slippers (men's, women's and children's)										
Stitchdown footwear produced from box hide and willow hide	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) All other work										
(ii) Edge setting:										
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
Through runners.....										
Waist and/or top pieces.....										
Children's footwear, all sizes up to and including size 1½										
All slippers (men's, women's and children's)	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
Stitchdown footwear produced from box hide and willow hide										
(b) Automatic edge-setting machine, all grades.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
(c) All other work	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
(iii) Heel trimming	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(iv) Examining										
[Ratio.—See subclause (P).]										
Class II Operations										
Qualified employees on:										
Bitting by hand or machine	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Bottom scouring.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
Heel scouring	R	R	R	R	R	R	R	R	R	R
Heel spraying										
Ploughing out										
Complete finishing by hand										
Top piece trimming										
Bunk wheeling										
Louis heel flap ironing										
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Seat wheeling										
Top ironing, i.e. marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished										
Welt wheeling										
Decorative feather stitching by nad after the sole is permanently attached to the upper										
[Ratio.—See subclause (P).]										
Class III Operations										
Qualified employees on:										
Brushing, padding and/or burnishing										
Crow wheeling										
Finger scouring										
Heel-breast cornering										
Inking, staining, waxing and damping										
Inserting, slipping and putting lasts										
Ploughing (removing the scarf round under edge of sole)										
Rubbing of edges and bottoms										
Spew and/or flash trimming										
Conveyor belt loading										
[Ratio.—See subclause (P).]										

[illegible]

[illegible]

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(J) FLOW MOULDING	R	R	R	R	R	R	R	R	R	R
Qualified employees on:										
(i) Flow moulding pre-cut uppers	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(ii) Flow moulding pre-cut socks										
(iii) Flow moulding where eventual upper is presented in liquid form										
(iv) Colour application to moulds prior to flow moulding										
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials										
<i>(Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.)</i>										
(K) INJECTION MOULDING OR POURING OF ANY MATERIALS USED FOR SOLING AND UNIT CONVERTING										
Qualified employees on:										
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:										
(a) Where one employee is employed on an injection moulding machine	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Where two employees are employed on an injection moulding machine each shall be paid	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
<i>(Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.)</i>										
(L) STRING-LASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE										
Qualified employees on:										
(i) String-lasting of fabric uppers	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(ii) String-lasting of synthetic uppers	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
<i>(Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.)</i>										
(M) WOODEN UNIT MANUFACTURING										
Operations not provided for in any other section of clause 1 of Annexure A to Part II:										
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):										
Qualified employees on:										
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	130,31	143,34	129,74	142,73	129,74	142,73	130,87	143,97	135,38	148,93
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	130,31	143,34	129,74	142,73	129,74	142,73	130,87	143,97	135,38	148,93
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	130,31	143,34	129,74	142,73	129,74	142,73	130,87	143,97	135,38	148,93
(v) Cutting of heel covers to a pattern from layered heel covering material	130,31	143,34	129,74	142,73	129,74	142,73	130,87	143,97	135,38	148,93
(vi) (aa) Cross cutting of timber into lengths	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides										
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides										
(ad) Cupping of heels to fit heel seats										
(vii) Cementing heels and heel covers										

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(viii) Spotting of heel covers to heels and pressing.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ix) Trimming of heel covers	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(x) Top piece attaching	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Manufacture of wooden units inclusive and/or exclusive of heels: Qualified employees on:										
(i) Selecting and/or planing of raw timber.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ii) Measuring, marking and cutting timber into required lengths	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iii) Marking top and side elevation for profile cutting of unit	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) Cutting and shaping from wood of a combined unit forming a foot-shaped base and cutting of fancy cut-outs on the base	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ix) Attaching top pieces to heels	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ab) Scouring units by hand prior to or after sole attaching	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

[illegible]

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(iv) Other learners, according to experience:										
First six months	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Second six months	68,83	75,71	68,53	75,38	68,53	75,38	69,12	76,04	68,53	75,38
Third six months	77,52	85,27	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Fourth six months	86,64	95,30	86,26	94,88	86,26	94,88	87,01	95,70	86,26	94,88
Fifth six months	96,81	106,49	96,39	106,03	96,39	106,03	97,23	106,95	96,39	106,03
Sixth six months	109,59	120,55	109,11	120,04	109,11	120,04	110,06	121,08	109,11	120,04
Thereafter, the prescribed rate.										
Provided that—										
(i) an adult employee who has had less than 12 month's experience shall nevertheless be deemed to have had 12 months' experience;										
(ii) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate at which he is engaged;										
(iii) learners in the Closing Department and Shoe Room shall—										
(aa) after the fourth six months of experience become entitled to a wage of R107,18 per week in District A, R106,72 in District B, R107,65 in Districts C and D and R113,64 in District E if employed on operations for which these rates are prescribed.										
(ab) After the fifth six months of experience become entitled to a wage of R114,95 per week in District A or R114,45 in Districts B and C, R115,44 in District D and R119,42 in District E or R126,74 in District A, R126,19 in Districts B and C, R127,29 in District D and R131,22 in District E, or R134,00 in District A, R133,42 in Districts B and C, R134,58 in District D and R139,22 in District E if employed on operations for which these rates are prescribed.										
(iv) Learners in the clicking department shall, on size stamping and/or painting and/or applying acme backing, after the fourth six months of experience, become entitled to a wage of R107,18 in District A, R106,72 in District B, R107,65 in Districts C and D and R113,64 in Districts E.										
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available, or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.										
(O) GENERAL WORKERS										
General workers	97,56	107,32	77,82	85,61	78,50	86,35	106,43	117,07	113,64	125,00

(P) RATIOS

(i) Class I operations in the Rough Stuff and Finishing Departments

For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner.

'Part of three' means a remainder of not less than two after the number of qualified employees has been divided by three.

(ii) Class II operations in the Rough Stuff, Making and Finishing Departments

On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.

'Part of three' for this purpose means a remainder of not less than two after the number of qualified employees has been divided by three.

(iii) Class III operations in the Rough Stuff, Making and Finishing Departments

On these operations all taken collectively there may be employed not more than two learners to each qualified employee.

(Q) MILK

All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(A) PATROONAFDELING										
(i) Gekwalifiseerde werknemers in diens as patroonsnyers wat oorspronklike ontwerpe produseer en volgens beperkings met die hand gradeer, en/of skoentekenaars.....	184,02	202,42	183,22	201,54	183,22	201,54	184,81	203,29	191,18	210,30
(ii) Gekwalifiseerde werknemers wat—										
(a) met die hand, maar nie volgens beperkings nie, gradeer en wat nie oorspronklike ontwerpe produseer nie.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(b) met gradeermasjiene werk.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(c) oorspronklike voeringpatrone volgens boleerpatrone maak in gevalle waar daar geen leeskopieë of oorspronklike ontwerpe geproduseer word nie.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(iii) Gekwalifiseerde werknemers wat werksaamhede verrig wat nie in (i) en (ii) hiervan gespesifiseer word nie.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(B) UITSNYAFDELING										
Gekwalifiseerde werknemers in diens vir—										
(i) Die uitsny en sny van boleer met die hand of 'n masjien:										
(a) Basgelooid of chroomgelooid splitleer, basgelooid of half-chroomgelooid kalfsvel, chroomgelooid suèdekalfsvel en basgelooid skaap- en bokvelle.....	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95
Wit kalfsvel wat ten volle chroomgelooi is vir die vervaardiging van skoene uit een stuk gesny, slegs bluchers en velskoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika gelooi).....	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(iii) Uitsnydings met 'n uitsnymasjien van die Westerntipe en outomatiese multipons-/uittandmasjien uitpons	112,49	123,74	112,00	123,20	122,00	123,20	112,97	124,27	116,87	128,56
(iv) Patrone uitreik	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Splitsmasjien bedien	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(v) Nommers stempel en/of verf	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Acme-agterstukke aanbring	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(C) STIKAFDELING										
Gekwalifiseerde werknemers in diens vir:										
(i) Puritan-masjienwerk	134,00	147,40	133,42	146,78	133,42	146,78	134,58	148,05	139,22	153,16
(ii) Die stik van leerstroke op bolear met buitessoolstikmasjiene	134,00	147,40	133,42	146,78	133,42	146,78	134,58	148,05	139,22	153,16
(iii) Proefnaaimasjienwerk	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iv) Ander masjienwerk:										
(a) Alle stikwerk aan bas- en chroomgelooide splitleer, bas- en half-chroomgelooide kalfsvel-, suède- en chroomgelooide kalfsvelvoeringmasjienwerk	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Wit kalfsvel wat ten volle chroomgelooi is vir die vervaardiging van slegs eenstukleerskoene, bluchers en velskoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika gelooi)	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(b) Werksaamhede in verband met ander soorte leer as dié in (a) gespesifiseer:										
Voorstukke vasstik	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
Plat bindwerk met 'n masjien										
Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien stik										
Oorskoene masjineer (hele oorskoene)										
Fantasieskoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte)										
Fantasie-masjienwerk volgens die saamhoustelsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers										

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(D) SOOL-EN-HAKAFDELING	R	R	R	R	R	R	R	R	R	R
<i>Klas I-werksaamhede</i>										
Gekwalifiseerde werknemers in diens:										
(i) Om sole uit leer te sny	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
Om ongegradeerde en ongestempelde voorrade te sorteer, te ondersoek en te pas	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
Om gegradeerde en gestempelde voorrade te sorteer en te ondersoek	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(ii) Om binnesole, verstewers, deurlopers, middelsole en neusverstywing uit ander leer as splitleer te sny, en om sole uit ander materiaal as leer te sny	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
Om gefatsoeneerde rubbersole op 'n pers dunner te maak..... [Getaalverhouding.—Kyk subklousule (P).]	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
<i>Klas II-werksaamhede</i>										
Gekwalifiseerde werknemers in diens vir:										
(i) Groefsnswerk:										
Kantstrookies aan binnesole vasnaai	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
Ander werk	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(ii) Perssnswerk, uitgesonderd dié in Klas I	130,31	143,34	129,74	142,73	129,74	142,73	130,87	143,97	135,38	148,93
(iii) Monteerwerk uit voorrade, afgesien daarvan of dit gesorteer en/of gegradeer is of nie.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Die aanbring van ribbes aan binnesole waaraan kantstrookies genaai is										
Klapsplitswerk										
Die aanbring van versterkings en bande										
Hakvormwerk										
Die maak van hakke										
Die pers van hakke										
Die inslaan van groot spykers										
Die afronding van sole en binnesole.....										
Met 'n outomatiese masjien groewe in sole maak, en sole grof en dunner maak										
Die vul van punte										
[Getaalverhouding.—Kyk subklousule (P).]										

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
Klas III-werksaamhede										
Gekwalifiseerde werknemers in diens vir:										
Die oopsny van groewe										
Die bedekking van rande										
Die afwerk van rande										
Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word	130,31	143,34	130,31	143,33	130,31	143,33	130,31	143,33	130,31	143,33
Buigwerk	130,31	130,31	130,31	130,31	130,31	130,31	130,31	130,31	130,31	130,31
Die afwerk van binnesole	130,31	130,31	130,31	130,31	130,31	130,31	130,31	130,31	130,31	130,31
Die maak van groewe in binnesole										
Die maak van gleuwe in binnesole										
Die merk van binnesole										
Die vasspyker van haklagies en/of hakstrokies										
Die omkeer van rande										
Skuurwerk in perskamer	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Die aanmeakaarsit van brugstukke										
Die giet van brugstukke	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71
Skaafwerk	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71
Die stempel van nommers										
Die giet van sole, binnesole en verstywers										
Die splitsing van sole en binnesole	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71
Bediening van soolgradeermasjien	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71
Die rofmaak van sole vir aanplakwerk										
Die aansmeer van rubberlym	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71
Beitswerk en/of inkwerk van binnesole										
Was aan hakkappe smeer en dit krimp	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71	131,71
Die bereiding van kantstrokies										
[Getaalverhouding.—Kyk subklousule (P).]										
(E) MAAKAFDELING										
Klas I-werksaamhede										
Gekwalifiseerde werknemers in diens vir:										
(i) Oortrekwerk, Consol-leeswerk en/of Littlewayleeswerk:										
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,00	193,58
(b) Klinkwerk en/of klink- en stikwerk, uitgesonderd in verband met skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(c) Gekombineerde oortrekwerk en leeswerk aan voorkante.....	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(d) Alle ander grade.....	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(ii) Leeswerk aan beddings (slegs neuse):										
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) Ander werk	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(iii) Leeswerk aan hakbedding en kante met enige masjien:										
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....	140,99	155,09	140,38	154,42	140,38	154,42	141,60	155,77	140,38	154,42
(b) Ander werk	140,99	155,09	140,38	154,42	140,38	154,42	141,60	155,77	140,38	154,42
<i>Opmerking.</i> —As daar van 'n leesmasjienbediener vereis word om die hakbeddings en/of kante en neuse van stewels of skoene te lees, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.										
As daar van 'n oortrek- en/of Consol-leesmasjienbediener vereis word om op 'n bepaalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.										
(iv) Die vassit van hele sole met 'n krammasjien	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
Randsol vaskram.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
(v) Die vasnaai van kantstrookies	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(vi) Ruwe afronding:										
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit.....	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) Ander werk	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(vii) Die vasnaai van sole	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(viii) Die vasstik van sole:										
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(b) Buitesole aan middelsole van Indiërsandale op 'n No. 6-tuigstikmasjien stik en middelsole of deurlopers aan die boleer van die mokassintipe skoeisel stik	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
(c) Ander werk	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(ix) (a) Boleer aan sole op 'n lees vaskram	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
(b) Boleer aan sole op 'n lees met gare vaswerk										
(c) Neuse van buitenaatskoene vorm										
(d) Buitesoolbedekkings met 'n masjien aanvee										
(e) Leeswerk op 'n Kamborian-masjien										
(f) Touleeswerk met die hand										
(x) Klopwerk:										
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	148,26	163,09	147,61	162,37	147,61	162,37	148,90	163,78	147,61	162,37
(b) Skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en stewels van die militêre tipe	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	161,77	177,95
('Stewels van die militêre tipe' beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kontrak gemaak word.)										
(c) Ander werk	148,26	163,09	147,61	162,37	147,61	162,37	148,90	163,78	147,61	162,37
<i>Opmerking.</i> —Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.										
(xi) Keuring	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58

[illegible]

(a) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat oortrekkwerk, masjienleeswerk en/of leeswerk aan beddings (uitgesonderd leeswerk aan hakbeddings en kantstukke), naaiwerk aan kantstrookies en/of sole, stikwerk en ruwe afrondingswerk verrig, mag daar hoogstens een leerling in diens geneem word.

(b) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat ander werksaamhede verrig as dié in (a) vermeld, mag daar een leerling in diens geneem word.

(c) 'Gedeelte van drie' in (a) en (b) bedoel, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeel is.]

Klas II-werksaamhede

Gekwalificeerde werknemers wat—

(i) sole op bolear in posisie plaas met vooraf afgewerkte kantstrokie met 'n verlangde rand

(ii) vooraf afgewerkte sole in posisie plaas voordat en/of wanneer dit met 'n pers vasgelym word

(iii) vaslymwerk verrig:

Sole tegelykertyd op bolear en pers in posisie plaas.....

Sole op voorkant en hakbededding van boleer in posisie
plaas voordat dit gepers word

'n Pers bedien, waar sole vooraf in posisie geplaas is (kyk Klas III vir vasspyker van slegs hakbedding)

Sole met 'n ander masjien as 'n snelstikmasjien aanmekaarstik voordat dit aan die skoene vasgeheg word, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe

Buitenaatskoene aanmekaarsit of oortrek.....

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
Klas III-werksaamhede	R	R	R	R	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:										
Klopwerk.....										
Aanbring van verhardingsharse aan neusverstywing met 'n masjien ...										
Vul van ondersole.....										
Toemaak van groewe en oplig van rande										
Voer van spykers aan 'n masjien wat hakke vassit										
Gelykmaak van buitenate met die hand										
Oortrek van hakke										
Verstywers en neusverstywing insit										
Die klamp van Louis-hakklappe, die gladmaak van Louis-hakke										
Die afwerking van Louis-hakklappe met die masjien										
Aweregse bevestiging van bolear op hakbedding.....										
Vasspyker en/of vaspen van hakbeddings										
Afronding van hakbeddings	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Aansit van brugstukke.....										
Sool aan hakbedding spyker vir vaslymproses										
Aansmeer van rubberlyn, bevogtiging en vasplak.....										
Sortering van dikkopspykers										
Soolléwerk in verband met kantstrookies en/of rubersole.....										
Vasspyker of vassit van deurlopers en middelsole aan sole										
Uittrek van spykers										
Vasspyker van onderwerk aan lees										
Inslaan van spykers in agterstukke voordat dit oorgetrek word op skoene met toe agterstukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die hakbedding geplaas word (kyk tekening)										



Spykers in agterstukke inslaan

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(F) AFWERKAFDELING										
Klas I-werksaamhede										
Gekwalifiseerde werknemers in diens vir:										
(i) Gladsny van rande:										
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
Rubbersole en rubberkomposisiesole										
Kinderskoeisel, alle nommers tot en met No. 1½.....										
Alle pantoffels (vir mans, vroue en kinders)										
Buitenaatskoeisel uit swart- en bruin kalfsleer vervaardig	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
(ii) Afwerk van rande:										
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	126,19	138,81
Deurloop-middelsole										
Middelstukke en/of bostukke										
Kinderskoeisel, alle nommers tot en met No. 1½.....										
Alle pantoffels (vir mans, vroue en kinders)	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
Buitenaatskoeisel uit swart- en bruin kalfsleer vervaardig										
(b) Outomatiese randafwerkmasjiene, alle grade	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
(c) Alle ander werk	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	154,84	170,33
(iii) Afwerk van hakke.....	126,74	139,41	126,19	138,81	126,19	138,81	129,29	140,01	126,19	138,81
(iv) Keuring.....	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	175,99	193,58
[Getalsverhouding.—Kyk subklousule (P).]										
Klas II-werksaamhede										
Gekwalifiseerde werknemers in diens vir:										
Betingslagwerk met die hand of 'n masjien	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Skuur van ondersole	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

[illegible]

[illegible]

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(J) VLOEIVORMINGSWERK	R	R	R	R	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:										
(i) Die vloei vorming van vooraf gesnyde boleer	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(ii) Die vloei vorming van vooraf gesnyde binnesole										
(iii) Vloei vormingswerk waar die boleer in vloeibare vorm voorkom										
(iv) Kleuraanwending aan vorms voor die vloei vormingswerk										
(v) Vormvervaardiging van vorms vir vloei vormingswerk uit silikoon-rubber of 'n ander geskikte materiaal										
<i>(Getelsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)</i>										
(K) INSPUITVORMING OF GIET VAN STOWWE WAT VIR VER-SOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD										
Gekwalifiseerde werknemers in diens vir:										
Inspuitvorming van eenhede aan boleer wat op 'n lees vasgewerk is of wat met tou aan 'n lees vasgewerk is of van sooleenhede:										
(a) Waar een werknemer met 'n inspuitvormmasjien werksaam is	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Waar twee werknemers met 'n inspuitvormmasjien werksaam is, moet elkeen soos volg betaal word	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(c) Waar meer as twee werknemers met 'n inspuitvormmasjien werksaam is, moet elkeen soos volg betaal word	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
<i>(Getelsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)</i>										
(L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHULP VAN 'N ANDER TOESTEL										
Gekwalifiseerde werknemers in diens vir:										
(i) Touleeswerk aan boleer van doekmateriaal	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

[illegible]

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(viii) Hakoortreksels aan hakke puntsweis en vaspers	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ix) Die afwerk van hakoortreksels	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(x) Die vassit van bostukke	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Die vervaardiging van houteenhede met of sonder hakke: Gekwalifiseerde werknemers in diens vir:										
(i) Die selekteer en/of skaaf van rouhout	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ii) Die meet, merk en saag van hout in vereiste lengtes	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iii) Die merk van boonste en kantaansig vir profielsny van eenheid	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) Die sny en fatsoeneer uit hout van 'n gekombineerde eenheid wat 'n voetvormige basis vorm en die sny van sieruitsnydings op die basis	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(v) Die sny of uitskaaf van 'n rand gedeeltelik of heeltemal rondom 'n houteenheid om 'n leeswerkrand te versink	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(vi) Die sementeer of rubberlym en lamelleer van twee of meer stukke hout om finale substansie te vermeerder	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(vii) Die in posisie plaas en pers van vooraf afgewerkte of onafgewerkte sole aan houteenhede	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(viii) Die rubberlym of sementeer en vassit van hakstukke aan sole voor vassit aan houteenhede, mits sodanige stukke nie groter is as die substansie van die sole nie	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ix) Die vassit van bostukke aan hakke	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(x) (aa) Die skuur van eenhede met 'n outomatiese masjien voor of na die vassit van die sole	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ab) Die skuur van eenhede met die hand voor of na die vassit van die sole	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

[illegible]

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(iv) Ander leerlinge, volgens ondervinding:	R	R	R	R	R	R	R	R	R	R
Eerste ses maande	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Tweede ses maande	68,83	75,71	68,53	75,38	68,53	75,38	69,12	76,04	68,53	75,38
Derde ses maande	77,52	85,27	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Vierde ses maande	86,64	95,30	86,26	94,88	86,26	94,88	87,01	95,70	86,26	94,88
Vyfde ses maande	96,81	106,49	96,39	106,03	96,39	106,03	97,23	106,95	96,39	106,03
Sesde ses maande	109,59	120,55	109,11	120,04	109,11	120,04	110,06	121,08	109,11	120,04
Daarna, die voorgeskrewe loon.										
Met dien verstande dat—										
(i) 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het;										
(ii) 'n leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem word as dié wat vir iemand met sy ondervinding voorgeskryf is, inkremte betaal moet word asof hy volgens ondervinding geregig is om die loon betaal te word waarteen hy in diens geneem is;										
(iii) leerlinge in die Stikafdeling en die Skoenkamer—										
(aa) na die vierde ses maande ondervinding geregig is op 'n loon van R107,18 per week in Distrik A, R106,72 in Distrik B, R107,65 in Distrikte C en D en R113,64 in Distrik E indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word.										
(ab) na die vyfde ses maande ondervinding geregig is op 'n loon van R114,95 per week in Distrik A, R114,45 in Distrikte B en C, R115,44 in Distrik D en R119,42 in Distrik E of R126,74 per week in Distrik A, R126,19 in Distrikte B en C, R127,29 in Distrik D en R131,22 in Distrik E, of R134,00 per week in Distrik A, R133,42 in Distrikte B en C, R134,58 in Distrik D en R139,22 in Distrik E indien hulle in diens is vir werksaamhede waarvoor hierdie lone voorgeskryf word.										
(iv) leerlinge in die Uitsnyafdeling wat nommers stempel en/of verfwerk doen en/of acme-agterstukke aanbring na die vierde ses maande ondervinding geregig is op 'n loon van R107,18 per week in Distrik A, R106,72 in Distrik B, R107,65 in Distrikte C en D en R113,64 in Distrik E.										
Werwing van 'n leerling vir 'n Klas I- of Klas II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as daar geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werknemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word.										
(O) ALGEMENE WERKNEMERS										
Algemene werkers	97,56	107,32	77,82	85,61	78,50	86,35	106,43	117,07	113,64	125,00

(P) GETALSVERHOUDINGS

(i) Klas I-werksaamhede in die Sool-en-hakafdeling en die Afwerkafdeling

Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat Klas I-werksaamhede in sowel die Sool-en-hakafdeling as in die Afwerkafdeling verrig, kan daar hoogstens een leerling in diens wees.

'Gedeelte van drie' beteken 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.

(ii) Klas II-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdelings

Vir al hierdie werksaamhede gesamentlik mag daar hoogstens een leerling vir elke drie of gedeelte van drie gekwalifiseerde werknemers in diens wees.

CLAUSE 2.—FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder.]

Group 1.—Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the bindings of which shall be no greater than the bindings depicted in the line drawings in Illustration 1 (a) and (b) and substantially similar in colour to the canvas uppers: Provided that where there is a difference in depth between the shade of the upper and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/1/Part 2): Provided further that—

(i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;

(ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in Illustration 1 (a) and (b);

(iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;

(iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;

(v) the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

Group 2.—Rubber footwear, either unlined or lined with fabrics.

Group 3.—Wholly moulded footwear.

Group 4.—Canvas fabric sandals.

'Gedeelte van drie' beteken vir hierdie doel 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.

(iii) *Klas III-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdelings*

Vir al hierdie werksaamhede gesamentlik mag daar hoogstens twee leerlinge vir elke gekwalifiseerde werknemer in diens wees.

(Q) MELK

Daar moet 'n halwe liter melk per dag verskaf word aan alle werknemers in die meulkamer en alle werknemers wat perssnywerksaamhede verrig.

KLOUSULE 2.—SKOEISEL SOOS HIERONDER GESPEFISEER

[Vir toepaslike omskrywings, sien subklousule (5) hieronder.]

Groep 1.—Skoeisel ontwerp vir aktiewe deelname aan sport en wat gemaak is met boeler van seildoek en waar nodig saam met randing, gieting, skutte of 'n neus uitsluitlik van rubber gemaak, alles in een kleur, waarvan die bindwerk nie meer beslaan nie as die bindwerk soos afgebeeld in die lyntekeninge van Afbeelding 1 (a) en (b) en wat hoofsaaklik van dieselfde kleur is as die seildoekboeler. Met dien verstande dat waar daar 'n verskil in diepte bestaan tussen die kleurskakering van die boeler en die bindwerk, sodanige verskil nie groter moet wees nie as die verskil soos weergegee deur Graad 3 van die "Grey Scale for assessing Change in Colour (Society of Dyers and Colourist Standard Methods, Third edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/1/Part 2)": Voorts met dien verstande dat—

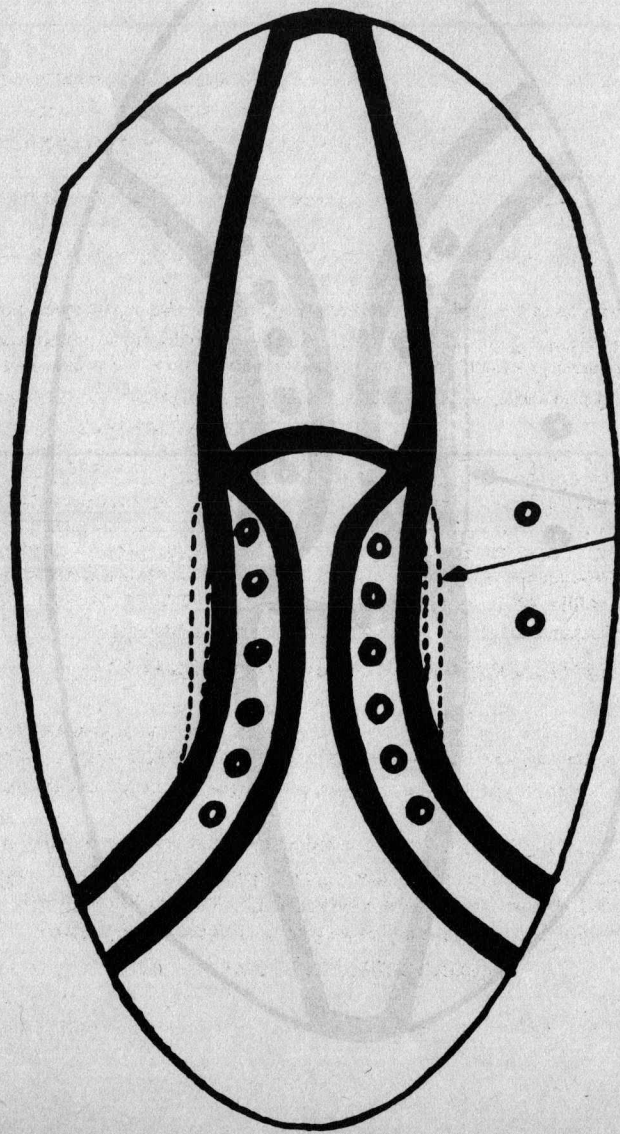
- (i) die sool moet bestaan uit rubber wat òf in 'n outoklaaf gevulkaniseer òf regstreeks gegiet is;
- (ii) die skoeisel soos omskryf aan die voet gehou kan word deur dit vas te ryg deur metaal-/of nie-metaalologies wat gewoonlik bo-op die boeler sit soos weergegee in Afbeelding 1 (a) en (b);
- (iii) waar soolknoppe en/of balkies verskaf word, hulle hoogstens ses millimeter onder die sool moet uitsteek;
- (iv) waar daar 'n hak is, dit hoogstens ses millimeter, gemeet vanaf die oppervlakte van die sool by die middelstuk, moet uitsteek;
- (v) gemelde bindwerk uit seildoek vervaardig moet wees maar dat die massa daarvan minder as 400 gram per vierkante meter mag wees.

Groep 2.—Rubbberskoeisel, nie uitgevoer nie of met seildoek uitgevoer.

Groep 3.—Skoeisel wat ten volle gegiet is.

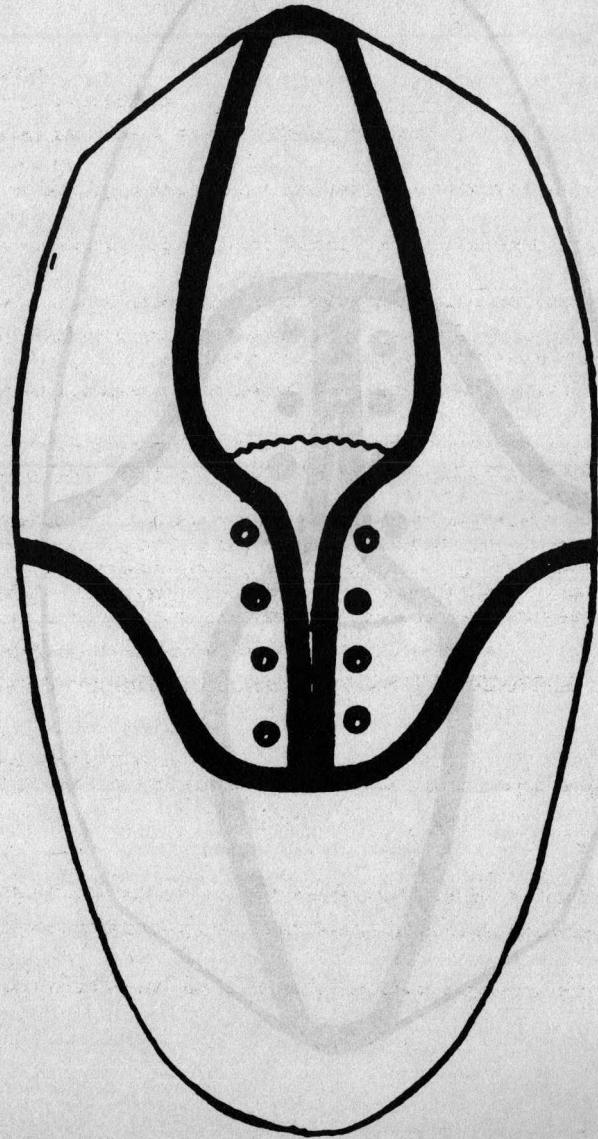
Groep 4.—Seildoeksandale.

ILLUSTRATION 1.



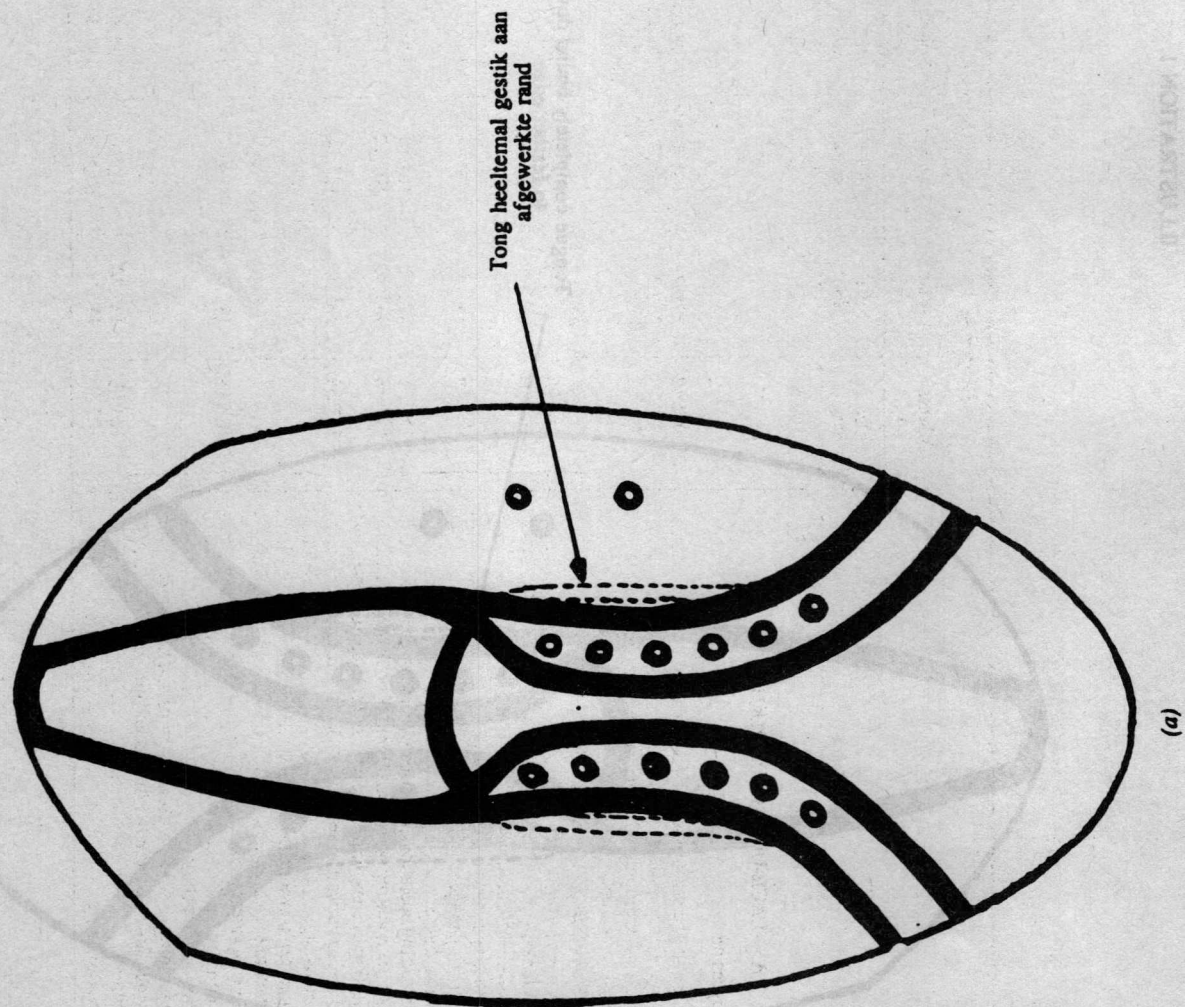
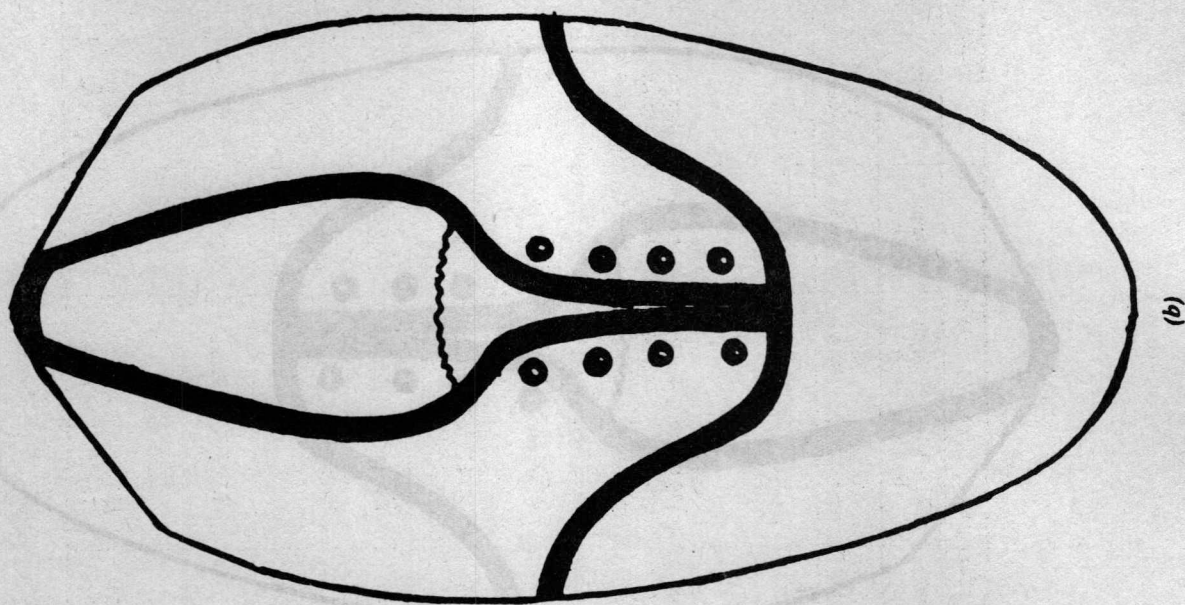
(a)

Tongue completely bound down
to feather edge



(b)

AFBEELDING 1.



	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) WAGES	R	R	R	R	R	R	R	R	R	R
A.—LACE-UP RUBBER BOOTS										
Qualified employees on:										
(i) Marking and/or cutting of textile fabrics.....	162,52	178,77	161,82	178,00	161,82	178,00	163,22	179,55	168,85	185,74
(ii) Cutting of rubber uppers	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iii) Cutting of fabric impregnated with rubber.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iv) Closing Departement:										
(a) Upper closing.....	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(b) Lining closing										
(c) Eyeletting										
(d) Buffing tongues										
(e) Inserting tongues	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(f) Securing tongues										
(g) Table-hands										
(v) All sole cutting operations, whether by hand or press.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(vi) All other press cutting operations (bottom stock only).....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(viii) Insole attaching.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ix) Placing material around the last										
(x) Sole attaching.....										
(xi) Attending an autoclave										
(xii) Solutioning by hand	123,08	135,39	122,54	134,80	122,54	134,00	123,61	135,98	127,87	140,66
(xiii) Solutioning by machine										
(xiv) (a) Moulding of soles, heels and/or sole and heel units										
(b) Moulding of boots other than in an autoclave	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(xv) Hobnailing										
(xvi) Sole roughing.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(xvii) Upper roughing.....										
(xviii) Edge trimming.....										
(xix) Spew and/or flash trimming on moulded boots										
(xx) Inserting laces										
(xxi) Slipping and sorting lasts										
(xxii) Trimming linings.....										
(xxiii) Rolling uppers										
(xxiv) Cutting and/or inserting stays	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(xxv) Dressing.....										
(xxvi) Cleaning.....										
(xxvii) Stamping sizes on linings.....										
(xxviii) Loading trolley for autoclave.....										
(xxix) Pairing										
(xxx) Attaching throughs or insole covers										
(xxxi) Any operations not specified in (i) to (xxx) above.....										
(xxxii) General workers.....	102,52	112,77	102,07	112,29	102,96	113,26	106,43	117,07	113,64	125,00
B.—OTHER FOOTWEAR WITHIN THIS SECTION										
Qualified employees on:										
(i) Upper Cutting Department:										
Group 1:										
Marking and/or cutting (from canvas or fabric).....	165,52	178,77	161,82	178,00	161,82	178,00	163,22	179,55	168,85	185,74
Group 2:										
Assisting clicker.....										
Marking and/or cutting (from rubber and/or canvas impregnated with rubber) gum boots.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Size marking.....										
(ii) Closing Department:										
Group 3:										
Attaching stays										
Size stamping on linings	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Thread trimming										
All other Closing Room operations, including eyeletting, perforating and skiving	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(iii) Bottom Stock Department:										
Group 4:										
Sole cutting from rubber by press or by hand	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
Group 5:										
Cutting or extruding blanks for the moulding of soles and/or heels	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Group 6:										
All other press cutting operations	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) Making Department:										
Group 7:										
Applying insole filler	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Size stamping insole										
Hand-lasting, rubbersole attaching by hand										
Vulcanising soles to uppers										
Solutioning by hand or machine	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
Assembling										
Direct moulding of soles to canvas uppers	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:										
(a) Where one employee is employed on an injection moulding machine										
(b) Where two employees are employed on an injection moulding machine, each shall be paid										
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
String-lasting	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
Lasting operations on a Kamborian machine	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
Lasting seats and sides by any machine	140,99	155,09	140,38	154,42	140,38	154,42	141,60	155,77	146,48	161,14
Combined pulling over and forepart lasting	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	183,64	202,00
(v) Group 8:										
Hobnailing by hand or machine	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

Provided that an adult employee who has had less than 12 months's experience shall nevertheless be deemed to have had 12 months' experience.

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) LONE	R	R	R	R	R	R	R	R	R	R
A.—TOERYGSTEWELS VAN RUBBER										
Gekwalifiseerde werknemers in diens vir:										
(i) Die merk en/of sny van tekstielstowwe	162,52	178,77	161,82	178,00	161,82	178,00	163,22	179,55	168,85	185,74
(ii) Die sny van rubberboleer	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iii) Die sny van kleedstof met rubber geïmpregneer	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iv) Die Stikafdeling:										
(a) Stik van boleer	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(b) Stik van voering										
(c) Die maak van vetergate										
(d) Tonge poleer										
(e) Tonge insit	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(f) Tonge vassit										
(g) Tafelwerkers										
(v) Alle soolsnywerkzaamhede, hetsy met die hand of 'n pers	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(vi) Alle ander perssnywerkzaamhede (slegs onderwerk)	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(vii) Handleeswerk (d. w. s. die oortrek van die bereide boleer oor die lees en die vassit daarvan aan die binnesool)	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(viii) Binnesole vassit	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ix) Materiaal rondom die lees plaas										
(x) Sole vassit										
(xi) 'n Outoklaaf bedien										
(xii) Rubberlymwerk met die hand	123,08	135,39	122,54	134,80	122,54	134,00	123,61	135,98	127,87	140,66
(xiii) Rubberlymwerk met 'n masjien										
(xiv) (a) Die giet van sole, hakke en/of sool- en hakeenhede										
(b) Die giet van stewels, uitgesonderd in 'n outoklaaf	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(xv) Die inslaan van dikkopsykers	123,08	135,39	122,54	134,80	122,54	134,00	123,61	135,98	127,87	140,66
(xvi) Die rofmaak van sole	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E											
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B										
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week										
	R	R	R	R	R	R	R	R	R	R										
(xvii) Die rofmaak van boleer	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00										
(xviii) Die gladsny van rande																				
(xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is																				
(xx) Die insit van veters																				
(xxi) Die uittrek en sortering van leeste																				
(xxii) Die regsny van voerings																				
(xxiii) Boleer rol																				
(xxiv) Steunstukke sny en/of insit																				
(xxv) Poets																				
(xxvi) Skoonmaak	102,52	112,77	102,07	112,29	102,96	113,26	106,43	117,07	113,64	125,00										
(xxvii) Nommers op voerings stempel																				
(xxviii) 'n Trollie vir die outoklaaf laai																				
(xxix) Pare uitsoek																				
(xxx) Deurlopende binnesole of bedekkings vir binnesole vassit																				
(xxxi) Alle werksaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie																				
(xxxii) Algemene werkers																				
B.—ANDER SKOEISEL IN HIERDIE SEKSIE																				
Gekwalifiseerde werknemers in diens:																				
(i) In die Boleersnyafdeling:																				
Groep 1:																				
Merk en/of sny (uit seildoek of kledstof)	165,52	178,77	161,82	178,00	161,82	178,00	163,22	179,55	168,85	185,74										
Groep 2:																				
Die snyer bystaan	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00										
Rubberstewelsmerk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer)																				
Nommers merk																				
(ii) In die Stikafdeling:																				
Groep 3:																				
Steunstukke vassit	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00										
Nommers op voerings stempel																				
Drade afknip																				
Alle ander Stikkamerwerksaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk																				
	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36										

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(iii) In die Onderwerkafdeling:										
<i>Groep 4:</i>										
Die sny van sole uit rubber met 'n pers of met die hand	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
<i>Groep 5:</i>										
Die sny of uitpers van ru-stukke vir die giet van sole en/of hakke	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
<i>Groep 6:</i>										
Alle ander perssnywerkzaamhede	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) In die Maakafdeling:										
<i>Groep 7:</i>										
Vulmateriaal vir binnesole aanbring.....										
Nommers op binnesole stempel										
Handleeswerk, die vassit van rubbersole met die hand.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Sole aan boleer vulkaniseer.....										
Rubberlym met die hand of 'n masjien aanbring										
Montering.....										
Regstreekse giet van sole aan seilboleer	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,61	119,42	131,36
Inspuit van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of van sooleenhede:										
(a) Waar een werknemer met 'n inspuigietmasjien werksaam is	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Waar twee werknemers met 'n inspuigietmasjien werksaam is, moet elkeen soos volg betaal word.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(c) Waar meer as twee werknemers met 'n inspuigietmasjien werksaam is, moet elkeen soos volg betaal word.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Op lees met tou vaswerk	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
Leeswerk op 'n Kamborian-masjien.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
Leeswerk van hakbeddings en kante met enige soort masjien	140,99	155,09	140,38	154,42	140,38	154,42	141,60	155,77	146,48	161,14
Gekombineerde oortrek- en puntleeswerk	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	183,64	202,00
(v) <i>Groep 8:</i>										
Dikkopspekers met die hand of 'n masjien inslaan	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

(3) GETALSVIRHOUDINGS

- (a) Voordat 'n leerling in diens geneem mag word vir enigeen van die werksaamhede in subklousule (1) A bedoel, moet daar een gekwalifiseerde werknemer in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.
- (b) Voordat 'n leerling in diens geneem mag word in enigeen van die nege groepe werksaamhede in subklousule (1) B bedoel, moet daar een gekwalifiseerde werknemer in daardie groep in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.

(4) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het

as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

(5) WOORDOMSKRYWING

Vir die toepassing van hierdie klousule—
omvat "rubber" natuurlike en sintetiese rubber asook alle termoplastiese organiese stowwe of verbindings daarvan;

beteken "seildoek" 'n kledstof gewef van garingdraad wat vervaardig is van katoen en/of kunsvesel wat dieselfde voorkoms het as katoenstof, welke stof, versterk of onversterk, hoogstens 1,36 millimeter per 1 kilopascal of 1,32 millimeter per 5 kilopascal is, en sy massa minstens 400 gram per vierkante meter en sy eienskappe sterkte en stewigheid is;

is "een kleur" 'n algeheel natuurlike of gebleikte kleur of 'n soliede kleurskakering of kleurtoon.

CLAUSE 3.—SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIAL OTHER THAN LEATHER

KLOUSULE 3.—PANTOFFELS, WAARVAN DIE BOLEER VAN ANDER STOWWE AS LEER GEMAAK IS

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) WAGES	R	R	R	R	R	R	R	R	R	R
Qualified employees on:										
A. Upper Cutting Department:										
(i) Upper cutting	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	168,80	185,69
(ii) Stock cutting and/or lining cutting	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iii) Upper assembling	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iv) Marking and/or stamping	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
B. Machining Department:										
(i) Machining toe caps, collars seams, binding, tongues, socks and pads, buttonholing, buttoning	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ii) Machining of uppers, socks, pads and soft soles together	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(iii) Machining elastic bound edges of uppers to soft soles	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
C. Rough Stuff Department:										
(i) Sole cutting from leather	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	183,64	202,00
(ii) Sole cutting from other than leather	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(iii) Insole cutting and lift and top-piece cutting	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(iv) Stamping	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(v) Heel covering	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
D. Making Department:										
(i) Slipper turn sewing	134,29	147,72	133,71	147,09	133,71	147,09	134,87	148,36	139,52	153,48
(ii) Steaming and blocking into shape:										
(a) Felt work	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Leather work, fabric Cubans	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
(iii) Stuck-on process:										
(a) Hand-lasting	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Sole roughening										
Sole positioning on upper and press operating in one operation										
Sole positioning on upper at forepart seat before pressing										
Press operating with sole previously positioned	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(b) Soling operation	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(c) Sole and insole tacking	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(iv) Vulcanising soles to lasted uppers	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(v) Slugging										
(vi) Channelling										
Hand-levelling										
Heel attaching	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Tacking backs										
(vii) Slipper turning	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(viii) Fetching and putting away lasts										
(ix) Inserting heel pads										
(x) Conveyer operating										
(xi) Direct injection moulding or pouring of any materials used for soling and unit converting:										
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:										
(a) Where one employee is employed on an injection moulding machine	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Where two employees are employed on an injection moulding machine, each shall be paid	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
E. Finishing Department:										
Edge trimming.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
Edge setting.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
Heel trimming.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Scouring operations.....										
Inking, staining and brushing.....										
Slipping uppers.....										
F. Shoe Room Department:										
Examining.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
All other Shoe Room operations.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(2) LEARNERS										
<i>According to experience:</i>										
First six months.....	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Second six months.....	68,83	75,71	68,52	75,36	68,52	75,36	69,11	76,02	68,52	75,36
Third six months.....	77,52	85,28	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Fourth six months.....	86,64	95,30	86,26	94,88	86,26	94,88	87,01	95,70	86,26	94,88
Fifth six months.....	96,81	106,49	96,39	106,03	96,39	106,03	97,23	106,95	96,39	106,03
Sixth six months.....	109,59	120,55	109,11	120,04	109,11	120,04	110,06	121,08	109,11	120,04
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:										
Provided further that learners on operations for which a wage rate of R107,18 per week in District A, R106,72 in District B, R107,65 in Districts C and D and R113,64 in District E is prescribed shall, after the fourth six months of experience, become entitled to this wage rate:										
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.										
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.										
(3) GENERAL WORKERS										
General workers.....	102,52	112,77	102,07	112,29	102,96	113,26	106,43	117,07	113,64	125,00

(4) RATIO

For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) LONE	R	R	R	R	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:										
A. Boleersnyafdeling:										
(i) Sny van boleer.....	162,47	178,72	161,77	177,95	161,77	177,95	163,18	179,50	168,80	185,69
(ii) Sny van binnesole en/of sny van voerings.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iii) Inmeakaarsit van boleer.....	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
(iv) Merk en/of stempel.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
B. Masjienstikafdeling:										
(i) Neuse, krae, nate, omboorsel, tonge, binne sole en stopfels vasstik, knoopsgate maak en knope aanwerk.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(ii) Boleer, binnesole, stopfels en sagte sole met 'n masjien aanmeakaarsit.....	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
(iii) Gomlastiekgebonde rande van boleer aan sagte sole met 'n masjien vasstik.....	114,95	126,45	114,45	125,89	114,45	125,89	115,44	126,99	119,42	131,36
C. Sool-en-hak afdeling:										
(i) Sole uit leer sny.....	176,75	194,43	175,99	193,58	175,99	193,58	177,52	195,26	183,64	202,00
(ii) Sole uit ander materiaal as leer sny.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(iii) Binnesole, haklagies en bostukke sny.....	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
(iv) Stempelwerk.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(v) Hakke oortrek.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
D. Maakafdeling:										
(i) Omkeernaaiwerk aan pantoffels.....	134,29	147,72	133,71	147,09	133,71	147,09	134,87	148,36	139,52	153,48
(ii) Fatsoenering met stoom en uitklophamer:										
(a) Viltwerk.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(b) Leerwerk, Kubaanse hakke van kleedstof.....	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(iii) Vaslymwerk:	R	R	R	R	R	R	R	R	R	R
(a) Handleeswerk	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Die rofmaak van sole										
Sool in posisie plaas op boleer en tegelykertyd 'n pers bedien.....										
Sool in posisie plaas op boleer by voorkanthakbedding voordat perswerk verrig word										
'n Pers bedien waar die sole vooraf in posisie geplaas is										
(b) Rubberlymwerk	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(c) Vasspyker van sole en binnesole.....	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(iv) Vulkanisering van sole op geleeste boleer	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(v) Polvydraad inslaan	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(vi) Groefsnwywerk										
Gelykmaak met die hand										
Vassit van hakke										
Vasspyker van agterstukke										
(vii) Omkeer van pantoffels	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
(viii) Leeste gaan haal en bêre										
(ix) Hakkussinkies insit										
(x) Vervoerbande bedien										
(xi) Regstreekse inspuitsvorm of giet van stowwe wat vir versoolwerk en vir die ombou van eenhede gebruik word:	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66
Regstreekse inspuitsvorm van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of boleer met vasgestikte binnesole:										
(a) Waar een werknemer met 'n inspuitsvormmasjien werksaam is.....										
(b) Waar twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word										
(c) Waar meer as twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word	123,08	135,39	122,54	134,80	122,54	134,80	123,61	135,98	127,87	140,66

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R	R	R	R	R
E. Afwerkafdeling:										
Rande gladsny	155,51	171,06	154,84	170,33	154,84	170,33	156,18	171,81	161,57	177,73
Rande afwerk	126,74	139,41	126,19	138,81	126,19	138,81	127,29	140,01	131,68	144,84
Hakke afwerk	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Skuurwerksaamhede										
Inkwerk, beitswerk en borselwerk										
Boleer van lees afhaal										
F. Skoenkamerafdeling:										
Keuring	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
Alle ander Skoenkamerwerksaamhede	107,18	117,90	106,72	117,40	107,65	118,42	107,65	118,42	113,64	125,00
(2) LEERLINGE										
<i>Volgens ondervinding:</i>										
Eerste ses maande	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Tweede ses maande	68,83	75,71	68,52	75,36	68,52	75,36	69,11	76,02	68,52	75,36
Derde ses maande	77,52	85,28	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Vierde ses maande	86,64	95,30	86,26	94,88	86,26	94,88	87,01	95,70	86,26	94,88
Vyfde ses maande	96,81	106,49	96,39	106,03	96,39	106,03	97,23	106,95	96,39	106,03
Sesde ses maande	109,59	120,55	109,11	120,04	109,11	120,04	110,06	121,08	109,11	120,04
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat die werksaamheid verrig waarvoor sodanige leerling in diens is nie:										
Voorts met dien verstande dat leerlinge wat werksaamhede verrig waarvoor 'n loonskaal van R107,18 per week in Distrik A, R106,72 in Distrik B, R107,65 in Distrikte C en D en R113,64 in Distrik E voorgeskryf word, na afloop van hul vierde ses maande ondervinding vir genoemde loonskaal kwalifiseer.										
Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.										
(3) ALGEMENE WERKERS										
Algemene werkers	102,52	112,77	102,07	112,29	102,96	113,26	106,43	117,07	113,64	125,00

(4) GETALSVERHOUDING

Vir elke een gekwalifiseerde werknemer wat die werksaamhede verrig wat in subklousule (1) hiervan gespesifiseer word, mag daar hoogstens twee leerlinge in diens geneem word teen die loonskaal vir leerlinge ingevolge subklousule (2) hiervan voorgeskryf: Met dien verstande dat daar een werknemer wat die loon ontvang wat vir 'n gekwalifiseerde werknemer voorgeskryf word in elke afdeling in diens moet wees voordat 'n leerling in diens geneem kan word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word.

CLAUSE 4.—'PLATNATE' AND 'DOPPERS'

Note.—'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempie or pitch thread.

KLOUSULE 4.—'PLATNATE' EN 'DOPPERS'

Opmerking.—'Platnate' en 'doppers' beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.

	District A		District B		District C		District D		District E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) WAGES	R	R	R	R	R	R	R	R	R	R
Qualified employees on:										
(i) Clicking	124,02	136,42	123,49	135,84	123,49	135,84	124,56	137,02	123,49	135,84
(ii) Machining by power	97,56	107,32	70,69	77,75	71,31	78,43	106,43	117,07	113,64	125,00
Machining other than by power	97,56	107,32	62,02	68,22	62,56	68,81	106,43	117,07	113,64	125,00
Other Closing Department operations	97,56	107,32	70,69	77,75	71,31	78,43	106,43	117,07	113,64	125,00
(iii) Sole cutting by power	146,74	161,41	146,11	160,72	146,11	160,72	147,38	162,12	152,46	167,71
Sole cutting other than by power	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
(iv) Pulling over by hand and/or hand-lasting	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
Stitching by hand	97,56	107,32	62,02	68,22	62,56	68,81	106,43	117,07	113,64	125,00
(v) Edge trimming by power	124,02	136,42	123,49	135,84	123,49	135,84	124,56	137,02	128,86	141,74
Edge trimming other than by power	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
(vi) Pairing and/or size marking	97,56	107,32	62,02	68,22	62,56	68,81	106,43	117,07	113,64	125,00
(vii) Any operation other than those specified in (i) to (vi) hereof	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
(2) LEARNERS										
According to experience:										
First six months	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Second six months	68,83	75,71	68,52	75,37	68,52	75,37	69,11	76,03	68,52	75,37
Third six months	77,52	85,27	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:										
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.										
(3) GENERAL WORKERS										
General workers	97,56	107,32	77,82	85,61	78,50	86,35	106,43	117,07	113,64	125,00

(4) RATIO

For every three employees receiving not less than R97,56 per week in District A, R61,99 in District B, R62,52 in District C, R106,43 in District D and R113,64 in District E there may be employed not more than one employee at a wage of less than R97,56 per week in District A, R61,99 in District B, R62,52 in District C, R106,43 in District D and R113,64 in District E.

Signed at Port Elizabeth, on behalf of the parties, this 5th day of September 1988.

D. J. F. LINDE,
Member of the Council.

O. J. FOURIE,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations."

	Distrik A		Distrik B		Distrik C		Distrik D		Distrik E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) LONE	R	R	R	R	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:										
(i) Uitsnywerk.....	124,02	136,42	123,49	135,84	123,49	135,84	124,56	137,02	123,49	135,84
(ii) Kragmasjienwerk.....	97,56	107,32	70,69	77,75	71,31	78,43	106,43	117,07	113,64	125,00
Masjienwerk, uitgesonderd kragmasjienwerk.....	97,56	107,32	62,02	68,22	62,56	68,81	106,43	117,07	113,64	125,00
Ander werksaamhede in die Stikafdeling.....	97,56	107,32	70,69	77,75	71,31	78,43	106,43	117,07	113,64	125,00
(iii) Soolsnywerk met 'n kragmasjien.....	146,74	161,41	146,11	160,72	146,11	160,72	147,38	162,12	152,46	167,71
Soolsnywerk, uitgesonderd met 'n kragmasjien.....	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
(iv) Oortrek met die hand en/of handleeswerk.....	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
Stikwerk met die hand.....	97,56	107,32	62,02	68,22	62,56	68,81	106,43	117,07	113,64	125,00
(v) Randafwerking met 'n kragmasjien.....	124,02	136,42	123,49	135,84	123,49	135,84	124,56	137,02	128,86	141,74
Randafwerking, uitgesonderd met 'n kragmasjien.....	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
(vi) Pare uitsoek en/of nommers merk.....	97,56	107,32	62,02	68,22	62,56	68,81	106,43	117,07	113,64	125,00
(vii) Alle werksaamhede, uitgesonderd dié in (i) tot (vi) hiervan gespesifiseer.....	97,56	107,32	88,06	96,85	88,82	97,70	106,43	117,07	113,64	125,00
(2) LEERLINGE										
Volgens ondervinding:										
Eerste ses maande.....	60,67	66,74	60,41	66,46	60,41	66,46	60,94	67,04	60,41	66,46
Tweede ses maande.....	68,83	75,71	68,52	75,37	68,52	75,37	69,11	76,03	68,52	75,37
Derde ses maande.....	77,52	85,27	77,19	84,91	77,19	84,91	77,86	85,64	77,19	84,91
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamheid verrig waarvoor sodanige leerling in diens is nie:										
Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.										
(3) ALGEMENE WERKERS										
Algemene werkers.....	97,56	107,32	77,82	85,61	78,50	86,35	106,43	117,07	113,64	125,00
(4) GETALSVIRHOUDING										
Vir elke drie werknemers wat minstens R97,56 per week in Distrik A, R61,99 in Distrik B, R62,52 in Distrik C, R106,43 in Distrik D en R113,64 in Distrik E verdien, mag daar hoogstens een werknemer teen 'n loon van minder as R97,56 in Distrik A, R61,99 in Distrik B, R62,52 in Distrik C, R106,43 in Distrik D en R113,64 in diens geneem word.										
(5) DIFFERENSIËLE WERK										
'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou ontvang het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word."										

Namens die partye op hede die 5de dag van September 1988 te Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

O. J. FOURIE,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

No. R. 159

3 February 1989

CORRECTION NOTICE

WAGE ACT, 1957

WAGE DETERMINATION 400.—GOODS TRANSPORTATION AND STORAGE TRADE, CERTAIN AREAS

The following correction to Government Notice R. 2140 in *Gazette* 10488 of 17 October 1986 is published for general information:

In the English version of the Schedule, in clause 2 (44), for the word "or" where it appears after the words "Day of the Vow" substitute the word "and".

No. R. 160

3 February 1989

CORRECTION NOTICE

WAGE ACT, 1957

WAGE DETERMINATION 405.—WOODWORKING INDUSTRY, REPUBLIC OF SOUTH AFRICA

The following correction to Government Notice R. 2667 in *Gazette* 10553 of 19 December 1986 is published for general information:

In the Afrikaans version of the Schedule, in clause 8 (2), insert the expression "of 'n werknemer in 'n aaneenlopende bedrywigheid," after the words "los werknemer,".

No. R. 164

3 February 1989

LABOUR RELATIONS ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY, R.S.A.—AMENDMENT OF LABOURERS' BENEFIT FUND AGREEMENT

I, Eli van der Merwe Louw, Acting Minister of Manpower, hereby—

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

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

ELI VAN DER MERWE LOUW,
Acting Minister of Manpower.

No. R. 159

3 Februarie 1989

VERBETERINGSKENNISGEWING

LOONWET, 1957

LOONVASSTELLING 400.—GOEDEREVERVOER- EN OPBERGINGSBEDRYF, SEKERE GEBIEDE

Die volgende verbetering aan Goewermenskennisgewing R. 2140 in *Staatskoerant* 10488 van 17 Oktober 1986 word vir algemene inligting gepubliseer:

In die Engelse teks van die Bylae, in klousule 2 (44), vervang die woord "or", waar dit na die woorde "Day of the Vow" voorkom, deur die woord "and".

No. R. 160

3 Februarie 1989

VERBETERINGSKENNISGEWING

LOONWET, 1957

LOONVASSTELLING 405.—HOUTVERWERKINGS- NYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Die volgende verbetering aan Goewermenskennisgewing R. 2667 in *Staatskoerant* 10553 van 19 Desember 1986 word vir algemene inligting gepubliseer:

In die Afrikaanse teks van die Bylae, in klousule 8 (2), voeg die uitdrukking "of 'n werknemer in 'n aaneenlopende bedrywigheid," in na die woorde "los werknemer,".

No. R. 164

3 Februarie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

DRUK- EN NUUSBLADNYWERHEID, R.S.A.—WYSIGING VAN ARBEIDSHULPFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Waarnemende Minister van Mannekrag, verklaar hierby—

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

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

ELI VAN DER MERWE LOUW,
Waarnemende Minister van Mannekrag.

SCHEDULE**NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND
NEWSPAPER INDUSTRY OF SOUTH AFRICA****LABOURERS' BENEFIT FUND****AGREEMENT**

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

The South African Printing and Allied Industries Federation

and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

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

to amend the Labourers' Benefit Fund Agreement published under Government Notice R. 909 of 6 May 1983, as amended and renewed by Government Notices R. 2309 of 26 October 1984, R. 22 of 3 January 1986, R. 298 of 21 February 1986, R. 932 of 16 May 1986 and R. 2580 of 5 December 1986.

1. SCOPE OF APPLICATION AND PERIOD OF OPERATION

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

(1) by all employers who are members of the employers' organisations and by all employees who are members of the trade union who are engaged or employed in the Industry, as defined;

(2) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

2. SECTION 5.—MEMBERSHIP OF FUND

Substitute the following for the existing subsection (3):

"(3) Any person whose membership has ceased in terms of subsection (2) hereof, shall be paid—

(a) in respect of membership up to 31 December 1981—an amount of 20c for each week for which a full contribution was paid in respect of him to the Fund or the African Workers' Benefit Fund: Provided, however, that a labourer, screen worker and screen printing probationer shall be paid an amount of 3c for each week for which a full contribution was paid in respect of him to the Fund or the African Workers' Benefit Fund up to 31 December 1975, and an amount of 20c for each week for which a full contribution was paid in respect of him to the Fund from 1 January 1976 up to 31 December 1981; plus

(b) in respect of membership from 1 January 1982—an amount of 28c for each week for which a full contribution was paid in respect of him after 1 January 1982; plus

(c) interest on (a) and (b) hereof at the rate of five per cent per annum for each completed year of membership from 1 January 1982 or from the date on which the member commenced making contributions to the Fund up to the date on which membership ceases.

Upon payment of this amount, the Fund shall have no further liability in respect of that person.

Should a person who is entitled to claim a payment in terms of this subsection fail to submit his claim within a period of six months from the happening of the event entitling him to make the claim, the amount due shall, unless otherwise decided by the Management Committee, be forfeited for the benefit of the Fund."

BYLAE**NASIONALE NYWERHEIDSRAAD VIR DIE DRUK- EN NUUS-
BLADNYWERHEID VAN SUID-AFRIKA****ARBEIDSHULPFONDSOOREENKOMS****OOREENKOMS**

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

The South African Printing and Allied Industries Federation

en die

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

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

om die Arbeidershulpfondsooreenkomst, gepubliseer by Goewermentskennisgewing R. 909 van 6 Mei 1983, soos gewysig en hernieu deur Goewermentskennisgewings R. 2309 van 26 Oktober 1984, R. 22 van 3 Januarie 1986, R. 298 van 21 Februarie 1986, R. 932 van 16 Mei 1986 en R. 2580 van 5 Desember 1986, te wysig.

1. TOEPASSINGSBESTEK EN GELDIGHEIDSDUUR

Hierdie Ooreenkomst moet in die Druk- en Nuusbladnywerheid nagekom word—

(1) deur alle werkgewers wat lede is van die werkgewersorganisasies en deur alle werknemers wat lede is van die vakvereniging, wat onderskeidelik betrokke is by of werksaam is in die Nywerheid, soos omskryf;

(2) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai.

2. KLOUSULE 5.—LIDMAATSKAP VAN FONDSE

Vervang die bestaande subklousule (3) deur die volgende:

"(3) Iemand wie se lidmaatskap ingevolge subklousule (2) hiervan beëindig is, moet soos volg betaal word:

(a) In die geval van lidmaatskap tot 31 Desember 1981—'n bedrag van 20c vir elke week waarvoor 'n volle bydrae ten opsigte van hom aan die Fonds of die Bantoe-arbeidershulpfonds betaal is: Met dien verstande egter dat aan 'n arbeider, skermwerker en skermdrukproefwerker 'n bedrag van 3c betaal moet word vir elke week waarvoor 'n volle bydrae ten opsigte van hom tot 31 Desember 1975 aan die Fonds of die Bantoe-arbeidershulpfonds betaal is, en 'n bedrag van 20c vir elke week waarvoor 'n volle bydrae ten opsigte van hom vanaf 1 Januarie 1976 tot en met 31 Desember 1981 aan die Fonds betaal is; plus

(b) in die geval van lidmaatskap vanaf 1 Januarie 1982—'n bedrag van 28c vir elke week waarvoor 'n volle bydrae ten opsigte van hom na 1 Januarie 1982 betaal is; plus

(c) rente op (a) en (b) hiervan teen 'n koers van vyf persent per jaar vir elke voltooiende jaar van lidmaatskap vanaf 1 Januarie 1982 of vanaf die datum waarop die lid bydraes tot die Fonds begin maak het tot die datum waarop lidmaatskap beëindig word.

Wanneer hierdie bedrag betaal is, het die Fonds geen verdere aanspreeklikheid ten opsigte van daardie persoon nie.

Indien iemand wat daartoe geregtig is om betaling kragtens hierdie subklousule te eis, versuim om sy eis in te dien binne ses maande na die gebeurtenis wat hom op die indiening van die eis geregtig maak, moet die verskuldigde bedrag ten bate van die Fonds verbeur word tensy die Bestuurskomitee anders besluit."

3. SECTION 9.—MEDICAL AID

Substitute "R120,00" for "R60".

4. SECTION 11.—PENSIONS

In subsection (2), substitute "R31,48" for "R19,16".

5. SECTION 13.—BENEFITS FOR DEPENDANTS

(1) Substitute the following for the existing subsections (1) and (2):

"(1) If a member dies, his dependants shall be granted a lump sum of R500,00 less the total amount, if any, that he received in payment of the pensions provided for in terms of sections 11 and 12."

(2) Renumber the existing subsections (3) and (4) to read subsections (2) and (3) respectively.

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

Signed at Cape Town this 30th day of November 1988.

M. R. WATERMEYER,

Employers' Representative, Chairman of the Council.

M. DEYSEL,

Employees' Representative.

R. F. CROWTHER,

Secretary of the Council.

No. R. 165

3 February 1989

LABOUR RELATIONS ACT, 1956**PRINTING AND NEWSPAPER INDUSTRY, R.S.A.—AMENDMENT OF MAIN AGREEMENT**

I, Eli van der Merwe Louw, Acting Minister of Manpower, hereby—

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

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1), 5 (2), (3) and (4) and 6 [in so far as it amends clause 19 (1) (e) (i) and 19 (2) (e)], shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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.

ELI VAN DER MERWE LOUW,
Acting Minister of Manpower.

3. KLOUSULE 9.—MEDIËSE HULP

Vervang "R60,00" deur "R120,00".

4. KLOUSULE 11.—PENSIOENE

In subklousule (2), vervang "R19,16" deur "R31,48".

5. KLOUSULE 13.—VOORDELE VIR AFHANKLIKES

(1) Vervang die bestaande subklousule (1) en (2) deur die volgende:

"(1) Indien 'n lid sterf, moet aan sy afhanklikes 'n ronde bedrag van R500,00 betaal word, min die totale bedrag, indien daar is, wat hy ontvang het in die vorm van pensioen-betalings waarvoor in klousules 11 en 12 voorsiening gemaak word."

(2) Hernommer die bestaande subklousules (3) en (4) om te lui onderskeidelik subklousules (2) en (3).

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

Op hede die 30ste dag van November 1988 te Kaapstad onderteken.

M. R. WATERMEYER,

Werkgewersverteenvoordiger, Voorsitter van die Raad.

M. DEYSEL,

Werknemersverteenvoordiger.

R. F. CROWTHER,

Sekretaris van die Raad.

No. R. 165

3 Februarie 1989

WET OP ARBEIDSVERHOUDINGE, 1956**DRUK- EN NUUSBLADNYWERHEID, R.S.A.—WYSIGING VAN HOOFOOREENKOMS**

Ek, Eli van der Merwe Louw, Waarnemende Minister van Mannekrag, verklaar hierby—

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

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), 5 (2), (3) en (4) en 6 [vir sover dit klousule 19 (1) (e) (i) en 19 (2) (e) wysig], met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1989 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat onderskeidelik betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

ELI VAN DER MERWE LOUW,
Waarnemende Minister van Mannekrag.

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

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

The South African Printing and Allied Industries Federation
and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

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

to amend the Main Agreement published under Government Notice R. 2744 of 24 December 1982, as amended and renewed by Government Notices R. 1363 of 1 July 1983, R. 2423 of 4 November 1983, R. 2746 of 14 December 1984, R. 19 of 3 January 1986, R. 295 of 21 February 1986, R. 929 of 16 May 1986, R. 257 of 6 February 1987 and R. 2812 of 18 December 1987.

1. SCOPE OF APPLICATION AND PERIOD OF OPERATION

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

(1) by all employers who are members of the employers' organisations and by all employees who are members of the trade union who are engaged or employed in the Industry, as defined;

(2) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

CHAPTER 2**2. SECTION 6.—WAGE RATES**

(1) Substitute the following for subsection (8):

"(8) Notwithstanding the provisions of subsection (1) all employees who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1988 shall be granted an increase of R20,00 per week with effect from 1 January 1989.

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

"TABLE 1**Day work**

Area	Journey not elsewhere specified Scale 1	Foremen; offset litho, multi-colour, perfecting and rotary machine minders Scale 2	Typesetting machine operators Scale 3	Operators mechanics and printers' technicians (electronics) Scale 4
		1989		
	R	R	R	R
Rural	345,07	362,22	364,99	384,08
Urban	347,13	364,49	367,29	386,69

TABLE 2**Day work**

Weekly wages payable to printers' attendants

Area	1989
	R
Rural	294,60
Urban	297,83

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

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

The South African Printing and Allied Industries Federation
en

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

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

om die Hoofooreenkoms gepubliseer by Goewermentskennisgewing R. 2744 van 24 Desember 1982, soos gewysig en hernieu deur Goewermentskennisgewings R. 1363 van 1 Julie 1983, R. 2423 van 4 November 1983, R. 2746 van 14 Desember 1984, R. 19 van 19 Januarie 1986, R. 295 van 21 Februarie 1986, R. 929 van 16 Mei 1986, R. 257 van 6 Februarie 1987 en R. 2812 van 18 Desember 1987, te wysig.

1. TOEPASSINGSBESTEK EN GELDIGHEIDSDUUR

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

(1) deur alle werkgevers wat lede is van die werkgeversorganisasies en deur alle werknemers wat lede is van die vakvereniging wat onderskeidelik betrokke is by of in diens is in die Nywerheid, soos omskryf;

(2) in die Republiek van Suid-Afrika uitgesonderd die hawe en nederstelling van Walvisbaai.

HOOFSTUK 2**2. KLOUSULE 6.—LOONTARIEWE**

(1) Vervang subklausule (8) deur die volgende:

"(8) Ondanks subklausule (1) moet alle werknemers wat hoër lone ontvang as die minimum lone op 31 Desember 1988 voorgeskryf vanaf 1 Januarie 1989 'n verhoging van R20,00 per week toegestaan word.

(2) Vervang Tabele 1 tot 13 deur die volgende:

"TABEL 1**Dagwerk**

Gebied	Vakmanne nie elders genoem nie Skaal 1	Voormanne; bedieners van vlakdruktoer, veelkleur-perfekteer- en rolperse Skaal 2	Setmasjiens-bedieners Skaal 3	Bedienerwerk-tuigkundiges en drukkers-tegnici (elektronika) Skaal 4
		1989		
	R	R	R	R
Platteland...	345,07	362,22	364,99	384,08
Stedelik.....	347,13	364,49	367,29	386,69

TABEL 2**Dagwerk**

Weeklone betaalbaar aan drukkershulpe

Gebied	1989
	R
Platteland.....	294,60
Stedelik.....	297,83

TABLE 3

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

1989

Area	First year	Second year
	R	R
Rural.....	242,10	251,14
Urban.....	245,37	254,48

TABLE 4

Day work*Weekly wages payable to process mounters*

1989

Area	First six months	Second six months	Third six months	Thereafter
	R	R	R	R
Rural.....	213,51	241,35	269,20	317,48
Urban.....	214,81	242,85	270,91	319,40

TABLE 5

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

Area	1989
	R
Rural.....	217,60
Urban.....	239,06

TABLE 6

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

When employed in terms of section 25 (9) (d) (ii), platen pressmen shall be paid at least 10 per cent more than the wages specified in this Table.

Area	1989
	R
Rural.....	196,83
Urban.....	215,47

TABLE 7

Day work

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

When employed in terms of section 25 (9) (d) (ii), learner platen pressmen shall be paid at least 10 per cent more than the wages specified in this Table.

1989

Area	First six months	Second six months	Third six months
	R	R	R
Rural.....	139,68	150,92	173,26
Urban.....	149,38	162,38	181,62

TABEL 3

Dagwerk*Weeklone betaalbaar aan leerling-drukkersshulpe*

1989

Gebied	Eerste jaar	Tweede jaar
	R	R
Platteland.....	242,10	251,14
Stedelik.....	245,37	254,48

TABEL 4

Dagwerk*Weeklone betaalbaar aan chemiemonteerdere*

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
	R	R	R	R
Platteland...	213,51	241,35	269,20	317,48
Stedelik.....	214,81	242,85	270,91	319,40

TABEL 5

Dagwerk*Weeklone betaalbaar aan bedieners van vrugtetoeendraaipapiermasjiene*

Gebied	1989
	R
Platteland.....	217,60
Stedelik.....	239,06

TABEL 6

Dagwerk

Weeklone betaalbaar aan voumasjienedieners, degelpersdrukkers, lito-bedieners en roletketmasjienedieners

Wanneer werksaam ingevolge klousule 25 (9) (d) (ii), moet degelpersdrukkers minstens 10 persent meer betaal as die lone wat in hierdie Tabel gespesifiseer word.

Gebied	1989
	R
Platteland.....	196,83
Stedelik.....	215,47

TABEL 7

Dagwerk

Weeklone betaalbaar aan leerling-voumasjienedieners, leerling-degelpersdrukkers, leerling-litobedieneers en leerling-roletketmasjienedieners volgens hul ondervinding

Wanneer werksaam ingevolge klousule 25 (9) (d) (ii), moet leerling-degelpersdrukkers minstens 10 persent meer betaal word as die lone wat in hierdie Tabel gespesifiseer word.

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
	R	R	R
Platteland.....	139,68	150,92	173,26
Stedelik.....	149,38	162,38	181,62

TABLE 8**Day work**

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

1989

Area	First year	Second year	Thereafter
	R	R	R
Rural.....	133,84	165,27	197,21
Urban.....	140,79	176,99	216,87

TABLE 9**Day work**

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

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

1989

Area	First year	Second year	Thereafter
	R	R	R
Rural.....	176,58	187,63	190,22
Urban.....	182,98	196,63	208,05

TABLE 10**Day work**

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

1989

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural.....	130,37	142,42	153,22	168,17
Urban.....	136,89	152,59	163,99	175,76

Note.—Drivers of motor vehicles with an unladen mass of over 16 000 kg shall be paid in accordance with this Table 10 during their first 18 months' experience and thereafter as follows:

Area	1989
	R
Rural.....	192,11
Urban.....	200,91

TABLE 11**Day work**

Weekly wages payable to solid typesetters

1989

Area	First six months	Second six months	Second year	Third year	After three years
	R	R	R	R	R
Rural.....	130,37	142,42	172,61	187,63	190,22
Urban.....	136,89	152,59	175,37	196,63	208,05

TABEL 8**Dagwerk**

Weeklone betaalbaar aan Monotype-gietmasjienbedieners volgens hul ondervinding

1989

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland.....	133,84	165,27	197,21
Stedelik.....	140,79	176,99	216,87

TABEL 9**Dagwerk**

Weeklone betaalbaar aan kwartobinders volgens hul ondervinding as sodanig

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

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland.....	176,58	187,63	190,22
Stedelik.....	182,98	196,63	208,05

TABEL 10**Dagwerk**

Weeklone betaalbaar aan algemene assistente, drywers van motorvoertuie en vurkhyserdrywers

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	130,37	142,42	153,22	168,17
Stedelik.....	136,89	152,59	163,99	175,76

Opmerking.—Drywers van motorvoertuie met 'n onbelaste massa van meer as 16 000 kg moet gedurende hul eerste 18 maande ondervinding volgens Tabel 10 betaal word en daarna soos volg:

Gebied	1989
	R
Platteland.....	192,11
Stedelik.....	200,91

TABEL 11**Dagwerk**

Weeklone betaalbaar aan platsetters

1989

Gebied	Eerste ses maande	Tweede ses maande	Tweede jaar	Derde jaar	Na drie jaar
	R	R	R	R	R
Platteland.....	130,37	142,42	172,61	187,63	190,22
Stedelik.....	136,89	152,59	175,37	196,63	208,05

TABLE 12

Day work*Weekly wages payable to envelope punchers according to their experience as such*

1989

Area	First year	Second year	Thereafter
	R	R	R
Rural.....	165,93	179,58	190,22
Urban.....	173,33	192,17	208,05

TABLE 13

Day work*Weekly wages payable to trainee printers' technicians (electronics)*

1989

Area	First year	Second year	Third year
	R	R	R
Rural and Urban.....	186,69	228,75	256,59

3. SECTION 7.—DISCIPLINARY CODE AND GRIEVANCE PROCEDURE

Substitute the following for the existing section 7:

“(1) A disciplinary code and procedure shall be followed if disciplinary action against an employee is indicated.

(2) If an employer has consulted the Chapel on a disciplinary code and negotiated a disciplinary procedure, such code and procedure shall be submitted to the Council for registration. The Standing Committee, in its discretion, may register such a code/procedure. A registered disciplinary code and procedure may, *inter alia*, provide for the suspension (without pay) of an employee for a period not exceeding five working days.

(3) In the absence of a registered disciplinary code and procedure a disciplinary code and procedure as may be from time to time be prescribed by the Council shall apply.”

4. SECTION 14.—HOLIDAYS

Substitute the following for subsection (12):

“(12) Subject to the provisions of subsection (14) hereof, an employer shall pay to every skilled employee in his employ, as well as to every other employee employed by him, who has had 12 months' or more experience in the Industry, a holiday bonus at the time when the leave pay due to that employee is paid to him. The holiday bonus shall accrue at the rate of R10,50 per week in respect of skilled employees and at the rate of R6,50 per week, in respect of the other employees referred to, for each week of employment with the particular employer. For the purposes of this subsection, “employment” shall have the meaning given to it in subsection (4) hereof. The holiday bonus shall not accrue for any period during which an employee is absent on leave: Provided that, in the case of an employee who has completed 15 years' continuous service at a particular establishment, the holiday bonus shall accrue during the employee's fourth week of leave. In the case of an apprentice who becomes a journeyman during a particular year, the bonus for that year shall accrue at the rate of R6,50 per week up to the date on which he becomes, or became, a journeyman and at the rate of R10,50 per week thereafter. In the case of an employee who completes 12 months' experience in the Industry during a particular year, the bonus for that year shall accrue only from the date on which he completes, or completed, his 12 months' experience. An employee who was a factory aid and who was entitled to a holiday bonus in terms of section 48 (12) of this Agreement shall remain entitled to a bonus at the rate of R4,50 per week, as prescribed by the said section 48 (12) until such time as he qualifies for a bonus in terms of this subsection.”

TABEL 12

Dagwerk*Weeklone betaalbaar aan koevertponers volgens hul ondervinding as sodanig*

1989

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland.....	165,93	179,58	190,22
Stedelik.....	173,33	192,17	208,05

TABEL 13

Dagwerk*Weeklone betaalbaar aan leerling-drukkerstegnici (elektronika)*

1989

Gebied	Eerste jaar	Tweede jaar	Derde jaar
	R	R	R
Platteland en Stedelik.....	186,69	228,75	256,59

3. KLOUSULE 7.—PROSEDURE IN VERBAND MET DISCIPLINE EN GRIEWE

Vervang die bestaande klousule 7 deur die volgende:

“(1) 'n Dissiplinêre kode en prosedure moet gevolg word indien dissiplinêre optrede teen 'n werknemer nodig word.

(2) Indien 'n werkgewer die Kapel oor 'n dissiplinêre kode geraadpleeg het en 'n dissiplinêre prosedure met die Kapel beding het, moet so 'n kode en prosedure aan die Raad voorgelê word vir registrasie. Die Vaste Komitee kan na goeddunke so 'n kode/prosedure registreer. 'n Geregistreerde dissiplinêre kode en prosedure kan onder andere voorsiening maak vir die skorsing (sonder betaling) van 'n werknemer vir 'n tydperk van hoogstens vyf werkdade.

(3) By gebrek aan 'n geregistreerde dissiplinêre kode en prosedure is 'n dissiplinêre kode en prosedure wat van tyd tot tyd deur die Raad voorgeskryf word van toepassing.”

4. KLOUSULE 14.—VAKANSIEDAE EN VAKANSIEVERLOF

Vervang subklousule (12) deur die volgende:

“(12) Behoudens subklousule (14) hiervan moet 'n werkgewer aan elke geskoolde werknemer in sy diens en aan elke ander werknemer wat by hom in diens is en wat 12 maande of langer ondervinding in die Nywerheid het, 'n verlofbonus betaal wanneer die verlofbesoldiging wat aan daardie werknemer verskuldig is aan hom betaal word. Die vakansiebonus moet oploop teen 'n koers van R10,50 per week ten opsigte van geskoolde werknemers, en teen 'n koers van R6,50 per week ten opsigte van die ander bedoelde werknemers, vir elke week diens by die bepaalde werkgewer. Vir die toepassing van hierdie subklousule het “diens” die betekenis wat in subklousule (4) hiervan daaraan geheg word. Die verlofbonus moet nie oploop ten opsigte van 'n tydperk waartydens 'n werknemer met verlof afwesig is nie: Met dien verstande dat, in die geval van 'n werknemer wat 15 jaar ononderbroke diens by 'n bepaalde inrigting voltooi het, die verlofbonus wel gedurende die werknemer se vierde week verlof moet oploop. In die geval van 'n vakleerling wat gedurende 'n bepaalde jaar 'n vakman word, moet die bonus vir dié jaar teen 'n koers van R6,50 per week oploop tot op die datum waarop hy 'n vakman word of geword het, en teen 'n koers van R10,50 per week daarna. In die geval van 'n werknemer wat gedurende 'n bepaalde jaar 12 maande ondervinding in die Nywerheid voltooi, moet die bonus vir dié jaar oploop slegs vanaf die datum waarop hy sy 12 maande ondervinding voltooi het. 'n Werknemer wat 'n fabriekshelper was en wat ingevolge klousule 48 (12) van hierdie Ooreenkoms op 'n vakansieverlofbonus geregtig was, bly geregtig op 'n bonus van R4,50 per week, soos voorgeskryf by genoemde klousule 48 (12) totdat hy kwalifiseer vir 'n bonus ingevolge hierdie subklousule.”

5. SECTION 18.—CONTRIBUTIONS

(1) In subsection (1), substitute "R0,53" for "R0,33", "R0,48" for "R0,27" and "R1,08" for "R0,60", respectively.

(2) In subsection (2), substitute "R1,45" for "R1,20" and "R0,80" for "R0,65", respectively.

(3) In subsection (3) (e), substitute "R6,81" for "R2,46".

(4) In subsection (4), substitute "R19,00" for "R16,00".

6. SECTION 19.—CONTRIBUTION STAMPS

(1) Substitute the following for section 19:

"(1) In order to facilitate the payment of the contributions referred to in section 18 hereof, every employer shall pay to the Secretary of the Council the following weekly amounts:

	1989
	R
(a) Skilled employees.....	82,74
(b) Semi-skilled employees with 18 months' or more experience in the Industry—	
(i) for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6.....	52,62
(ii) for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6.....	47,06
(c) Apprentices.....	47,06
(d) Semi-skilled employees with less than 18 months' experience in the Industry.....	30,94
(e) Factory aids—	
(i) who are members of the trade union—	
(aa) with additional benefits.....	28,59
(ab) without additional benefits.....	9,15
(ii) who are members of the Labourers' Benefit Fund.....	1,71

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

	1989
	R
(a) Skilled employees.....	63,74
(b) Semi-skilled employees with 18 months' or more experience in the Industry—	
(i) for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6.....	33,62
(ii) for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6.....	28,06
(c) Apprentices.....	28,06
(d) Semi-skilled employees with less than 18 months' experience in the Industry.....	11,94
(e) Factory aids who are members of the trade union with additional benefits.....	9,59

(3) The following provisions shall apply in respect of the Council's assessment system:

(a) Every employer shall pay to the Secretary of the Council the contributions due in terms of section 18, read with section 19 (1) and (2), of this Agreement and render a written statement containing the following details in respect of every employee in respect of whom the contributions are due:

- (i) Full name;
- (ii) period in respect of which the contributions are paid; and where applicable.
- (iii) trade union grade; and
- (iv) trade union or Labourers' Benefit Fund number.

(b) Every employer shall pay the contributions and render the statement in terms of paragraph (a) to the Secretary of the Council by not later than the 15th day of the month immediately following the month to which the contributions relate. (Note.—Forms prepared specifically for the inclusion of the details required by this subsection are obtainable on application from the Secretary of the Council.)

5. KLOUSULE 18.—BYDRAES

(1) In subklousule (1), vervang "R0,33" deur "R0,53", "R0,27" deur "R0,48" en "R0,60" deur "R1,08", onderskeidelik.

(2) In subklousule (2), vervang "R1,20" deur "R1,45" en "R0,65" deur "R0,80", onderskeidelik.

(3) In subklousule (3) (e), vervang "R2,46" deur "R6,81".

(4) In subklousule (4), vervang "R16,00" deur "R19,00".

6. KLOUSULE 19.—BYDRAESEËLS

(1) Vervang klousule 19 deur die volgende:

"(1) Ten einde die betaling te vergemaklik van die bydraes in klousule 18 hiervan bedoel, moet elke werkgever aan die Sekretaris van die Raad die volgende weeklikse bydrae betaal:

	1989
	R
(a) Geskoolde werknemers.....	82,74
(b) Halfgeskoolde werknemers met 18 maande of langer ondervinding in die Nywerheid—	
(i) vir wie minimum lone voorgeskryf word teen 'n koers hoër as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6.....	52,62
(ii) vir wie minimum lone voorgeskryf word teen 'n koers gelyk aan of laer as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6.....	47,06
(c) Vakleerlinge.....	47,06
(d) Halfgeskoolde werknemers met minder as 18 maande ondervinding in die Nywerheid.....	30,94
(e) Fabriekshelpers—	
(i) wat lede is van die vakvereniging—	
(aa) met addisionele voordele.....	28,59
(ab) sonder addisionele voordele.....	9,15
(ii) wat lede van die Arbeidershulpfonds is.....	1,71

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

	1989
	R
(a) Geskoolde werknemers.....	63,74
(b) Halfgeskoolde werknemers met 18 maande of langer ondervinding in die Nywerheid—	
(i) vir wie minimum lone voorgeskryf word teen 'n koers hoër as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6.....	33,62
(ii) vir wie minimum lone voorgeskryf word teen 'n koers gelyk aan of laer as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6.....	28,06
(c) Vakleerlinge.....	28,06
(d) Halfgeskoolde werknemers met minder as 18 maande ondervinding in die Nywerheid.....	11,94
(e) Fabriekshelpers wat lede is van die vakvereniging met addisionele voordele.....	9,59

(3) Die volgende bepalings is van toepassing ten opsigte van die Raad se aanslagstelsel:

(a) Elke werkgever moet aan die Sekretaris van die Raad die bydraes betaal wat verskuldig is ingevolge klousule 18, gelees met klousule 19 (1) en (2), van hierdie Ooreenkoms en 'n skriftelike staat indien wat die volgende besonderhede bevat ten opsigte van elke werknemer ten behoeve van wie bydraes betaalbaar is:

- (i) Volle naam;
- (ii) tydperk ten opsigte waarvan die bydraes betaal word; en waar toepaslik
- (iii) vakverenigingsgraad; en
- (iv) vakvereniging- of Arbeidershulpfondsnommer.

(b) Elke werkgever moet die bydraes en die staat van besonderhede ingevolge paragraaf (a) voor of op die 15de dag van die maand wat onmiddellik volg op dié waarop die bydraes betrekking het, aan die Sekretaris van die Raad besorg. (Opmerking.—Vorms wat spesifiek opgestel is vir die insluiting van die besonderhede wat ooreenkomstig hierdie subklousule vereis word, is op aansoek verkrygbaar van die Sekretaris van die Raad.)

(c) Should any amount due in terms of this section not be received by the Council by the 15th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate, subject to the provisions of the Prescribed Rate of Interest Act, Act 55 of 1975, of one and a half per cent per month or part thereof from such 15th day until the day upon which payment in cash is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof."

7. SECTION 20.—CONTRIBUTION CARDS

In subsection (1), delete the words:

"Within seven days of the end of each week he shall affix in the place indicated on the card a contribution stamp of the required value and shall cancel such stamp by marking thereon the name of his firm."

8. SECTION 21.—DEDUCTIONS

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

"(1) An employer may make the following weekly deductions, being the employee's contribution to the various funds, from the wages due to each of the employees concerned:

1989

Total contribution	R	R	R	R	R
	82,74	52,62	47,06	30,94	28,59
General Fund	0,15	0,13	0,13	0,13	0,13
Employee Benefit Fund	0,61	0,31	0,31	0,31	0,31
Pension Fund	22,84	14,18	11,57	4,31	3,20
Medical Aid Fund	6,20	6,20	6,20	6,20	6,20
	29,80	20,82	18,21	10,95	9,84

Total contribution	R	R	R	R	R	R	R
	63,74	33,62	28,06	11,94	9,59	9,15	1,71
General Fund	0,15	0,13	0,13	0,13	0,13	0,13	0,13
Employee Benefit Fund	0,61	0,31	0,31	0,31	0,31	—	—
Pension Fund	22,84	14,18	11,57	4,31	3,20	3,20	—
Labourers' Benefit Fund							
Pension Fund	—	—	—	—	—	—	0,28
Medical and Sick Pay Fund	—	—	—	—	—	0,12	0,12
	23,60	14,62	12,01	4,75	3,64	3,45	0,53

	R
General Fund cash contribution	1,08
General Fund	0,40 "

9. SECTION 25.—WORKING RULES

In subsection (6):

(1) Delete paragraphs (a) to (1).

(2) Substitute the following for paragraphs (m) to (w):

"(6) (a) The following working rules shall apply in respect of phototype-setting:

Operation of keyboards

(i) A journeyman compositor paid at not less than the rate for the area concerned prescribed in Scale 3 of Table 1 of section 6 of this Agreement shall be employed on direct entry on a keyboard which provides for the control of variable justification, selection of design, style and size of lettering and the position of the lettering by the operator.

(c) Indien 'n bedrag wat ingevolge hierdie klousule verskuldig is nie teen die 15de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is, deur die Raad ontvang word nie, moet die werkgever rente betaal op sodanige bedraaf of op sodanige kleiner bedrag wat nie betaal is nie, bereken teen die koers van, behoudens die bepalings van die Wet op die Voorgeskrewe Rentekoers (Wet 55 van 1975), een en 'n half persent per maand of gedeelte daarvan vanaf sodanige 15de dag tot die dag waarop betaling in kontant werklik deur die Raad ontvang word: Met dien verstande dat die Raad daartoe geregtig is om na goeie dunks betaling van sodanige rente of gedeelte daarvan kwyt te skeld."

7. KLOUSULE 20.—BYDRAEKAARTE

In subklousule (1), skrap die volgende woorde:

"Binne sewe dae na die einde van elke week moet hy in die plek wat daarvoor aangedui is 'n bydraeseël van die vereiste waarde op die kaart plak en elke seël roeier deur die naam van sy firma daarop aan te bring."

8. KLOUSULE 21.—AFTREKKINGS

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

"'n Werkgever kan ondergenoemde weeklikse bedrae, wat die werknemer se bydrae tot die verskillende fondse is, van die loon aftrek wat aan elk van die betrokke werknemers verskuldig is:

1989

Totale bydrae	R	R	R	R	R
	82,74	52,62	47,06	30,94	28,59
Algemene Fonds	0,15	0,13	0,13	0,13	0,13
Werknemersvoordelefondse	0,61	0,31	0,31	0,31	0,31
Pensioenfonds	22,84	14,18	11,57	4,31	3,20
Mediese Hulpfondse	6,20	6,20	6,20	6,20	6,20
	29,80	20,82	18,21	10,95	9,84

Totale bydrae	R	R	R	R	R	R	R
	63,74	33,62	28,06	11,94	9,59	9,15	1,71
Algemene Fonds ...	0,15	0,13	0,13	0,13	0,13	0,13	0,13
Werknemersvoordelefondse	0,61	0,31	0,31	0,31	0,31	—	—
Pensioenfonds	22,84	14,18	11,57	4,31	3,20	3,20	—
Arbeidershulpfondse							
Pensioenfonds	—	—	—	—	—	—	0,28
Mediese en Siektebesoldigingsfondse	—	—	—	—	—	0,12	0,12
	23,60	14,62	12,01	4,75	3,64	3,45	0,53

	R
Algemene Fonds kontantbydrae	1,08
Algemene Fonds	0,40"

(2) Skrap subklousule (2).

9. KLOUSULE 25.—WERKREGLEMENT

In subklousule (6):

(1) Skrap paragrawe (a) tot (l).

(2) Vervang paragrawe (m) tot (w) deur die volgende:

"(6) (a) Die volgende werkreglement is van toepassing ten opsigte van fotosetwerk:

Bediening van toetsborde

(i) 'n Vakmansetter wat betaal word teen minstens die tarief vir die betrokke gebied voorgeskryf in Skaal 3 van Tabel 1 van klousule 6 van hierdie Ooreenkoms moet in diens geneem word om direkte invoering te doen op 'n toetsbord wat voorsiening maak vir die beheer oor wisselbare justering, keuse van ontwerp, styl en grootte van letters en die posisie van die letters deur die bediener.

(ii) A text setter paid at not less than the rate for the area concerned prescribed in Scale 1 of Table 1 of section 6 of this Agreement shall be employed on an offline keyboard for the production of punched tape or electronic origination material, which does not provided for the control of variable justification, selection of design, style and size of lettering and the position of the lettering by the operator. The period of training of text setters shall be 12 months and during that training period no employer shall pay and no such employee shall accept wages at less than the following weekly rates:

First three months 60% of Scale 1, Table 1

Second three months 70% of Scale 1, Table 1

Third three months 80% of Scale 1, Table 1

Fourth three months 90% of Scale 1, Table 1

The provisions of this subparagraph shall also apply in respect of an employee who—

operates a keyboard for the preparation of any form of tape which is intended to be fed into a phototypesetter for the purpose of justification; and

operates the input recorder on a two keyboard system which provides hard copy for proofreading and utilises an encoded magnetic tape.

(iii) a printers' attendant or a trainee printers' attendant may operate an electronic typewriter with display and built-in memory whether or not the typewriter allows the hard copy to be played out automatically.

(iv) Notwithstanding the provisions of subparagraph (i) above, an employee paid at not less than the rate prescribed for the area concerned in Table 5 of this Agreement may be employed on producing copy or plates by means of any type of typewriter, including electric typewriters providing for limited control of variable justification and selection of lettering and style, which copy is intended to be used for reproduction. Similarly such an employee may also operate a keyboard for the production of unjustified hard copy which is to be photographed.

Operation of Photosetters

(v) An employer shall not permit any employee, other than a journeyman or apprentice compositor to operate photosetting machines. No other employee shall perform such work.

(vi) A general assistant paid at not less than the rate for the area concerned prescribed in Table 8 of section 6 of this Agreement may operate all equipment used to expose on film, or similar material from punched or electronic origination material, develop and process the film or similar material, so exposed and make copies therefrom by means of a contact copying machine for the purposes of proofreading or otherwise. An employee employed on this work shall work under the supervision of a journeyman compositor or photolithographer and may also feed tape through a photosetter. He may also operate the output composer unit on a two keyboard system which produces final hard copy from the encoded magnetic tape but may not use this unit for input which is normally introduced to the system via the input recorder.

Contact printing

(vii) Notwithstanding the provisions of subparagraphs (i) and (iv) above, a general assistant paid at not less than the rate prescribed for the area concerned in Table 6 of section 6 of this Agreement may be employed on the production, by the principle of contact printing, of lettering on film, paper or similar material, by the use of negatives or positives by means of handset headlining machines."

(3) Renumber paragraphs (x), (y) and (z) to read respectively paragraphs (b), (c) and (d).

CHAPTER 3

10. SECTION 31.—WAGE RATES

Substitute the following for Tables 14, 15 and 16:

"TABLE 14

Day work

Weekly wages payable to operators of single-faced corrugated machines

Area	1989
	R
Rural.....	198,10
Urban.....	199,80

(ii) 'n Teksetter wat betaal word teen minstens die tarief vir die betrokke gebied voorgeskryf in Skaal 1 van Tabel 1 van klousule 6 van hierdie Ooreenkoms moet in diens geneem word op 'n ongekoppelde toetsbord vir die produksie van geponste bande of elektroniese materiaal wat nie voorsiening maak vir die beheer oor wisselbare justering, keuse van ontwerp, styl en grootte van letters en die posisie van die letters deur die bediener nie. Die leertydperk van teksetters is 12 maande en in dié tydperk mag geen werkgewer laer loontariewe as onderstaande weeklikse tariewe betaal en mag geen werknemer dit aanneem nie:

Eerste drie maande 60% van Skaal 1, Tabel 1

Tweede drie maande 70% van Skaal 1, Tabel 1

Derde drie maande 80% van Skaal 1, Tabel 1

Vierde drie maande 90% van Skaal 1, Tabel 1

Die bepalinge van hierdie subparagraaf is ook van toepassing ten opsigte van 'n werknemer wat—

'n toetsbord bedien vir die voorbereiding van enige vorm van band wat bedoel is om in 'n fotosetmasjien ingevoer te word vir die doel van justering; en

'n invoeropnemer op 'n twee-toetsbordstelsel bedien wat voorsiening maak vir harde kopie vir proeflees en wat 'n gekodeerde magnetiese band gebruik.

(iii) 'n Drukkershulp of 'n leerling-drukkershulp kan 'n elektroniese tikmasjien met vertoonwerk en ingeboude geheue bedien hetsy die tikmasjien toelaat dat harde kopie outomaties uitgelaat word al dan nie.

(iv) Ondanks die bepalinge van subparagraaf (i) hierbo, kan 'n werknemer wat betaal word teen minstens die tarief wat vir die betrokke gebied in Tabel 5 van hierdie Ooreenkoms voorgeskryf word, in diens wees by die produksie van kopie of plate deur middel van enige soort tikmasjien, met inbegrip van elektriese tikmasjiene wat voorsiening maak vir beperkte beheer oor wisselbare justering en keuse van letters en styl, indien sodanige kopie bedoel is om vir reproduksie gebruik te word. Eweneens kan so 'n werknemer ook 'n toetsbord bedien vir die produksie van ongejusteerde harde kopie wat gefotografeer moet word.

Bediening van fotosetters

(v) 'n Werkgewer mag nie 'n ander werknemer as 'n vakman of vakleerlingsetter toelaat om fotosetmasjiene te bedien nie. Geen ander werknemer mag sulke werk verrig nie.

(vi) 'n Algemene assistent wat betaal word teen minstens die tarief wat vir die betrokke gebied in Tabel 8 van klousule 6 van hierdie Ooreenkoms voorgeskryf word kan alle uitrusting bedien wat gebruik word om film te belig, of op dergelike materiaal wat sy oorsprong het van geponste of elektroniese materiaal, die film of dergelike materiaal, wat aldus belig is ontwikkel en verwerk en kopieë daarvan maak deur middel van 'n kontak-kopieermasjien vir die doel van proeweles of andersins. 'n Werknemer wat in diens is op hierdie werk moet onder die toesig van 'n vakmansetter of fotolitograaf werk en kan ook band deur die fotosetter voer. Hy kan ook die produksieseteeenheid bedien op 'n twee-toetsbordstelsel wat finale harde kopie van die gekodeerde magnetiese band lewer, maar mag nie hierdie eenheid gebruik vir invoer nie wat normaalweg ingevoer word na die stelsel via die invoeropnemer.

Kontakafdrukwerk

(vii) Ondanks subparagrafe (i) en (iv) hiervan, kan 'n algemene assistent wat betaal word teen minstens die tarief wat vir die betrokke gebied in Tabel 6 van klousule 6 van hierdie Ooreenkoms voorgeskryf word, in diens wees by die produksie, deur die beginsel van kontakafdrukwerk, van letterwerk op film, papier of soortgelyke materiaal, deur gebruik te maak van negatiewe of positiewe deur middel van Headlinerhandsetmasjiene."

(3) Hernommer paragrafe (x), (y) en (z) om onderskeidelik te lui paragrafe (b), (c) en (d).

HOOFSTUK 3

10. KLOUSLE 31.—LOONTARIEWE

Vervang Tabele 14, 15 en 16 deur die volgende:

"TABEL 14

Dagwerk

Weeklone betaalbaar aan bedieners van eenkant-riffelmasjiene

Gebied	1989
	R
Platteland.....	198,10
Stedelik.....	199,80

TABLE 15**Day work**

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

1989

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural	130,37	142,42	153,22	168,17
Urban	136,89	152,59	163,99	175,76

TABLE 16**Day work**

Weekly wages payable to corrugated board originators

1989

Area	First year	Second year	Thereafter
	R	R	R
Rural and Urban	245,37	254,48	297,83''

CHAPTER 4**11. SECTION 34.—WAGE RATES**

Substitute the following for Table 17 and 18:

“TABLE 17**Day work**

Weekly wages payable to machine adjusters in accordance with their experience

1989

Area	First year	Thereafter
	R	R
Rural and Urban	179,45	186,18

TABLE 18**Day work**

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

1989

Area	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural	130,37	142,42	153,22	168,17
Urban	136,89	152,59	163,99	175,76''

CHAPTER 5**12. SECTION 36.—WAGE RATES**

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

“TABLE 19**Day work**

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

1989

Area	First year	Second year	Third year
	R	R	R
Rural	165,93	179,58	190,22
Urban	173,33	192,17	208,05

TABEL 15**Dagwerk**

Weeklone betaalbaar aan riffelbord- en riffelbordhouerassistente volgens hul ondervinding

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	130,37	142,42	153,22	168,17
Stedelik	136,89	152,59	163,99	175,76

TABEL 16**Dagwerk**

Weeklone betaalbaar aan riffelbordontwerpers

1989

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland en Stedelik	245,37	254,48	297,83''

HOOFSTUK 4**11. KLOUSULE 34.—LOONTARIEWE**

Vervang Tabelle 17 en 18 deur die volgende:

“TABEL 17**Dagwerk**

Weeklone betaalbaar aan masjienstellers volgens hul ondervinding

1989

Gebied	Eerste jaar	Tweede jaar
	R	R
Platteland en Stedelik	179,45	186,18

TABEL 18**Dagwerk**

Weeklone betaalbaar aan veselhouerassistente volgens hul ondervinding

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland...	130,37	142,42	153,22	168,17
Stedelik	136,89	152,59	163,99	175,76''

HOOFSTUK 5**12. KLOUSULE 36.—LOONTARIEWE**

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

“TABEL 19**Dagwerk**

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners volgens hul ondervinding as sodanig

1989

Gebied	Eerste jaar	Tweede jaar	Derde jaar
	R	R	R
Platteland	165,93	179,58	190,22
Stedelik	173,33	192,17	208,05

TABLE 20**Day work***Weekly wages payable to paper sack machine attendants and paper sack originators*

Area	1989
	R
Rural	294,60
Urban	297,83

TABLE 21**Day work***Weekly wages payable to trainee paper sack machine attendants and trainee paper sack originators*

Area	1989	
	First year	Second year
	R	R
Rural	242,10	251,14
Urban	245,37	254,48

TABLE 22**Day work***Weekly wages payable to paper sack machine assistants according to their experience in the Industry*

Area	1989			
	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural	130,37	142,42	153,22	168,17
Urban	136,89	152,59	163,99	175,76''

CHAPTER 6**13. SECTION 40.—WAGE RATES**

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

“TABLE 23**Day work***Weekly wages payable to machine minders (packaging)*

Area	1989
	R
Rural	362,22
Urban	364,49

TABLE 24**Day work***Weekly wages payable to packaging assistants according to their experience in the Industry*

Area	1989			
	First six months	Second six months	Third six months	After 18 months
	R	R	R	R
Rural	130,37	142,42	153,22	168,17
Urban	136,89	152,59	163,99	175,76

TABEL 20**Dagwerk***Weeklone betaalbaar aan papiersakmasjienbedieners en papiersakontwerpers*

Gebied	1989
	R
Platteland.....	294,60
Stedelik.....	297,83

TABEL 21**Dagwerk***Weekloon betaalbaar aan leerling-papiersakmasjienbedieners en leerling-papaparsakontwerpers*

Gebied	1989	
	Eerste jaar	Tweede jaar
	R	R
Platteland.....	242,10	251,14
Stedelik.....	245,37	254,48

TABEL 22**Dagwerk***Weeklone betaalbaar aan papiersakmasjienassistente volgens hul ondervinding in die Nywerheid*

Gebied	1989			
	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland....	130,37	142,42	153,22	168,17
Stedelik.....	136,89	152,59	163,99	175,76''

HOOFSTUK 6**13. KLOUSULE 40.—LOONTARIEWE**

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

“TABEL 23**Dagwerk***Weeklone betaalbaar aan masjienbedieners (houers)*

Gebied	1989
	R
Platteland.....	362,22
Stedelik.....	364,49

TABEL 24**Dagwerk***Weeklone betaalbaar aan houerasistente volgens hul ondervinding in die Nywerheid*

Gebied	1989			
	Eerste ses maande	Tweede ses maande	Derde ses maande	Na 18 maande
	R	R	R	R
Platteland....	130,37	142,42	153,22	168,17
Stedelik.....	136,89	152,59	163,99	175,76

TABLE 25**Day work***Weekly wages payable to flexible packaging originators according to their experience in the Industry*

1989

Area	First year	Second year	Thereafter
	R	R	R
Rural and Urban.....	245,37	254,48	297,83

TABLE 26**Day work***Weekly wages payable to tape printer operators according to their experience in the Industry*

1989

Area	First six months	Second six months	Thereafter
	R	R	R
Rural	132,08	139,27	144,65
Urban	135,02	141,44	145,80

CHAPTER 7**14. SECTION 43.—WAGE RATES**

Substitute the following for Tables 27 to 34:

“TABLE 27**Day work***Screen assistants*

1989

Area	First six months	Second six months	Third six months	Thereafter
	R	R	R	R
Rural and Urban	134,48	142,89	151,26	155,45

TABLE 28**Day work***Learner screen printing manual operators*

1989

Area	First six months	Second six months	Third six months
	R	R	R
Rural and Urban.....	155,45	159,64	163,86

TABLE 29**Day work***Learner screen printing machine operators*

1989

Area	First six months	Second six months	Third six months
	R	R	R
Rural and Urban.....	172,24	182,72	193,21

TABLE 30**Day work***Screen printing manual operators*

Area	1989
	R
Rural and Urban.....	172,24

TABEL 25**Dagwerk***Weeklone betaalbaar aan buigsamehouerontwerpers volgens hul ondervinding in die Nywerheid*

1989

Gebied	Eerste jaar	Tweede jaar	Daarna
	R	R	R
Platteland en Stedelik.....	245,37	254,48	297,83

TABEL 26**Dagwerk***Weeklone betaalbaar aan banddrukmasjienbedieners volgens hul ondervinding in die Nywerheid*

1989

Gebied	Eerste ses maande	Tweede ses maande	Daarna
	R	R	R
Platteland.....	132,08	139,27	144,65
Stedelik.....	135,02	141,44	145,80

HOOFSTUK 7**14. KLOUSULE 43.—LOONTARIEWE**

Vervang Tabelle 27 tot 34 deur die volgende:

“TABEL 27**Dagwerk***Skermassistente*

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
	R	R	R	R
Platteland en Stedelik.....	134,48	142,89	151,26	155,45

TABEL 28**Dagwerk***Leerling-skermdrukhandbedieners*

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
	R	R	R
Platteland en Stedelik.....	155,45	159,64	163,86

TABEL 29**Dagwerk***Leerling-skermdrukmasjienbedieners*

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
	R	R	R
Platteland en Stedelik.....	172,24	182,72	193,21

TABEL 30**Dagwerk***Skermdrukhandbedieners*

Gebied	1989
	R
Platteland en Stedelik.....	172,24

TABLE 31**Day work***Screen printing machine operators*

Area	1989
	R
Rural and Urban.....	214,18

TABLE 32**Day work***Learner stencil makers*

1989

Area	First six months	Second six months	Third six months
	R	R	R
Rural and Urban.....	155,45	163,86	168,05

TABLE 33**Day work***Stencil makers*

Area	1989
	R
Rural and Urban.....	180,61

TABLE 34**Day work***Foremen*

Area	1989
	R
Rural and Urban.....	245,64''

CHAPTER 8**15. SECTION 47.—WAGE RATES**

Substitute the following for subsection (1):

“(1) (a) No employer shall pay a factory aid and no such employee shall accept wages at less than the following weekly rates:

Day work	1989	
	Urban	Rural
	R	R
During the first year of experience.....	128,43	117,85
During the second year of experience ...	132,29	121,72
After two years' experience	136,15	125,57

(b) Notwithstanding the provisions of paragraph (a), a factory aid employed exclusively upon one or more of the operations mentioned in paragraphs (au) to (aw) of the definition of that class of employee in section 2 of this agreement may be paid at not less than the following weekly rates.

Day work	1989	
	Urban	Rural
	R	R
During the first year of experience.....	122,55	113,15
During the second year of experience ...	126,42	117,02
After two years' experience	130,27	120,87

(c) Factory aids under 21 years of age may be paid R2,00 per week less than the rates prescribed.”

TABEL 31**Dagwerk***Skermdrukmasjienbedieners*

Gebied	1989
	R
Platteland en Stedelik.....	214,18

TABEL 32**Dagwerk***Leerling-stensilmakers*

1989

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
	R	R	R
Platteland en Stedelik.....	155,45	163,86	168,05

TABEL 33**Dagwerk***Stensilmakers*

Gebied	1989
	R
Platteland en Stedelik.....	180,61

TABEL 34**Dagwerk***Voormanne*

Gebied	1989
	R
Platteland en Stedelik.....	245,64''

HOOFSTUK 8**15. KLOUSULE 47.—LOONTARIEWE**

Vervang subklausule (1) deur die volgende:

“(1) (a) Geen werkgewer mag 'n fabriekshelper 'n loon betaal wat minder is as onderstaande weeklone nie en geen fabriekshelper mag dit aanneem nie:

	1989	
	Stedelik	Platteland
	R	R
Dagwerk		
Gedurende die eerste jaar ondervinding	128,43	117,85
Gedurende die tweede jaar ondervinding	132,29	121,72
Na twee jaar ondervinding	136,15	125,57

(b) Ondanks paragraaf (a) kan 'n fabriekshelper wat uitsluitlik een of meer van die werksaamhede verrig wat in paragrafe (au) tot (aw) van die omskrywing van daardie klas werknemer in klausule 2 van hierdie Ooreenkoms bedoel word teen minstens die volgende weeklone betaal word:

	1989	
	Stedelik	Platteland
	R	R
Dagwerk		
Gedurende die eerste jaar ondervinding	122,55	113,15
Gedurende die tweede jaar ondervinding	126,42	117,02
Na twee jaar ondervinding	130,27	120,87

(c) 'n Fabriekswerker onder die ouderdom van 21 jaar kan R2,00 per week minder betaal word as die voorgeskrewe tariewe.”

CHAPTER 9

16. SECTION 48.—LEAVE

Substitute the following for subsection (12):

“(12) An employer shall pay every factory aid, who has had 12 months' or more experience in the Industry a holiday bonus at the time when the leave pay due to that employee is paid to him. The holiday bonus shall accrue at the rate of R4,50 per week for each week of employment with the particular employer. For the purposes of this subsection, “employment” shall have the meaning given to it in subsection (4). The holiday bonus shall not accrue for any period during which a factory aid is absent on leave: Provided that, in the case of a factory aid who has completed 15 years' continuous employment in a particular establishment, the holiday bonus shall accrue during the employee's fourth week of leave. In the case of a factory aid who completes 12 months' experience in the Industry during a particular year, the bonus for that year shall accrue only from the date on which he completes, or completed, his 12 months' experience.”

17. SECTION 51.—WAGES

Substitute the following for subsection (1):

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

(a) Duplicating paper cuttermen

In all areas	1989
	Per week
Employed on the operation of a cutting machine designed for operation by power	R 207,51
Employed on the operation of a cutting machine designed solely for manuel operation	130,20

(b) Typists and stencil cutters

In all areas	1989
	Per week
	R
Experience in the Industry	
First year	174,08
Second year	192,27
Third year	210,47
Thereafter	228,76

(c) Duplicator operators

Urban areas	1989	
	Per week	Per month
	R	R
Experience in the Industry		
First year	105,33	456,43
Second year	121,21	525,24
Thereafter	136,22	590,29

Rural areas	1989	
	Per week	Per month
	R	R
Experience in the Industry		
First year	95,03	411,80
Second year	105,33	456,43
Thereafter	116,00	502,67

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

HOOFSTUK 9

16. KLOUSULE 48.—VERLOF

Vervang subklousule (12) deur die volgende:

“(12) 'n Werkgever moet elke fabriekshelper wat 12 maande of langer ondervinding in die Nywerheid gehad het, 'n vakansiebonus betaal wanneer die verlofbesoldiging wat aan daardie werknemer verskuldig is, aan hom betaal word. Die vakansiebonus moet oploop teen 'n koers van R4,50 per week vir elke week diens by dié bepaalde werkgever. Vir die toepassing van hierdie subklousule moet aan “diens” die betekenis geheg word wat by subklousule (4) daaraan gegee word. Die vakansiebonus mag nie oploop vir 'n tydperk waarin 'n fabriekshelper met verlof afwesig is nie: Met die verstande dat, in die geval van 'n fabriekshelper wat 15 jaar ononderbroke diens in 'n bepaalde inrigting voltooi het, die verlofbonus wel gedurende die werknemer se vierde verlofweek moet oploop. In die geval waarin 'n fabriekshelper wat gedurende 'n bepaalde jaar 12 maande ondervinding in die Nywerheid voltooi het, moet die bonus vir daardie jaar oploop slegs vanaf die datum waarop hy sy 12 maande ondervinding voltooi of voltooi het.”

17. KLOUSULE 51.—LONE

Vervang subklousule (1) deur die volgende:

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

(a) Dupliseerpapiersnyers

In alle gebiede	1989
	Per week
	R
Werkzaam op 'n snymasjien wat ontwerp is vir kragaan-drywing	207,51
Werkzaam op 'n snymasjien wat uitsluitlik vir handaan-drywing ontwerp is	130,20

(b) Tiksters en stensilsnyers

In alle gebiede	1989
	Per week
	R
Ondervinding in die Nywerheid	
Eerste jaar	174,08
Tweede jaar	192,27
Derde jaar	210,47
Daarna	228,76

(c) Dupliseermasjienbedieners

Stedelike gebiede	1989	
	Per week	Per maand
	R	R
Ondervinding in die Nywerheid		
Eerste jaar	105,33	456,43
Tweede jaar	121,21	525,24
Daarna	136,22	590,29

Plattelandse gebiede	1989	
	Per week	Per maand
	R	R
Ondervinding in die Nywerheid		
Eerste jaar	95,03	411,80
Tweede jaar	105,33	456,43
Daarna	116,00	502,67

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

(d) General workers

1989

Area	Under 18 years	18 years of age or over
	Per week R	Per week R
Urban	97,36	109,25
Rural	81,78	91,76''

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

Signed at Cape Town this 30th day of November 1988.

M. R. WATERMEYER,
Employers' Representative, Chairman of the Council.

M. DEYSEL,
Employees' Representative.

R. F. CROWTHER,
Secretary of the Council.

No. R. 166**3 February 1989****LABOUR RELATIONS ACT, 1956****LIQUOR AND CATERING TRADE, DURBAN.—
AMENDMENT OF MAIN AGREEMENT**

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 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) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 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 LIQUOR AND CATERING
TRADE, DURBAN****AGREEMENT**

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

Fedhasa Employers' Association

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

(d) Algemene werkers

1989

Gebied	Onder 18 jaar	18 jaar of ouer
	Per week R	Per week R
Stedelik	97,36	109,25
Platteland	81,78	91,76''

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

Op hede die 30ste dag van November 1988 te Kaapstad onderteken.

M. R. WATERMEYER,
Werkgewersverteenvoordiger, Voorsitter van die Raad.

M. DEYSEL,
Werknemersverteenvoordiger.

R. F. CROWTHER,
Sekretaris van die Raad.

No. R. 166**3 Februarie 1989****WET OP ARBEIDSVERHOUDINGE, 1956****DRANK- EN SPYSENIERSBEDRYF, DURBAN.—
WYSIGING VAN HOOFOOREENKOMS**

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 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) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 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 DRANK- EN SPYSENIERS-
BEDRYF, DURBAN****OOREENKOMS**

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

Fedhasa Employers' Association

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

Natal Liquor and Catering Trade Employees' Union

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

being the parties to the Industrial Council for the Liquor and Catering Trade, Durban,

to amend the Agreement published under Government Notice R. 539 of 23 March 1979, as amended and renewed by Government Notices R. 1598 of 1 August 1980, R. 440 and R. 441 of 12 March 1982, R. 1430 and R. 1431 of 28 June 1985, R. 739 of 18 April 1986, R. 1343 of 27 June 1986, R. 1780 of 29 August 1986, R. 598 of 20 March 1987, R. 1100 of 22 May 1987, R. 386 of 4 March 1988, R. 1107 of 10 June 1988, R. 1560 of 5 August 1988 and R. 2261 of 4 November 1988.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Liquor and Catering Trade—

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

(b) in the area with a radius of 16,09 km of the General Post Office, Durban, but within the Magisterial Districts of Chatsworth and Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi but including that portion which, prior to the publication of Government Notice R. 501 of 8 March 1985, fell within the Magisterial District of Durban), and in those portions of the Magisterial Districts of Inanda, Chatsworth and Pinetown which fall within a radius of 17,7 km of the General Post Office, Durban.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in the Agreement published under Government Notice R. 539 of 23 March 1979, as amended.

2. CLAUSE 18.—COUNCIL FUNDS

Substitute the following for clause 18:

"18. COUNCIL FUNDS

The funds of the Council which shall be vested in and administered by the Council shall be provided in the following manner:

One Rand per month or part thereof shall be deducted by every employer from the earnings of each of his employees earning R50,00 or more during any one month. The employer shall add a like amount and forward month by month, the total sum, together with the Provident Fund contributions in terms of the Provident Fund Agreement, accompanied by a schedule in such form as may be decided by the Council from time to time, to the Secretary of the Council, Suite 1, D'Urban Hall, 29 Cato Square, Durban, so as to reach that office not later than the 15th day of the month following that in respect of which the deductions were made."

Signed at Durban, on behalf of the parties, this 12th day of December 1988.

R. L. GOODERSON,
Chairman of the Council.

L. REDDY,
Vice-Chairman of the Council.

V. C. HALL,
Secretary of the Council.

Natal Liquor and Catering Trade Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Drank- en Spyseniersbedryf, Durban,

om die Ooreenkoms gepubliseer by Goewermenskennisgewing R. 539 van 23 Maart 1979, soos gewysig en hernieu deur Goewermenskennisgewings R. 1598 van 1 Augustus 1980, R. 440 en R. 441 van 12 Maart 1982, R. 1430 en R. 1431 van 28 Junie 1985, R. 739 van 18 April 1986, R. 1343 van 27 Junie 1986, R. 1780 van 29 Augustus 1986, R. 598 van 20 Maart 1987, R. 1100 van 22 Mei 1987, R. 386 van 4 Maart 1988, R. 1107 van 10 Junie 1988, R. 1560 van 5 Augustus 1988 en R. 2261 van 4 November 1988, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Drank- en Spyseniersbedryf—

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

(b) in die gebied binne 'n straal van 16,09 km vanaf die Hoofposkantoor, Durban, maar binne die landdrosdistrikte Chatsworth en Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermenskennisgewing 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het maar met inbegrip van daardie gedeelte wat voor die publikasie van Goewermenskennisgewing R. 501 van 8 Maart 1985 deel uitgemaak het van die landdrosdistrik Durban) en in daardie gedeeltes van die landdrosdistrikte Inanda, Chatsworth en Pinetown wat binne 'n straal van 17,7 km vanaf die Hoofposkantoor, Durban, val.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in die Ooreenkoms gepubliseer by Goewermenskennisgewing R. 539 van 23 Maart 1979, soos gewysig, voorgeskryf word.

2. KLOUSULE 18.—FONDSE VAN DIE RAAD

Vervang klousule 18 deur die volgende:

"18. FONDSE VAN DIE RAAD

Die fondse van die Raad, wat berus by en geadministreer word deur die Raad, word op die volgende wyse verkry:

Een rand per maand of gedeelte daarvan moet deur elke werkgever afgetrek word van die verdienste van elk van sy werknemers wat R50,00 of meer gedurende 'n bepaalde maand verdien. Die werkgever moet 'n gelyke bedrag byvoeg en maand vir maand die totale bedrag, asook die bydraes tot die Voorsorgfonds ingevolge die Voorsorgfondsooreenkoms, tesame met 'n staat in sodanige vorm as wat die Raad van tyd tot tyd goedkeur, aan die Sekretaris van die Raad, Suite 1, D'Urban Hall, 29 Cato Square, Durban, stuur sodat dit daardie kantoor bereik voor op op die 15de dag van die maand wat volg op die maand ten opsigte waarvan die aftrekkings gedoen is."

Namens die partye, op hede die 12de dag van Desember 1988 te Durban onderteken.

R. L. GOODERSON,
Voorsitter van die Raad.

L. REDDY,
Ondervoorsitter van die Raad.

V. C. HALL,
Sekretaris van die Raad.

No. R. 167

3 February 1989

LABOUR RELATIONS ACT, 1956

LIQUOR AND CATERING TRADE, DURBAN.—
AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Acting Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 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) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 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.

ELI VAN DER MERWE LOUW,
Acting Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE LIQUOR AND CATERING
TRADE, DURBAN

AGREEMENT

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

Fedhasa Employers' Association

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

Natal Liquor and Catering Trade Employees' Union

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

being the parties to the Industrial Council for the Liquor and Catering Trade, Durban,

to amend the Agreement published under Government Notice R. 539 of 23 March 1979, as amended and renewed by Government Notices R. 1598 of 1 August 1980, R. 440 and R. 441 of 12 March 1982, R. 1430 and R. 1431 of 28 June 1985, R. 739 of 18 April 1986, R. 1343 of 27 June 1986, R. 1780 of 29 August 1986, R. 598 of 20 March 1987, R. 1100 of 22 May 1987, R. 386 of 4 March 1988, R. 1107 of 10 June 1988 and R. 1560 of 5 August 1988.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Liquor and Catering Trade—

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

(b) in the area within a radius of 16,09 km of the General Post Office, Durban, but within the Magisterial Districts of Chatsworth and Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi but including that portion which, prior to the publication of Government Notice R. 501 of 8 March 1985, fell within the Magisterial District of Durban) and in those portions of the Magisterial Districts of Inanda, Chatsworth and Pinetown which fall within a radius of 17,7 km of the General Post Office, Durban.

No. R. 167

3 Februarie 1989

WET OP ARBEIDSVERHOUDINGE, 1956

DRANK- EN SPYSENIERSBEDRYF, DURBAN.—
WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Waarnemende Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 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) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 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.

ELI VAN DER MERWE LOUW,
Waarnemende Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE DRANK- EN SPYSENIERS-
BEDRYF, DURBAN

OOREENKOMS

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

Fedhasa Employers' Association

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

Natal Liquor and Catering Trade Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Drank- en Spyseniersbedryf, Durban,

om die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 539 van 23 Maart 1979, soos gewysig en hernieu by Goewermmentskennisgewings R. 1598 van 1 Augustus 1980, R. 440 en R. 441 van 12 Maart 1982, R. 1430 en R. 1431 van 28 Junie 1985, R. 739 an 18 April 1986, R. 1343 van 27 Junie 1986, R. 1780 van 29 Augustus 1986, R. 598 van 20 Maart 1987, R. 1100 van 22 Mei 1987, R. 386 van 4 Maart 1988, R. 1107 van 10 Junie 1988 en R. 1560 van 5 Augustus 1988, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Drank- en Spyseniersbedryf—

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

(b) in die gebied binne 'n straal van 16,09 km vanaf die Hoofposkantoor, Durban, maar binne die landdrosdistrikte Chatsworth en Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermmentskennisgewing 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het maar met inbegrip van daardie gedeelte wat voor die publikasie van Goewermmentskennisgewing R. 501 van 8 Maart 1985 deel uitgemaak het van die landdrosdistrik Durban), en in daardie gedeeltes van die landdrosdistrikte Inanda, Chatsworth en Pine-town wat binne 'n straal van 17,7 km vanaf die Hoofposkantoor, Durban val.

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

2. CLAUSE 4.—WAGES

In subclause 1, substitute the following for the existing wage scales:

	<i>Per month with effect from the date of coming into operation of this Agreement</i>
	R
Accountant.....	690,00
Assistant manager.....	705,00
Barman:	
Qualified	690,00
Unqualified—	
first year	485,00
second year	530,00
third year	605,00
Cashier:	
Qualified	440,00
Unqualified—	
first six months	400,00
second six months	415,00
Checking clerk:	
Qualified	420,00
Unqualified—	
first year	400,00
second year	410,00
Clerical employee:	
Qualified	510,00
Unqualified—	
first year	400,00
second year	415,00
third year	430,00
Cook:	
Qualified	485,00
Unqualified—	
first year	400,00
second year	425,00
third year	430,00
General service employee.....	400,00
Griller.....	400,00
Handyman	430,00
Head barman.....	810,00
Head cook.....	560,00
Head porter	540,00
Head waiter/Head wine steward	510,00
Hotel trainee	400,00
Housekeeper	440,00
Kitchen supervisor	420,00
Manager.....	930,00
Motor vehicle driver:	
Unladen vehicle mass—	
under 450 kg	400,00
over 450 kg	405,00
Night porter.....	435,00
Night watchman.....	400,00
Off-sales attendant:	
Qualified	560,00
Unqualified—	
first year	400,00
second year	430,00
third year	485,00
Off-sales manager.....	630,00
Page.....	400,00
Porter	435,00
Restaurant manager.....	700,00

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

2. KLOUSULE 4.—LONE

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

	<i>Per maand met ingang van die datum van inwerking- treding van hierdie oor- eenkoms</i>
	R
Rekenmeester.....	690,00
Assistent bestuurder	705,00
Kroegman:	
Gekwalifiseer.....	690,00
Ongekwalifiseer—	
eerste jaar	485,00
tweede jaar	530,00
derde jaar	605,00
Kassier:	
Gekwalifiseer.....	440,00
Ongekwalifiseer—	
eerste ses maande	400,00
tweede ses maande	415,00
Nasienklerk:	
Gekwalifiseer.....	420,00
Ongekwalifiseer—	
eerste jaar	400,00
tweede jaar	410,00
Klerk:	
Gekwalifiseer.....	510,00
Ongekwalifiseer—	
eerste jaar	400,00
tweede jaar	415,00
derde jaar	430,00
Kok:	
Gekwalifiseer.....	485,00
Ongekwalifiseer—	
eerste jaar	400,00
tweede jaar	425,00
derde jaar	430,00
Algemenedienstewerknemer.....	400,00
Roosterbediener	400,00
Faktotum	430,00
Hoofkroegman	810,00
Hoofkok	560,00
Hoofportier	540,00
Hoofkelner/Hoofwynkelner	510,00
Hoteltwekeling	400,00
Huishoudster.....	440,00
Kombuistoeshouer.....	420,00
Bestuurder	930,00
Motorvoertuigdrywer:	
Onbelaste voertuigmassa—	
onder 450 kg	400,00
meeras 450 kg	405,00
Nagportier.....	435,00
Nagwag.....	400,00
Buiteverkoopsassistent:	
Gekwalifiseer.....	560,00
Ongekwalifiseer—	
eerste jaar	400,00
tweede jaar	430,00
derde jaar	485,00
Buiteverkoopsbestuurder	630,00
Hoteljoggie	400,00
Portier	435,00
Restourantbestuurder	700,00

	<i>Per month with effect from the date of coming into operation of this Agreement</i>
	R
Storeman:	
Qualified	450,00
Unqualified—	
first year	400,00
second year	420,00
Switchboard operator:	
Qualified	440,00
Unqualified—	
first six months	400,00
second six months	420,00
Waiter/Wine steward:	
Qualified	485,00
Unqualified—	
first year	400,00
second year	415,00
third year	430,00

2. CLAUSE 7.—HOURS OF WORK

(1) In subclause (1), substitute the following for paragraphs (a) and (f), respectively:

“(a) casual employees—8½ hours on any day;”

“(f) all other employees—51 hours in any six days and 8½ hours on any day.”

(2) Add the following proviso to subclause (7):

“Provided that this subclause shall only apply in respect of employees employed in—

- (i) the preparation and serving of food;
- (ii) the serving of alcoholic and non-alcoholic beverages; and
- (iii) accepting payment in respect of (i) and (ii) above.”

(3) Add the following subclause after subclause (9):

“(10) No allowance is payable for work performed on a Sunday”.

3. CLAUSE 10.—ANNUAL LEAVE AND PUBLIC HOLIDAYS

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

“(a) All employees other than barmen, managers, restaurant managers, off-sales managers and casual employees, shall be granted—

(i) in respect of the first, second and third completed 49 weeks of continuous employment with the same employer 21 consecutive days' leave of absence on full pay; and

(ii) in respect of each subsequent completed 48 weeks continuous employment with the same employer 28 consecutive days' leave of absence on full pay: Provided that the provisions of this subparagraph shall come into operation on 1 March 1989 and shall apply to the employees concerned who have completed three consecutive 49 weeks' continuous employment with the same employer as at that date.”

4. Insert the following clauses after clause 28:

“29. CANTEEN FACILITIES

Where facilities for having meals are provided for employees by an employer, such facilities shall be open to all employees without regard to race, sex or religion.

30. NIGHT-SHIFT ALLOWANCE

(1) A night-shift allowance shall be payable to all employees, other than a manager, assistant manager, restaurant manager, off-sales manager, accountant or night-watchman, whose majority hours of work fall between 23h00 and 06h00.

(2) The allowance shall be calculated at 10 % per cent of the prescribed monthly wage for such employee's category of employment as set out in clause 4.

	<i>Per maand met ingang van die datum van inwerking- treding van hierdie oor- eenkoms</i>
	R
Magasynman:	
Gekwalifiseer	450,00
Ongekwalifiseer—	
eerste jaar	400,00
tweede jaar	420,00
Skakelbordoperateur:	
Gekwalifiseer	440,00
Ongekwalifiseer—	
eerste ses maande	400,00
tweede ses maande	420,00
Kelner/Wynkelner:	
Gekwalifiseer	485,00
Ongekwalifiseer—	
eerste jaar	400,00
tweede jaar	415,00
derde jaar	430,00

2. KLOUSULE 7.—WERKURE

(1) In subklousule (1), vervang paragrawe (a) en (f) deur onderskeidelik die volgende:

“(a) los werkers—8½ uur op 'n dag;”

“(f) alle ander werknemers—51 uur in 'n bepaalde ses dae en 8½ uur op 'n dag.”

(2) Voeg die volgende voorbehoudsbepaling by subklousule (7):

“Met dien verstande dat hierdie subklousule slegs van toepassing is op werknemers met—

- (i) kos voorberei en bedien;
- (ii) alkoholiese en nie-alkoholiese drank bedien; en
- (iii) betaling ten opsigte van (i) en (ii) hierbo ontvang.”

(3) Voeg die volgende subklousule in na subklousule (9):

“(10) Geen toelae is betaalbaar vir werk wat op 'n Sondag verrig word nie.”

3. KLOUSULE 10.—JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE

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

“(a) Aan alle werknemers, uitgesonderd kroegmanne, bestuurders, restaurantbestuurders, buitewerkoopsbestuurders en los werkers moet die volgende toegestaan word:

(i) Ten opsigte van die eerste, tweede en derde voltooiende 49 weke ononderbroke diens by dieselfde werkgever, 21 agtereenvolgende dae afwesigheidsverlof met volle besoldiging; en

(ii) ten opsigte van elke daaropvolgende voltooiende 48 weke ononderbroke diens by dieselfde werkgever, 28 agtereenvolgende dae afwesigheidsverlof met volle besoldiging: Met dien verstande dat hierdie subparagraaf in werking tree op 1 Maart 1989 en van toepassing is op die betrokke werknemers wat drie agtereenvolgende periodes van 49 weke ononderbroke diens by dieselfde werkgever teen daardie datum voltooi het.”

(4) Voeg die volgende klousules in na klousule 28:

“29. KANTIENGERIEWE

Waar maaltydgeriewe deur 'n werkgever aan werknemers verskaf word, moet sodanige geriewe oop wees vir alle werknemers ongeag ras, geslag of geloof.

30. NAGSKOF-TOELAE

(1) 'n Nagskof-toelae is betaalbaar aan alle werknemers, uitgesonderd 'n bestuurder, assistent-bestuurder, restaurantbestuurder, buitewerkoopsbestuurder, rekenmeester of nagwag, van wie die meerderheid werkure tussen 23h00 en 06h00 val.

(2) Die toelae moet bereken word teen 10 persent van die voorgeskrewe maandelikse loon vir sodanige werknemer se werkkategorie soos in klousule 4 uiteengesit.

31. MATERNITY LEAVE

All pregnant employees shall be entitled to and be granted a consecutive period of 12 weeks' unpaid maternity leave.

32. NON-DISCRIMINATION

In determining wages in excess of the wages prescribed in clause 4, an employer shall not have regard to considerations of race, sex or religion.

33. ANNUAL BONUS

An annual bonus shall be payable at the end of December of each year to all employees who have completed Five years' continuous service with the same employer as at that date. The bonus shall be calculated at 10 % of the prescribed monthly wage for such employee's category of employment as set out in clause 4."

Signed at Durban, on behalf of the parties, this 14th day of October 1988.

R. L. GOODERSON,
Chairman of the Council.

MRS L. REDDY,
Vice-Chairman of the Council.

V. C. HALL,
Secretary of the Council.

No. R. 168**3 February 1989****LABOUR RELATIONS ACT, 1956****HAIRDRESSING TRADE, PRETORIA.—EXTENSION OF AGREEMENT**

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 1476 of 8 July 1983, R. 1751 of 17 August 1984, R. 1348 of 27 June 1986, R. 1806 of 29 August 1986 and R. 724 of 3 April 1987, by a further period ending 30 June 1990.

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

SOUTH AFRICAN TRANSPORT SERVICES**No. R. 162****3 February 1989****TRANSMED REGULATIONS.—SCHEDULE OF AMENDMENT**

Under the powers vested in me by section 25 of the South African Transport Services Conditions of Service Act, 1988 (Act 41 of 1988), I, Eli van der Merwe Louw, Minister of Transport Affairs of the Republic of South Africa, do hereby approve of the Transmed Regulations published in Government Notice R. 34 of 7 January 1983, as amended, being further amended as follows with effect from 1 December 1988:

REGULATION 4

Substitute the following for paragraph (1):

(1) The administration of Transmed shall, subject to the provisions of these regulations, be vested in the Manager (Medical Scheme).

Substitute the following for paragraph (2):

(2) The Manager (Medical Scheme) shall control and manage Transmed and undertake such duties as may be required.

Substitute the following for paragraph (3):

(3) The personnel directly connected with Transmed shall be employees of the South African Transport Services.

31. KRAAMVERLOF

Alle swanger werknemers is geregtig op en moet 12 weke agtereenvolgende onbetaalde kraamverlof toegestaan word.

32. NIE-DISKRIMINASIE

By die vasstelling van hoër lone as dié in klousule 4 voorgeskryf, moet 'n werkgever glad nie deur rasse-, geslags- of geloofsoorwegings beïnvloed word nie.

33. JAARLIKSE BONUS

'n Jaarlikse bonus is aan die einde van Desember van elke jaar betaalbaar aan alle werknemers wat op daardie datum vyf jaar ononderbroke diens by dieselfde werkgever voltooi het. Die bonus moet bereken word teen 10 persent van die voorgeskrewe maandelikse loon vir sodanige werknemer se werkkategorie soos in klousule 4 uiteengesit."

Namens die partye op hede die 14de dag van Oktober 1988 te Durban onderteken.

R. L. GOODERSON,
Voorsitter van die Raad.

MEV. L. REDDY,
Ondervoorsitter van die Raad.

V. C. HALL,
Sekretaris van die Raad.

No. R. 168**3 Februarie 1989****WET OP ARBEIDSVERHOUDINGE, 1956****HAARKAPPERSBEDRYF, PRETORIA.—VERLENGING VAN OOREENKOMS**

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet of Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings R. 1476 van 8 Julie 1983, R. 1751 van 17 Augustus 1984, R. 1348 van 27 Junie 1986, R. 1806 van 29 Augustus 1986 en R. 724 van 3 April 1987, met 'n verdere tydperk wat op 30 Junie 1990 eindig.

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

SUID-AFRIKAANSE VERVOERDIENSTE**No. R. 162****3 Februarie 1989****TRANSMED-REGULASIES.—WYSIGINGS**

Ingevolge die bevoegdheid aan my verleen by artikel 25 van die Wet op Diensvoorwaardes vir die Suid-Afrikaanse Vervoerdienste, 1988 (Wet 41 van 1988), verleen ek, Eli van der Merwe Louw, Minister van Vervoerwese van die Republiek van Suid-Afrika, goedkeuring daaraan dat die Transmed-regulasies gepubliseer in Goewermentskennisgewing R. 34 van 7 Januarie 1983, soos gewysig, verder soos volg gewysig word met ingang van 1 Desember 1988.

REGULASIE 4

Vervang paragraaf (1) deur die volgende:

(1) Onderworpe aan die bepalings van hierdie regulasies, berus die administrasie van Transmed by die Bestuurder (Mediese Skema).

Vervang paragraaf (2) deur die volgende:

(2) Die Bestuurder (Mediese Skema) beheer en bestuur Transmed en verrig sodanige ander pligte as wat nodig mag wees.

Vervang paragraaf (3) deur die volgende:

(3) Die personeel wat regstreeks aan Transmed verbonde is, is werknemers van die Suid-Afrikaanse Vervoerdienste.

Substitute the following for paragraph (4):

(4) A District Manager (Medical Scheme) shall be responsible for the proper execution of all the functions connected with the control and management of Transmed in the area for which he is appointed and he shall report thereon as may be required by the Manager (Medical Scheme).

Delete paragraphs (5) and (6).

Delete regulations 5 to 14.

REGULATION 27

Substitute the following for paragraph (1):

(1) Any dispute between a member or an ex-member and the Manager (Medical Scheme) shall be settled by the General Manager.

Substitute the following for paragraph (2):

(2) If the person making representations is not satisfied with the decision of the General Manager, he may appeal to the South African Transport Services Board.

Substitute the following for paragraph (3):

(3) Representations to the General Manager and the South African Transport Services Board shall in each case be submitted in writing within twenty-one days after the date of the letter in which the decision of the Manager (Medical Scheme) or the General Manager is contained.

Substitute the following for paragraph (5):

(5) The decision of the South African Transport Services Board shall be final.

Renumber regulations 15 to 30 to 5 to 20 respectively.

NEW REGULATION 10

In paragraph (d) substitute "regulation 5" for "regulation 15".

NEW REGULATION 11

In paragraph (3) substitute "regulation 15" for "regulation 25".

NEW REGULATION 12

In paragraph (2) substitute "regulation 13" for "regulation 23".

NEW REGULATION 13

In paragraph (1) (a) (iii) substitute "regulation 15" for "regulation 25".

In paragraph (5) (c) (ii) substitute "regulation 15" for "regulation 25".

In paragraph (6) (b) substitute "regulation 15" for "regulation 25".

In paragraph 10 (b) substitute "regulation 15" for "regulation 25".

In paragraph 15 (b) substitute "regulation 15" for "regulation 25".

In paragraph 16 (b) substitute "regulation 15" for "regulation 25".

In paragraph 17 (e) substitute "regulation 15" for "regulation 25".

In paragraph 19 (b) substitute "regulation 15" for "regulation 25".

NEW REGULATION 14

In paragraph (2) substitute "regulation 15" for "regulation 25".

Vervang paragraaf (4) deur die volgende:

(4) 'n Distriksbestuurder (Mediese Skema) is verantwoordelik vir die behoorlike uitvoering van al die funksies verbonde aan die beheer en bestuur van Transmed in die gebied waarvoor hy aangestel is en hy moet daarvoor verslag doen soos deur die Bestuurder (Mediese Skema) vereis word.

Skrap paragrawe (5) en (6).

Skrap regulasies 5 tot 14.

REGULASIE 27

Vervang paragraaf (1) deur die volgende:

(1) Enige geskil tussen 'n lid of 'n voormalige lid en die Bestuurder (Mediese Skema) word deur die Hoofbestuurder besleg.

Vervang paragraaf (2) deur die volgende:

(2) As die persoon wat vertoë rig nie met die beslissing van die Hoofbestuurder tevrede is nie, kan hy na die Raad van Suid-Afrikaanse Vervoerdienste appelleer.

Vervang paragraaf (3) deur die volgende:

(3) Vertoë tot die Hoofbestuurder en die Raad van Suid-Afrikaanse Vervoerdienste moet in elke geval skriftelik ingedien word binne een-en-twintig dae na die datum van die brief waarin die beslissing van die Bestuurder (Mediese Skema) of die Hoofbestuurder vervat is.

Vervang paragraaf (5) deur die volgende:

(5) Die beslissing van die Raad van Suid-Afrikaanse Vervoerdienste is finaal.

Hernommer regulasies 15 tot 30 onderskeidelik na 5 tot 20.

NUWE REGULASIE 10

In paragraaf (d) vervang "regulasie 15" deur "regulasie 5".

NUWE REGULASIE 11

In paragraaf (3) vervang "regulasie 25" deur "regulasie 15".

NUWE REGULASIE 12

In paragraaf (2) vervang "regulasie 23" deur "regulasie 13".

NUWE REGULASIE 13

In paragraaf (1) (a) (iii) vervang "regulasie 25" deur "regulasie 15".

In paragraaf (5) (c) (ii) vervang "regulasie 25" deur "regulasie 15".

In paragraaf 6 (b) vervang "regulasie 25" deur "regulasie 15".

In paragraaf 10 (b) vervang "regulasie 25" deur "regulasie 15".

In paragraaf 15 (b) vervang "regulasie 25" deur "regulasie 15".

In paragraaf 16 (b) vervang "regulasie 25" deur "regulasie 15".

In paragraaf 17 (e) vervang "regulasie 25" deur "regulasie 15".

In paragraaf 19 (b) vervang "regulasie 25" deur "regulasie 15".

NUWE REGULASIE 14

In paragraaf (2) vervang "regulasie 25" deur "regulasie 15".

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