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## GOEWERMENSKENNISGEWINGS

### ADMINISTRASIE: VOLKSRAAD

#### DEPARTEMENT VAN LANDBOU- ONTWIKKELING

No. R. 174

2 Februarie 1990

DOORNRIVIER-BESPROEIINGSDISTRIK, AF-  
DELING WORCESTER, KAAPPROVINSIE.—  
AFSKAFFING

Kragtens die bevoegdheid my verleen by artikel 78 (1) (a) van die Waterwet, 1956 (Wet No. 54 van 1956), verklaar ek, André Isak van Niekerk, in my hoedanigheid van Minister van Landbou-ontwikkeling, hierby dat die Doornrivier-besproeiingsdistrik, afdeling Worcester, Kaapprovinsie, ingestel by Proklamasie No. 491 van 1909, afgeskaf word.

A. I. VANNIEKERK,  
Minister van Landbou-ontwikkeling.

#### DEPARTEMENT VAN LANDBOU- ONTWIKKELING

No. R. 175

2 Februarie 1990

MASALAL-BESPROEIINGSDISTRIK, DISTRIK  
LETABA, TRANSVAAL.—AFSKAFFING

Kragtens die bevoegdheid my verleen by artikel 78 (1) (b) van die Waterwet, 1956 (Wet No. 54 of 1956), verklaar ek, André Isak van Niekerk, in my hoedanigheid van Minister van Landbou-ontwikkeling, hierby dat die Masalal-besproeiingsdistrik, ingestel by Proklamasie No. 166 van 1944, afgeskaf word.

A. I. VANNIEKERK,  
Minister van Landbou-ontwikkeling.

## GOVERNMENT NOTICES

### ADMINISTRATION: HOUSE OF ASSEMBLY

#### DEPARTMENT OF AGRICULTURAL DEVELOPMENT

No. R. 174

2 February 1990

DOORN RIVER IRRIGATION DISTRICT,  
DIVISION OF WORCESTER, CAPE PRO-  
VINCE.—DISESTABLISHMENT

By virtue of the powers vested in me by section 78 (1) (a) of the Water Act, 1956 (Act No. 54 of 1956), I, André Isak van Niekerk, in my capacity as Minister of Agricultural Development, hereby declare that the Doorn River Irrigation District, Division of Worcester, Cape Province, established by Proclamation No. 491 of 1909, shall be disestablished.

A. I. VANNIEKERK,  
Minister of Agricultural Development.

#### DEPARTMENT OF AGRICULTURAL DEVELOPMENT

No. R. 175

2 February 1990

MASALAL IRRIGATION DISTRICT, DISTRICT  
OF LETABA, TRANSVAAL.—DISESTABLISH-  
MENT

Under and by virtue of the powers vested in me by section 78 (1) (b) of the Water Act, 1956 (Act No. 54 of 1956), I, André Isak van Niekerk, in my capacity as Minister of Agricultural Development, hereby declare that the Masalal Irrigation District, established by Proclamation No. 166 of 1944, shall be disestablished.

A. I. VANNIEKERK,  
Minister of Agricultural Development.

### DEPARTMENT OF AGRICULTURAL DEVELOPMENT

No. R. 176

2 February 1990

#### MORTIMER IRRIGATION BOARD, DIVISION OF CRADOCK, CAPE PROVINCE.—ASSIGN- MENT OF FUNCTIONS, POWERS AND DUTIES

By virtue of the powers vested in me by section 89 (1) of the Water Act, 1956 (Act No. 54 of 1956), I, André Isak van Niekerk, in my capacity as Minister of Agricultural Development in the Ministers' Council of the House of Assembly, hereby assign to the Mortimer Irrigation Board the functions, powers and duties defined in section 89 (1) (a), (b), (c), (d), (e), (f), (g), (i) and (j) of the Water Act, 1956 (Act No. 54 of 1956).

A. I. VAN NIEKERK,

Minister of Agricultural Development.

### DEPARTMENT OF AGRICULTURAL DEVELOPMENT

No. R. 177

2 February 1990

#### SCANLEN IRRIGATION BOARD, DIVISION OF CRADOCK, CAPE PROVINCE.—ASSIGNMENT OF FUNCTIONS, POWERS AND DUTIES

By virtue of the powers vested in me by section 89 (1) of the Water Act, 1956 (Act No. 54 of 1956), I, André Isak van Niekerk, in my capacity as Minister of Agricultural Development in the Ministers' Council of the House of Assembly, hereby assign to the Scanlen Irrigation Board the functions, powers and duties defined in section 89 (1) (a), (b), (c), (d), (e), (f), (g), (i) and (j) of the Water Act, 1956 (Act No. 54 of 1956).

A. I. VAN NIEKERK,

Minister of Agricultural Development.

### DEPARTMENT OF AGRICULTURAL DEVELOPMENT

No. R. 178

2 February 1990

#### STELLENBOSCH IRRIGATION BOARD, DIVI- SIONS OF PAARL AND STELLENBOSCH, CAPE PROVINCE.—ASSIGNMENT OF FUNCTIONS, POWERS AND DUTIES

By virtue of the powers vested in me by section 89 (1) of the Water Act, 1956 (Act No. 54 of 1956), I, André Isak van Niekerk, in my capacity as Minister of Agricultural Development in the Ministers' Council of the House of Assembly, hereby assign to the Stellenbosch Irrigation Board the functions, powers and duties defined in section 89 (1) (f), (g), (h), (i) and (j) of the Water Act, 1956 (Act No. 54 of 1956).

A. I. VAN NIEKERK,

Minister of Agricultural Development.

### DEPARTEMENT VAN LANDBOU- ONTWIKKELING

No. R. 176

2 Februarie 1990

#### MORTIMER-BESPROEIINGSRAAD, AFDELING CRADOCK, KAAPPROVINSIE.—TOEWYSING VAN WERKSAAMHEDE, BEVOEGDHEDE EN PLIGTE

Kragtens die bevoegdheid my verleen by artikel 89 (1) van die Waterwet, 1956 (Wet No. 54 van 1956), wys ek, André Isak van Niekerk, in my hoedanigheid van Minister van Landbou-ontwikkeling in die Ministersraad van die Volksraad, hierby die werksaamhede, bevoegdhede en pligte omskryf in artikel 89 (1) (a), (b), (c), (d), (e), (f), (g), (i) en (j) van die Waterwet, 1956 (Wet No. 54 van 1956), aan die Mortimer-besproeiingsraad toe.

A. I. VAN NIEKERK,

Minister van Landbou-ontwikkeling.

### DEPARTEMENT VAN LANDBOU- ONTWIKKELING

No. R. 177

2 Februarie 1990

#### SCANLEN-BESPROEIINGSRAAD, AFDELING CRADOCK, KAAPPROVINSIE.—TOEWYSING VAN WERKSAAMHEDE, BEVOEGDHEDE EN PLIGTE

Kragtens die bevoegdheid my verleen by artikel 89 (1) van die Waterwet, 1956 (Wet No. 54 van 1956), wys ek, André Isak van Niekerk, in my hoedanigheid van Minister van Landbou-ontwikkeling in die Ministersraad van die Volksraad, hierby die werksaamhede, bevoegdhede en pligte omskryf in artikel 89 (1) (a), (b), (c), (d), (e), (f), (g), (i) en (j) van die Waterwet, 1956 (Wet No. 54 van 1956), aan die Scanlen-besproeiingsraad toe.

A. I. VAN NIEKERK,

Minister van Landbou-ontwikkeling.

### DEPARTEMENT VAN LANDBOU- ONTWIKKELING

No. R. 178

2 Februarie 1990

#### STELLENBOSCH-BESPROEIINGSRAAD, AF- DELINGS PAARL EN STELLENBOSCH, KAAP- PROVINSIE.—TOEWYSING VAN WERKSAAM- HEDE, BEVOEGDHEDE EN PLIGTE

Kragtens die bevoegdheid my verleen by artikel 89 (1) van die Waterwet, 1956 (Wet No. 54 van 1956), wys ek, André Isak van Niekerk, in my hoedanigheid van Minister van Landbou-ontwikkeling in die Ministersraad van die Volksraad, hierby die werksaamhede, bevoegdhede en pligte omskryf in artikel 89 (1) (f), (g), (h), (i) en (j) van die Waterwet, 1956 (Wet No. 54 van 1956), aan die Stellenbosch-besproeiingsraad toe.

A. I. VAN NIEKERK,

Minister van Landbou-ontwikkeling.

**DEPARTEMENT VAN FINANSIES****No. R. 167****2 Februarie 1990****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 1 (No. 1/1/204)**

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.

**DEPARTMENT OF FINANCE****No. R. 167****2 February 1990****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 1 (No. 1/1/204)**

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.

**BYLAE**

| Pos   | Subpos   | T. S. | Artikel Beskrywing                                    | Statistiese Eenheid | Skaal van Reg | Annotasies |
|-------|----------|-------|-------------------------------------------------------|---------------------|---------------|------------|
| 84.74 | "8474.31 |       | Deur subpos No. 8474.31 deur die volgende te vervang: |                     |               |            |
|       | .10      | 4     | Beton- of mortelmengers:                              | getal               | 20%           |            |
|       | .90      | 2     | Selfaangedrewe                                        | getal               | 3%            |            |
|       |          |       | Ander                                                 |                     |               |            |

*Opmerking.* — Die uitwerking van hierdie wysiging is dat die skaal van reg op selfaangedrewe beton- of mortelmengers van 3 % na 20 % verhoog word.

**SCHEDULE**

| Heading | Sub-heading | C. D. | Article Description                                              | Statistical Unit | Rate of Duty | Annotations |
|---------|-------------|-------|------------------------------------------------------------------|------------------|--------------|-------------|
| 84.74   | "8474.31    |       | By the substitution for subheading No. 8474.31 of the following: |                  |              |             |
|         | .10         | 4     | Concrete or mortar mixers:                                       | no.              | 20%          |             |
|         | .90         | 2     | Self-propelled                                                   | no.              | 3%           |             |
|         |             |       | Other                                                            |                  |              |             |

*Note.* — The effect of this amendment is that the rate of duty on self-propelled concrete or mortar mixers is increased from 3 % to 20 %.

**No. R. 168****2 Februarie 1990****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE 3 (No. 3/86)**

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.

**No. R. 168****2 February 1990****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE 3 (No. 3/86)**

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

**G. MARAIS,**

Deputy Minister of Finance.

**BYLAE**

| I<br>Korting-<br>item | II        |                  |       | III<br>Mate van<br>Korting | Annotasies |
|-----------------------|-----------|------------------|-------|----------------------------|------------|
|                       | Tariefpos | Korting-<br>kode | T. S. |                            |            |
| 306.01                | "29.31    | 01.04            | 44    | Volle reg"                 |            |
| 306.09                |           |                  |       |                            |            |
|                       |           |                  |       |                            |            |

*Opmerking.* — Voorsiening word gemaak vir 'n volle korting op reg op 2-chlooretielfosfonaat, vir die vervaardiging van 2-chlooretielfosfoonsuur en die voorsiening vir korting op reg op 2-chlooretielfosfoonsuur, vir die vervaardiging van plantgroeireguleerders, word geskrap.



## SCHEDULE

| I<br>Rebate<br>Item | II                |                |          | III<br>Extent of<br>Rebate | Annotations |
|---------------------|-------------------|----------------|----------|----------------------------|-------------|
|                     | Tariff<br>Heading | Rebate<br>Code | C.<br>D. |                            |             |
| 206.01              | "29.31            | 01.04          | 44       | Full duty"                 |             |
| 306.09              |                   |                |          |                            |             |

*Note.*—Provision is made for a rebate of the full duty on 2-chloroethylphosphonate, for the manufacture of 2-chloroethylphosphonic acid and the provision for a rebate of duty on 2-chloroethylphosphonic acid, for the manufacture of plant-growth regulators, is withdrawn.

## DEPARTEMENT VAN MANNEKRAG

No. R. 169

2 Februarie 1990

## VERDEDIGINGSWET, 1957

WYSIGING VAN DIE REGULASIES TER REËLING VAN GEMEENSKAPSDIENS WAT VERRIG MOET DEUR PERSONE WAT INGEVOLGE ARTIKEL 72 D (1) (a) (iii) VAN DIE VERDEDIGINGSWET, 1957 (WET No. 44 VAN 1957), SOOS GEWYSIG, AS GODSDIENS-BESWAARDES GEKLASSIFISEER IS

Die Staatspresident het kragtens artikel 72 G (1) van die Verdedigingswet, 1957, (Wet No. 44 van 1957), die regulasies vervat in die Bylae, uitgevaardig.

## BYLAE

- In hierdie Regulasies beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 588 van 30 Maart 1984, soos gewysig by Goewermentskennisgewing No. R. 1040 van 3 Junie 1988.
- Regulasie 48 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

*"Hantering van versoeke en medede-  
lings"*

- (2) (a) Enige beswaar of versoek van 'n godsdienbeswaarde in verband met die uitvoering van hierdie Regulasies moet deur bemiddeling van sy toesighoudende beampte skriftelik aan sy werk-gewer gerig word.
  - (b) Die werk-gewer moet die beswaar of versoek in paragraaf (a) bedoel, onder-soek en die godsdienbeswaarde binne 20 werksdae na ontvangs van daardie beswaar of versoek skriftelik van sy standpunt daaromtrent in kennis stel.
  - (c) By ontvangs deur die godsdienbeswaarde van bedoelde standpunt kan die godsdienbeswaarde, indien hy steeds beswaard voel, sy werk-gewer skriftelik versoek om die beswaar of versoek in paragraaf (a) bedoel aan die Departement van Mannekrag voor te lê.
  - (d) By ontvangs deur die werk-gewer van die versoek in paragraaf (c) bedoel, moet die werk-gewer binne 10 werksdae 'n afskrif van die beswaar of versoek in paragraaf (a) bedoel, tesame met sy standpunt, aan voormelde Departement per aangetekende pos stuur."
- Hierdie regulasies tree op 2 Februarie 1990 in werking.

## DEPARTMENT OF MANPOWER

No. R. 169

2 February 1990

## DEFENCE ACT, 1957

AMENDMENT OF THE REGULATIONS GOVERNING COMMUNITY SERVICE TO BE RENDERED BY PERSONS CLASSIFIED AS RELIGIOUS OBJECTORS IN TERMS OF SECTION 72 D (1) (a) (iii) OF THE DEFENCE ACT, 1957 (ACT No. 44 OF 1957) AS AMENDED

The State President has, under section 72 G (1) of the Defence Act, 1957 (Act No. 44 of 1957), made the regulations contained in the Schedule.

## SCHEDULE

- In these Regulations the expression "the Regulations" means the regulations promulgated by Government Notice No. R. 588 of 30 March 1984, as amended by Government Notice R. 1040 of 3 June 1988.
- Regulation 48 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:  
*"Dealing with requests and communications"*
  - (2) (a) Any grievance or request from a religious objector regarding the enforcement of these Regulations shall be directed in writing to his employer through the mediation of his supervising officer.
  - (b) The employer shall investigate the grievance or request referred to in paragraph (a) and notify the religious objector in writing within 20 working days from receipt of the grievance or request of his standpoint concerning that.
  - (c) Upon receipt by the religious objector of such standpoint the religious objector may, if he still feels aggrieved, request his employer in writing to submit the grievance or request referred to in paragraph (a) to the Department of Manpower.
  - (d) Upon receipt by the employer of the request referred to in paragraph (c) the employer shall send a copy of the grievance or request referred to in paragraph (a) within 10 working days, together with his standpoint, to the said Department by registered post."
- These regulations shall come into operation on 2 February 1990.



No. R. 203

2 Februarie 1990

## WET OP ARBEIDSVERHOUDINGE, 1956

BEDDEGOEDNYWERHEID, TRANSVAAL.—  
WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 Junie 1990 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) van Hoofstuk I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1990 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.

E. VANDER MERWE LOUW,  
Minister van Mannekrag.

## BYLAE

NYWERHEIDSRAAD VIR DIE BEDDEGOEDNYWERHEID,  
TRANSVAAL  
OOREENKOMS

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

## Bedding Manufacturers' Association of the Transvaal

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

## National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Beddegoednywerheid, Transvaal,

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing No. R. 1345 van 30 Junie 1981, soos gewysig en verleng deur Goewermmentskennisgewings Nos. R. 1817 van 27 Augustus 1982, R. 1452 van 1 Julie 1983, R. 1917 en R. 1918 van 2 September 1983, R. 1016 van 10 Mei 1985, R. 2498 en R. 2499 van 8 November 1985, R. 2613 van 15 November 1985, R. 1345 van 27 Junie 1986, R. 1205 van 24 Junie 1988 en R. 1721 van 26 Augustus 1988, te wysig.

## 1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en betrokke is by die Beddegoednywerheid, Transvaal, en deur alle werknemers wat lede is van die vakvereniging en werksaam is in genoemde Nywerheid;

(b) in die provinsie Transvaal.

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

No. R. 203

2 February 1990

## LABOUR RELATIONS ACT, 1956

BEDDING MANUFACTURING INDUSTRY,  
TRANSVAAL.—AMENDMENT OF MAIN  
AGREEMENT

I, Eli van der Merwe Louw, 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 1990, 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) of Chapter I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1990, 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.

E. VANDER MERWE LOUW,  
Minister of Manpower.

## SCHEDULE

## INDUSTRIAL COUNCIL FOR THE BEDDING MANUFACTURING INDUSTRY, TRANSVAAL

## AGREEMENT

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

## Bedding Manufacturers' Association of the Transvaal

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

## National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Bedding Manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice No. R. 1345 of 30 June 1981, and amended and extended by Government Notices Nos. R. 1817 of 27 August 1982, R. 1452 of 1 July 1983, R. 1917 and R. 1918 of 2 September 1983, R. 1016 of 10 May 1985, R. 2498 and R. 2499 of 8 November 1985, R. 2613 of 15 November 1985, R. 1345 of 27 June 1986, R. 1205 of 24 June 1988 and R. 1721 of 26 August 1988.

## 1. SCOPE OF APPLICATION OF AGREEMENT

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

(a) by all employers who are members of the employers' organisation and are engaged in the Bedding Manufacturing Industry, Transvaal, and by all employees who are members of the trade union and are employed in the said Industry;

(b) in the Province of the Transvaal.

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

**2. INDELING VAN OOREENKOMS****HOOFSTUK I**

Voeg die volgende nuwe klousule in na "klousule 44. Kraamverlof":

"Klousule 45. Verpligte Aftree-ouderdom".

**3. KLOUSULE 3.—WOORDOMSKRYWING**

(1) Voeg die volgende nuwe omskrywing in na die omskrywing "onderbaas":

"'verpligte aftree-ouderdom' beteken die ouderdom van 65 jaar;"

**4. KLOUSULE 4.—SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING**

Vervang klousule 4 deur die volgende:

**"4. SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING**

Geen werkgever mag werk verrig of van 'n werknemer vereis of hom toelaat om werk te verrig nie, en geen werknemer mag werk onderneem of verrig, teen besoldiging al dan nie, gedurende die volgende tydperk nie:

Vanaf die aand van Vrydag, 15 Desember 1989, tot die oggend van Woensdag, 10 Januarie 1990."

**5. KLOUSULE 10.—BETALING VIR OORTYDWERK EN WERK OP SONDAE**

(1) In subklousule (1) (a) voeg die uitdrukking "maar nie langer as 12 uur nie" in na die uitdrukking "44 uur" waar dit die eerste keer in die subklousule voorkom.

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

"(2) (a) Vir alle tyd langer as 56 uur in 'n week gewerk of 12 uur meer as die gewone weeklikse ure van die bedryfsinrigting, waar dié gewone werke minder as 44 uur is, moet 'n werknemer besoldiging ontvang teen minstens dubbel sy gewone uurlikse skaal van besoldiging."

(3) In subklousule (2) (b), skrap die uitdrukking "van meer as vier uur" na die woord "tyd".

(4) In subklousule (3) (a), vervang die syfer "10" deur die syfer "12".

(5) In subklousule (3) (b), vervang die syfer "10" deur die syfer "12".

**6. KLOUSULE 13.—VAKANSIEBONUSFONDS**

(1) In subklousule (1) (a) (i), voeg die uitdrukking "10 minute minder as" in na die woord "jaar".

(2) In subklousule (1) (b) (ii), voeg die uitdrukking "10 minute minder as" in na die woord "diensaanvaarding".

(3) In subklousule (1) (a) (iii), vervang die syfer "44" deur die syfer "43,83" waar dit die eerste keer voorkom in die subklousule en voeg die uitdrukking "10 minute minder as" in na die uitdrukking "geag word te gewerk het, of".

(4) In subklousule (1) (b), vervang die woorde "een uur" deur die woorde "vyftig minute" en voeg die uitdrukking "10 minute minder as" in na die uitdrukking "voorgeskryf, of".

7. Voeg die volgende nuwe klousule 45 in:

**"45. VERPLIGTE AFTREE-OUDERDOM**

(1) Behoudens subklousule (3) hiervan, moet 'n werknemer wat diens in die Nywerheid aanvaar na die datum waarop hierdie Ooreenkoms in werking tree op die ouderdom van 65 jaar aftree.

(2) Behoudens subklousule (4) hiervan moet 'n werknemer wat in die Nywerheid in diens is vanaf die datum waarop hierdie Ooreenkoms in werking tree en wat reeds die ouderdom van 60 jaar of meer bereik het, na die verstryking van 'n tydperk van vyf jaar aftree.

(3) Subklousule (1) is van toepassing op 'n werknemer wat voorheen in die Nywerheid in diens was en wat nie vir 'n tydperk van 26 agtereenvolgende weke in die Nywerheid in diens was voor die datum waarop hierdie Ooreenkoms in werking tree nie.

(4) 'n Werkgever wat ingevolge klousule 18 van die Ooreenkoms by die Raad geregistreer is, en elke werknemer wat in die Nywerheid in diens is op die datum waarop hierdie Ooreenkoms in werking tree, moet aanvaarbare dokumentêre bewys van die werknemer se ouderdom aan die Raad voorlê.

**2. DIVISION OF AGREEMENT****CHAPTER I**

Insert the following new clause after "Clause 44. Maternity leave":  
"Clause 45. Compulsory Retirement Age".

**3. CLAUSE 3.—DEFINITIONS**

(1) Insert the following new definition after the definition "charge-hand":

"'compulsory retirement age' means the age of 65 years;"

**4. CLAUSE 4.—CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN**

Substitute the following for clause 4:

**"4. CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN**

No employer shall perform work or require or allow an employee to perform work and no employee shall undertake or perform work, whether for remuneration or not, during the following period:

From the evening of Friday, 15 December 1989, to the morning of Wednesday, 10 January 1990."

**5. CLAUSE 10.—PAYMENT FOR OVERTIME AND WORK ON A SUNDAY**

(1) In subclause (1) (a), insert the expression "but not exceeding 12 hours" after the expression "44 hours" where it appears the first time in the subclause.

(2) substitute the following for subclause (2) (a):

"(2) (a) For any time worked in excess of 56 hours in any one week, or 12 hours more than the normal hours of the establishment per week where such ordinary hours are less than 44 hours, an employee shall be paid remuneration at a rate of not less than double his ordinary hourly rate of remuneration."

(3) In subclause (2) (b), delete the expression "exceeding four hours" after the word "Sunday".

(4) In subclause (3) (a), substitute the figure "12" for the figure "10".

(5) In subclause (3) (b), substitute the figure "12" for the figure "10".

**6. CLAUSE 13.—HOLIDAY BONUS FUND**

(1) In subclause (1) (a) (i), insert the expression "10 minute less than" after the word "worked" where it appears the second time in the subclause.

(2) In subclause (1) (a) (ii), insert the expression "10 minutes less than" after the word "worked" where it appears the second time in the subclause.

(3) In subclause (1) (a) (iii), substitute the figure "43,83" for the figure "44" where it appears first in the subclause and insert the expression "10 minutes less than" after the expression "in any one week or" in the subclause.

(4) In subclause (1) (b), substitute the words "fifty minutes" for the words "one hour" and insert the expression "10 minutes less than" after the expression "in paragraph (a) or" in the subclause.

7. Insert the following new clause 45:

**"45. COMPULSORY RETIREMENT AGE**

(1) Subject to the provisions of subclause (3) hereof, any employee who enters the Industry after the date upon which this Agreement comes into operation shall retire at the age of 65 years.

(2) Subject to the provisions of subclause (4) hereof, any employee who is employed in the Industry from the date upon which this Agreement comes into operation and who has attained the age of 60 years or more, shall retire at the expiry of a period of five years.

(3) The provisions of subclause (1) shall apply to any employee who was previously employed in the Industry and who has not been employed in the Industry for a period of 28 consecutive weeks prior to the date upon which this Agreement comes into operation.

(4) Any employer who is registered with the Council in terms of clause 18 of the Agreement, and every employee who is employed in the Industry as at the date upon which this Agreement comes into operation, shall submit acceptable documentary proof of the employee's age to the Council.

(5) Subklousule (4) is *mutatis mutandis* van toepassing op 'n werkgewer en 'n werknemer wat tot die Nywerheid toetree na die datum waarop hierdie Ooreenkoms in werking tree."

## 8. HOOFSTUK II. — MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

### "HOOFSTUK II. — MINIMUM LONE

#### 1. Loonsverhogings.

Onderstaande is die minimum weklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

| Werklike verdienste                                        | Tydperk eindigende 30 Junie 1990       |
|------------------------------------------------------------|----------------------------------------|
| Werknemers graad I wat R180,44 of meer per week verdien    | Weekloon moet met R25,00 verhoog word. |
| Werknemers graad IA wat R175,16 of meer per week verdien   | Weekloon moet met R25,00 verhoog word. |
| Werknemers graad II wat R168,82 of meer per week verdien   | Weekloon moet met R25,00 verhoog word. |
| Werknemers graad III wat R156,49 of meer per week verdien  | Weekloon moet met R25,00 verhoog word. |
| Werknemers graad IIIA wat R153,10 of meer per week verdien | Weekloon moet met R25,00 verhoog word. |
| Werknemers graad IV wat R141,62 of meer per week verdien   | Weekloon moet met R25,00 verhoog word. |

### MINIMUM LONE

#### A. Instandhouding en herstel van masjiene

Tydperk  
eindigende  
30 Junie  
1990  
R

2. *Werknemer graad I*..... 200,16  
Instandhoudingsmonteerwerk.

#### B. Matrasmaak

3. *Werknemer graad II*..... 193,82

Werknemers in diens in een of meer van die werksaamhede wat in die Beddegoednywerheid uitgevoer word, uitgesonderd die werksaamhede in klousules 2 en 4 tot 9 bedoel: Met dien verstande dat ten opsigte van werksaamhede betreffende enige nuwe masjiene wat ingevoer word en wat nie in klousules 4 tot en met 9 gespesifiseer word nie, werknemers vir sodanige werksaamhede betaal moet word teen die minimum lone in hierdie klousule voorgeskryf tot tyd en wyl die Raad die loonskaal vasstel vir die werksaamhede met so 'n masjiene uitgevoer.

4. *Werknemer graad IIIA* ..... 178,10

Die matrasmaker bystaan in een of meer van die volgende werksaamhede:

- (1) 'n Vulmasjiene bedien;
- (2) rame vir deurstukmasjiene opstel;
- (3) kussinkies aan veereenhede heg;
- (4) matrasrande aan veereenhede heg;
- (5) matraspaneel aan veereenhede heg (nie 'n bandsoom- of rolsoommasjiene bedien nie);
- (6) vulsel op veereenhede stapel.

#### C. Stoffer van raamveer-, bedbasis- of ateljeerusbanke

5. *Werknemer graad II*..... 193,82  
Alle soorte basisse (veer- of vaste) stoffer.

(5) The provisions of subclause (4) shall *mutatis mutandis* apply to any employer and employee who enters the Industry after the date upon which this Agreement comes into operation."

## 8. CHAPTER II. — MINIMUM WAGES

Substitute the following for Chapter II:

### "CHAPTER II. — MINIMUM WAGES

#### 1. Wage increases.

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed wage has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed wage for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

| Actual earnings                                       | For period ending 30 June 1990         |
|-------------------------------------------------------|----------------------------------------|
| Grade I employees earning R180,44 per week or more    | Weekly wage to be increased by R25,00. |
| Grade IA employees earning R175,16 per week or more   | Weekly wage to be increased by R25,00. |
| Grade II employee earning R168,82 per week or more    | Weekly wage to be increased by R25,00. |
| Grade III employees earning R156,49 per week or more  | Weekly wage to be increased by R25,00. |
| Grade IIIA employees earning R153,10 per week or more | Weekly wage to be increased by R25,00. |
| Grade IV employees earning R141,62 per week or more   | Weekly wage to be increased by R25,00. |

### MINIMUM WAGES

#### A. Machine maintenance and repairing

For  
period  
ending  
30 June  
1990

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2. *Grade I employee*..... 200,16  
Maintenance fitting.

#### B. Mattress making

3. *Grade II employee*..... 193,82

Employees employed in any or all of the operations performed in the Bedding Manufacturing Industry, with the exception of the operations referred to in clauses 2 and 4 to 9: Provided that in respect of the operations relating to any new machine introduced and not specified in clauses 4 to 9 inclusive, employees shall be paid for such operations at the minimum wage prescribed in this clause until such time as the Council determines the wage rate for the operations performed on such machine.

4. *Grade IIIA employee* ..... 178,10

Assisting mattress maker in one or more of the following operations:

- (1) Operating a filling machine.
- (2) preparing frames for quilting machine;
- (3) securing pads to spring units;
- (4) securing mattress borders to spring units;
- (5) securing mattress panels to spring units (not operating tape edge machine or the roll edge machine);
- (6) laying out filling materials on spring units.

#### C. Upholstering of box spring, bed bases or studio couches

5. *Grade II employee*..... 193,82  
Upholstering all bases, spring or firm.



*D. Matrasnaaister*

Tydperk  
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gende  
30 Junie  
1990  
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6. *Werknemer graad III* ..... 181,49  
 (1) Matrasslope naai;  
 (2) Matrasbinneslope en/of dele van matrasbinneslope en/of oortreksels vir matrasbinneslope uitsny.

*E. Algemene werksaamhede*

7. *Werknemer graad IV* ..... 166,62  
 (1) Heliese vere en/of ketting en/of hoepelyster aanheg wat uitsluitlik as stut vir 'n los stoelkussing moet dien;  
 (2) rubberstroke aanheg wat uitsluitlik as stut vir 'n los stoelkussing moet dien;  
 (3) heliese vere en/of ketting en/of sigsag- of niesakveerwerk aanheg en/of hoepelyster aan los matte en/of rugleunings van eetkamerstoele heg, maar uitgesonderd 'n veerrand aan rugleuning en/of matte en/of arms van rame bou;  
 (4) sisal- en/of klapperhaarkussinkies aan veerkussingeenhede heg;  
 (5) platforms sny vir die bedekking van heliese vere;  
 (6) die arm- en/of rugleuning van ateljeerusbanke in posisie vasbout waar die verbindingspunte vooraf bepaal en/of gereed gemaak is deur boorwerk of andersins;  
 (7) bedveerrame vasbout en/of monteer en/of in kam en/of vooraf geboorde gate ruim en/of suiwer maak;  
 (8) spoel vir alle tipes naaldmasjiene gereed maak;  
 (9) deurgestikte rande volgens lengte sny;  
 (10) gaatjies in matrasrande pons;  
 (11) handvatsels en/of ventileerders aan matrasrande sit;  
 (12) 'n deurvlegmasjiën opstel en/of bedien en/of werk daarmee verrig;  
 (13) kussinkies sny;  
 (14) bedveerrame met die hand beits en/of vernis;  
 (15) hingsels aansit;  
 (16) lussies aan naalde in 'n drukdeurstikmasjiën hang;  
 (17) 'n doekspreimasjiën laai en/of stoot en/of bedien of werk daarmee verrig;  
 (18) 'n pluus- en/of baaloopmaak- en/of baalbreek- en/of skuimkerfmasjiën bedien en/of werk daarmee verrig;  
 (19) 'n oogmaakmasjiën opstel en/of bedien en/of werk daarmee verrig;  
 (20) lussies aan knope en/of klossies werk;  
 (21) veereenhede aan bedrame heg, uitgesonderd 'n fondament vir 'n raamveer bou;  
 (22) sisal- en/of klapperhaarkussinkies met die hand aan binneveereenhede vasheg;  
 (23) stoelkussingoortreksels en/of peule stop met vulsel, uitgesonderd met binnevere;  
 (24) vulsel in touvorm losdraai;  
 (25) knope en/of klossies maak;  
 (26) die stoffeerder help deur oortreksel wat dien as stut vir 'n los stoelkussing vas te hou;  
 (27) die versendingsklerk, stoorman of tydbeampte bystaan;  
 (28) bandversiering en/of kraallyste maak;  
 (29) klaar gesnyde materiaal sorteer nadat dit by die grootmaak uitgesny is;  
 (30) klaargemaakte stoelkussings vir aflewering nagaan en/of gereed maak;  
 (31) skuimrubber volgens grootte sny;

*D. Mattress seamsters*

For  
period  
ending  
30 June  
1990  
R

6. *Grade III employers* ..... 181,49  
 (1) Sewing of mattress covers;  
 (2) cutting of mattress cases and/or parts of mattress cases and/or covers for mattress cases.

*E. General operations*

7. *Grade IV employee* ..... 166,62  
 (1) Affixing helical springs and/or chains and/or hoop iron for the sole purpose of serving as a support for a loose cushion;  
 (2) affixing rubber strips for the sole purpose of serving as a support for a loose cushion;  
 (3) affixing a helical spring and/or chain and/or zig-zag or no-sag type of springing and/or affixing hoop iron to loose seats and/or backs for dining-room chairs, but excluding the building of a spring edge on backs and/or seats and/or arms of frames;  
 (4) securing sisal and/or coir pads to spring cushion units;  
 (5) cutting of platforms used for covering helical springs;  
 (6) bolting in position arms and/or backs of studio couches where the points of conjunction have been predetermined and/or prepared by means of drilling or otherwise;  
 (7) bolting and/or assembling and/or meshing of bedspring frames and/or enlarging and/or truing up drilled holes;  
 (8) preparing spools for any type of needling machine;  
 (9) cutting quilted borders to length;  
 (10) punching holes in mattress borders;  
 (11) fitting handles and/or ventilators to mattress borders;  
 (12) setting up and/or operating an interlacing machine and/or performing work therewith;  
 (13) cutting pads;  
 (14) staining and/or varnishing of bed spring frames by hand;  
 (15) affixing lugs;  
 (16) hanging loops on needles in compression tufting;  
 (17) loading and/or wheeling and/or operating a cloth spreading machine or performing work therewith;  
 (18) operating a teasing and/or bale opening and/or bale breaking and/or foam chipping machine and/or performing work therewith;  
 (19) setting up and/or operating a loop making machine and/or performing work therewith;  
 (20) attaching loops to buttons and/or tufts;  
 (21) attaching spring units to bed frames, excluding the building of a foundation for a box spring;  
 (22) affixing of sisal and/or coir pads by hand to interior spring units;  
 (23) filling cushion covers and/or bolsters with filling material other than spring interiors;  
 (24) unwinding filling materials in rope from;  
 (25) making buttons and/or tufts;  
 (26) assisting upholsterer in holding cover serving as a support for a loose cushion;  
 (27) assisting the despatch clerk, storeman or time-keeper;  
 (28) making banding and/or beading;  
 (29) sorting of ready-cut materials after bulk cutting;  
 (30) regulating and/or preparing completed cushions for delivery;  
 (31) cutting foam rubber to size;

Tydpersk  
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30 Junie  
1990  
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- (32) rubberstroke sny;
- (33) skuimrubber aanmekeer heg;
- (34) skuimrubber aan materiaal heg slegs vir deurstikwerk;
- (35) massameting;
- (36) beddegoed uitmekeerhaal;
- (37) ketting en/of draad en/of hoepelyster en/of vierkantige en/of ruitvormige maasskakels sny;
- (38) rollers vir deurstikmasjiene gereed maak;
- (39) skuimrubber-en/of plastiekblokke in matrasslope insit;
- (40) artikels in karton, papier, plastiek of soortgelyke materiaal toedraai en verpak;
- (41) persele, voertuie, masjinerie, implemente, gereedskap, werktuie en ander artikels skoonmaak;
- (42) voertuie op- of aflaai en met afleweringsvoertuie help;
- (43) artikels dra, verskuif, opstapel of uitpak;
- (44) boodskappe, briewe of ander artikels te voet of per fiets, drielief of ander hand- of voetvoertuig aflewer of vervoer;
- (45) drank maak en/of bedien;
- (46) karton of voeringmateriaal aan bedbassis heg.
- (47) Los werknemer R4,08 per uur.

#### F. Diverse — Hulpwerkzaamhede

|                                                    |        |
|----------------------------------------------------|--------|
| 8. Werknemer graad IA .....                        | 205,44 |
| (1) Versendingsklerk;                              |        |
| (2) stoorman;                                      |        |
| (3) tydbeampte;                                    |        |
| (4) sweiswerk, uitgesonderd puntsweiswerk.         |        |
| 9. Werknemer graad III .....                       | 181,49 |
| (1) Opsigter;                                      |        |
| (2) wag;                                           |        |
| (3) puntsweiswerk;                                 |        |
| (4) T-moere vasheg slegs deur middel van kramwerk. |        |

#### G. Voormanne, onderbase, toesighouers en onderbase graad IV

|                                     |        |
|-------------------------------------|--------|
| (1) Voormanne en toesighouers ..... | 235,40 |
| (2) Onderbase .....                 | 225,44 |
| (3) Onderbase graad IV .....        | 176,62 |

#### H. Leerlinge

(1) Leerlinge gemagtig ingevolge klousule 29 (1) van Hoofstuk I van hierdie Ooreenkoms wat die werk van naaiers en/of naaisters onder werknemers graad III leer en leerlinge onder werknemers graad I en/of graad II moet, ondanks die minimum loon wat gespesifiseer word op die sertifikaat wat ingevolge klousule 29 (3) en (4) van Hoofstuk I deur die Raad uitgereik word, minstens die volgende loon per week betaal word:

Gedurende eerste ses maande van die leertyd: 80 persent;

gedurende die tweede ses maande van die leertyd: 85 persent;

gedurende die derde ses maande van die leertyd: 90 persent;

gedurende die vierde ses maande van die leertyd: 95 persent;

van die minimum voorgeskrewe loon vir werknemers graad I, graad II of graad III, na gelang van die geval.

For  
period  
ending  
30 June  
1990  
R

- (32) cutting rubber strips;
- (33) joining together foam rubber;
- (34) affixing foam rubber to material for quilting purposes only;
- (35) mass-measuring;
- (36) stripping of bedding;
- (37) cutting chain and/or wire and/or hoop iron and/or square and/or diamond mesh links;
- (38) preparing rollers for quilting machines;
- (39) inserting of foam rubber and/or plastic blocks into mattress cases;
- (40) wrapping and packing articles in cardboard, paper, plastic or similar materials;
- (41) cleaning premises, vehicles, machinery, implements, tools, utensils and other articles;
- (42) loading or unloading vehicles and assisting on delivery vehicles;
- (43) carrying, moving, stacking or unpacking articles;
- (44) delivering or conveying messages, letters or other articles on foot or by means of a bicycle, tricycle or other hand or foot-propelled vehicle;
- (45) making and/or serving beverages;
- (46) affixing of cardboard or lining materials to bed bases.
- (47) Casual employee R4,08 per hour.

#### F. Miscellaneous — Ancillary Occupations

|                                                     |        |
|-----------------------------------------------------|--------|
| 8. Grade IA employee .....                          | 205,44 |
| (1) Despatch clerk;                                 |        |
| (2) storeman;                                       |        |
| (3) timekeeper;                                     |        |
| (4) welding, other than spotwelding.                |        |
| 9. Grade III employee .....                         | 181,49 |
| (1) Caretaker;                                      |        |
| (2) watchman;                                       |        |
| (3) spotwelding;                                    |        |
| (4) affixing of "T" nuts by means of stapling only. |        |

#### G. Foremen, chargehands supervisors and Grade IV chargehands

|                                   |        |
|-----------------------------------|--------|
| (1) Foremen and supervisors ..... | 235,40 |
| (2) Chargehands .....             | 225,44 |
| (3) Grade IV chargehands .....    | 176,62 |

#### H. Learners

(1) Learners authorised in terms of clause 29 (1) of Chapter I of this Agreement, employed in learning seamstresses' and/or seamstress' work under Grade III employees and learners under Grade I and/or Grade II employees shall, notwithstanding the minimum wage specified on the certificate issued by the Council in terms of clause 29 (3) and (4) of Chapter I, be paid not less per week than the following wage:

During the first six months of learnership: 80 per cent;

during the second six months of learnership: 85 per cent;

during the third six months of learnership: 90 per cent;

during the fourth six months of learnership: 95 per cent;

of the minimum prescribed rate for Grade I, Grade II or Grade III employees, as the case may be.

(2) Die minimum weeklikse loon betaalbaar aan 'n leerling graad IV, soos gemagtig kragtens klousule 29 (5) (d) van Hoofstuk I, moet minstens die volgende wees:

Gedurende die eerste ses maande van die leertyd: 60 persent;

gedurende die tweede ses maande van die leertyd: 80 persent;

van die minimum voorgeskrewe loon van 'n werknemer graad IV.

#### J. Jeugdige werknemers

(1) Jeugdige manlike werknemer in 'n ambag of deel van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet gedurende die gemagtigde proeftyd minstens die lone betaal word wat kragtens genoemde Wet voorgeskryf word.

(2) *Alle ander jeugdiges.*—Die minimum loon wat in hierdie Ooreenkoms voorgeskryf word vir werknemers in diens in dieselfde klas werk.”

#### 9. HOOFSTUK III, KLOUSULE B.—LOONSVERHOINGS EN MINIMUM LONE

Vervang subklousule (1) van klousule B deur die volgende:

“(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

| Indeling                                | Tydperk eindigende 30 Junie 1990       |
|-----------------------------------------|----------------------------------------|
| Drywer ingedeel onder 1 (a) (i) ..      | Weekloon moet verhoog word met R25,00. |
| Drywer ingedeel onder 1 (a) (ii) ..     | Weekloon moet verhoog word met R25,00. |
| Drywer ingedeel onder 1 (a) (iii) ..    | Weekloon moet verhoog word met R25,00. |
| Drywer ingedeel onder 1 (a) (iv) en (b) | Weekloon moet verhoog word met R25,00. |
| Drywer ingedeel onder 1 (c) .....       | Weekloon moet verhoog word met R25,00. |

| Loonvragte                                                                                                                                                                          | Tydperk eindigende 30 Junie 1990 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
|                                                                                                                                                                                     | R                                |
| (a) Drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om 'n loonvrag te dra of te trek van—                                                                 |                                  |
| (i) minder as 2 722 kg (6 000 lb) .....                                                                                                                                             | 174,72                           |
| (ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb) .....                                                                                                         | 179,07                           |
| (iii) meer as 4 536 kg (10 000 lb), maar hoogstens 6 350 kg (14 000 lb) .....                                                                                                       | 183,91                           |
| (iv) meer as 6 350 kg (14 000 lb) .....                                                                                                                                             | 188,74                           |
| (b) Drywer van 'n stoomwa .....                                                                                                                                                     | 188,74                           |
| (c) Drywer van 'n vrkhuyswa, trekker, bromponie, passasiersmotor .....                                                                                                              | 166,62                           |
| (d) Los drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om (vir 'n tydperk van nege uur of minder as nege uur per dag) 'n loonvrag te dra of te trek van— |                                  |
| (i) minder as 2 722 kg (6 000 lb) .....                                                                                                                                             | 35,74                            |
| (ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb) .....                                                                                                         | 36,63                            |
| (iii) meer as 4 536 kg (10 000 lb), maar hoogstens 6 350 kg (14 000 lb) .....                                                                                                       | 37,62                            |
| (iv) meer as 6 350 kg (14 000 lb) .....                                                                                                                                             | 38,61                            |
| (e) Los drywer van 'n stoomwa .....                                                                                                                                                 | 38,61                            |
| (f) Los drywer van 'n vrkhuyswa, trekker, bromponie, passasiersmotor .....                                                                                                          | 34,08                            |

(2) The minimum weekly wage to be paid to a Grade IV learner, as authorised in terms of clause 29 (5) (d) of Chapter I, shall not be less than the following:

During the first six months of learnership: 60 per cent;

during the second six months of learnership: 80 per cent;

of the minimum prescribed rate of a Grade IV employee.

#### J. Juvenile employees

(1) Juvenile male employees engaged in a trade or part of a trade designated under the Manpower Training Act, 1981, during the authorised probationary period shall be paid not less than the wages prescribed in terms of the provisions of the said Act.

(2) *All other juveniles.*—The minimum wage prescribed in this Agreement for employees employed on the same class of work.”

#### 9. CHAPTER III, CLAUSE B.—WAGE INCREASES AND MINIMUM WAGES

Substitute the following for subclause (1) of clause B:

“(1) The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

| Classification                             | For period ending 30 June 1990         |
|--------------------------------------------|----------------------------------------|
| Driver classified under 1 (a) (i) ..       | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) (ii) ..      | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) (iii) ..     | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) (iv) and (b) | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (c) .....        | Weekly wage to be increased by R25,00. |

| Pay-loads                                                                                                                                                | For period ending 30 June 1990 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
|                                                                                                                                                          | R                              |
| (a) Driver of a motor vehicle, other than a steam wagon, authorised to carry or haul a pay-load of—                                                      |                                |
| (i) under 2 722 kg (6 000 lb) .....                                                                                                                      | 174,72                         |
| (ii) 2 722 kg (6 000 lb) and over, but not exceeding 4 536 kg (10 000 lb) .....                                                                          | 179,07                         |
| (iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb) .....                                                                            | 183,91                         |
| (iv) over 6 350 kg (14 000 lb) .....                                                                                                                     | 188,74                         |
| (b) Driver of a steam wagon .....                                                                                                                        | 188,74                         |
| (c) Driver of a fork lift, tractor, scooter, passenger car .....                                                                                         | 166,62                         |
| (d) Casual driver of a motor vehicle, other than a steam wagon, authorised to carry or haul a payload of (for any period of nine hours or less per day)— |                                |
| (i) under 2 722 kg (6 000 lb) .....                                                                                                                      | 35,74                          |
| (ii) 2 722 kg (6 000 lb) and over, but not exceeding 4 536 kg (10 000 lb) .....                                                                          | 36,63                          |
| (iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb) .....                                                                            | 37,62                          |
| (iv) over 6 350 kg (14 000 lb) .....                                                                                                                     | 38,61                          |
| (e) Casual driver of a steam wagon .....                                                                                                                 | 38,61                          |
| (f) Casual driver of a fork lift, tractor, scooter, passenger car .....                                                                                  | 34,08                          |



Met dien verstande egter dat geen werknemer op grond van enige bepaling van hierdie klousules te eniger tyd 'n laer loon betaal mag word as die wat hy ontvang het of wat hy geregtig sou wees om te ontvang in sy besondere pos op die datum waarop hierdie Ooreenkoms in werking tree nie."

(2) In subklousule (6), *Verblyfstoelae*—

(a) in paragraaf (a), vervang die syfer "R7,00" deur die syfer "R10,00";

(b) in paragraaf (b), vervang die syfer "R9,00" deur die syfer "R13,00";

(c) in paragraaf (c), vervang die syfer "R11,00" deur die syfer "R18,00".

Namens die partye op hede die 30ste dag van Augustus 1989 te Johannesburg onderteken.

**J. LOCKE,**

Voorsitter van die Raad.

**S. M. LE ROUX,**

Ondervoorsitter van die Raad.

**P. C. SMIT,**

Hoofsekretaris van die Raad.

Provided, however, that no employee shall at any time, by reason of any provision of these clauses, be paid a wage less than that which he received or would have been entitled to receive in his particular post as at the date on which this Agreement comes into operation."

(2) In subclause (6), *Subsistence allowance*—

(a) in paragraph (a), substitute the figure "R10,00" for the figure "R7,00";

(b) in paragraph (b), substitute the figure "R13,00" for the figure "R9,00";

(c) in paragraph (c), substitute the figure "R18,00" for the figure "R11,00".

Signed at Johannesburg, on behalf of the parties, this 30th day of August 1989.

**J. LOCKE,**

Chairman of the Council.

**S. M. LE ROUX,**

Vice-Chairman of the Council.

**P. C. SMIT,**

General Secretary of the Council.

**No. R. 204**

**2 Februarie 1990**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**BEDDEGOEDNYWERHEID, TRANSVAAL.—WYSIGING VAN BYSTANDSFONDSE-OOREENKOMS**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, 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 Mei 1994, 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.

**E. VANDER M. LOUW,**

Minister van Mannekrag.

**BYLAE**

**NYWERHEIDSRaad VIR DIE BEDDEGOEDNYWERHEID (TRANSVAAL)**

**BYSTANDSFONDSE-OOREENKOMS**

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

**Bedding Manufacturers' Association of the Transvaal**

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

**National Union of Furniture and Allied Workers of South Africa**

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

wat die partye is by die Nywerheidsraad vir die Beddegoednywerheid (Transvaal),

om die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 366 van 27 Februarie 1981, soos gewysig en verleng deur Goewermenskennisgewings Nos. R. 2365 van 30 Oktober 1981, R. 2678 van 4 Desember 1981, R. 986 van 21 Mei 1982, R. 1818 van 27 Augustus 1982, R. 2797 van 31 Desember 1982, R. 1021 van 13 Mei 1983, R. 2563 van 25 November 1983, R. 747 van 13 April 1984 en R. 1565 van 17 Julie 1987, te wysig.

**No. R. 204**

**2 February 1990**

**LABOUR RELATIONS ACT, 1956**

**BEDDING MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF BENEFIT FUNDS AGREEMENT**

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1994, 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.

**E. VANDER M. LOUW,**

Minister of Manpower.

**SCHEDULE**

**INDUSTRIAL COUNCIL FOR THE BEDDING MANUFACTURING INDUSTRY (TRANSVAAL)**

**BENEFIT FUNDS AGREEMENT**

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

**Bedding Manufacturers' Association of the Transvaal**

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

**National Union of Furniture and Allied Workers of South Africa**

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

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

to amend the Agreement published under Government Notice No. R. 366 of 27 February 1981, as amended and extended by Government Notices Nos. R. 2365 of 30 October 1981, R. 2678 of 4 December 1981, R. 986 of 21 May 1982, R. 1818 of 27 August 1982, R. 2797 of 31 December 1982, R. 1021 of 13 May 1983, R. 2563 of 25 November 1983, R. 747 of 13 April 1984 and R. 1565 of 17 July 1987.

**HOOFSTUK I****1. TOEPASSINGSBESTEK VAN OOREENKOMS**

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

(a) deur alle werkgevers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Beddegoednywerheid betrokke of daarin werksaam is;

(b) in die provinsie Transvaal en in die landdrostdistrik Vryburg soos dit op 24 Junie 1960 saamgestel was.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie minimum lone in die Hofooreenkoms voorgeskryf word en op werkende werkgevers soos in die Hofooreenkoms omskryf;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes vasgestel ingevolge genoemde Wet nie.

**HOOFSTUK III****SIEKTEBYSTANDSGENOOTSKAP VIR TRANVAALSE BEDDEGOEDWERKERS****2. KLOUSULE 7.—LEDEGELD**

In subklousule (1), vervang die syfer “R5,74” deur die syfer “R7,78” en die syfer “R2,87” deur die syfer “R3,89” waar laasgenoemde syfer twee keer in die subklousule voorkom.

**3. AANHANGSEL A**

Vervang Aanhangsel A deur die volgende:

**“AANHANGSEL A**

Lys van totale aftrekkings en bydraes tot die Voorsorgfonds vir die Beddegoednywerheid, Transvaal, die Siektebystandsgenootskap vir Transvaalse Beddegoedwerkers, die Sterftebystandsvereniging vir Transvaalse Beddegoedwerkers en die Begrafnisgenootskap vir Transvaalse Beddegoedwerkers wat kragtens klousule 4 (1) (a) en (d) van Hoofstuk II van die Ooreenkoms gedoen moet word:

|                                                                                                                               | <b>A</b><br>Weeklikse aftrekkings van werknemer se loon | <b>B</b><br>Weeklikse bydrae deur werkgever                                             |
|-------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Werknemers vir wie lone in die Hofooreenkoms voorgeskryf word                                                                 | 5 persent van die gewone loon, plus R4,00               | 5 persent van die gewone loon, plus R4,00.                                              |
| Werkende werkgevers soos omskryf in die Hofooreenkoms gepubliseer by Gowermentskennisgewing No. R. 1879 van 12 September 1986 | Nul                                                     | 10 persent van die hoogste minimum loon voorgeskryf in die Hofooreenkoms, plus R8,00.”. |

Namens die partye op hede die 30ste dag van Augustus 1989 te Johannesburg onderteken.

**J. LOCKE,**  
Voorsitter van die Raad.

**S. M. LE ROUX,**  
Ondervoorsitter van die Raad.

**P. C. SMIT,**  
Hoofsekretaris van die Raad.

**CHAPTER I****1. SCOPE OF APPLICATION OF AGREEMENT**

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

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed in the Bedding Manufacturing Industry, respectively;

(b) in the Province of the Transvaal and in the Magisterial District of Vryburg as it was constituted as at 24 June 1960.

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

(a) only apply in respect of employees for whom minimum wages are prescribed in the Main Agreement and to working employers as defined in the Main Agreement;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder.

**CHAPTER III****TRANVAAL BEDDING WORKERS' SICK BENEFIT SOCIETY****2. CLAUSE 7.—SUBSCRIPTIONS**

In subclause (1), substitute the figure “R7,78” for the figure “R5,74” and the figure “R3,89” for the figure “R2,87” where the latter figure appears twice in the subclause.

**3. ANNEXURE A**

Substitute the following for Annexure A:

**“ANNEXURE A**

Schedule of total deductions and contributions to the Provident Fund for the Bedding Manufacturing Industry, Transvaal, the Transvaal Bedding Workers' Sick Benefit Society, the Transvaal Bedding Workers' Mortality Association and the Transvaal Bedding Workers' Burial Society to be made in terms of clause 4 (1) (a) and (d) of Chapter II of the Agreement:

|                                                                                                                   | <b>A</b><br>Weekly deductions from employee's wage | <b>B</b><br>Employer's weekly contribution                                              |
|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------------------------------|
| Employee for whom wages are prescribed in the Main Agreement                                                      | 5 per cent of normal wage, plus R4,00              | 5 per cent of normal wage, plus R4,00.                                                  |
| Working employers as defined in the Main Agreement published under Government Notice R. 1879 of 12 September 1986 | Nil                                                | 10 per cent of the highest minimum wage prescribed in the Main Agreement, plus R8,00.”. |

Signed at Johannesburg, on behalf of the parties, this 30th day of August 1989.

**J. LOCKE,**  
Chairman of the Council.

**S. M. LE ROUX,**  
Vice-Chairman of the Council.

**P. C. SMIT,**  
General Secretary of the Council.

No. R. 205

2 Februarie 1990

## WET OP ARBEIDSVERHOUDINGE, 1956

## MEUBELNYWERHEID, TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, 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 Wysigings-ooreenkoms 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 1990 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) van Hoofstuk I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1990 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.

E. VANDER M. LOUW,  
Minister van Mannekrag.

## BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID,  
TRANSVAAL

## OOREENKOMS

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

**Transvaal Furniture and Upholstery Manufacturers' Association**  
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem),  
aan die een kant, en die

**National Union of Furniture and Allied Workers of South Africa**  
(hierna die "werknemers" of die "vakvereniging" genoem), aan die  
ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid,  
Transvaal,

om die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 1347 van 30 Junie 1981, soos gewysig en verleng deur Goewermenskennisgewings Nos. R. 1819 van 27 Augustus 1982, R. 1453 van 1 Julie 1983, R. 1919 en R. 1920 van 2 September 1983, R. 1026 van 10 Mei 1985, R. 2500 en R. 2501 van 8 November 1985, R. 1344 van 27 Junie 1986, R. 1878 van 12 September 1986, R. 1206 van 24 Junie 1988 en R. 1722 van 26 Augustus 1988 te wysig.

## 1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Meubelnywerheid betrokke of daarin werksaam is;

(b) in die provinsie Transvaal en in die landdrostdistrik Vryburg soos dit op 24 Junie 1960 saamgestel was.

No. R. 205

2 February 1990

## LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY,  
TRANSVAAL.—AMENDMENT OF MAIN  
AGREEMENT

I, Eli van der Merwe Louw, 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 1990, 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) of Chapter I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1990, 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.

E. VANDER M. LOUW,  
Minister of Manpower.

## SCHEDULE

## INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL

## AGREEMENT

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

**Transvaal Furniture and Upholstery Manufacturers' Association**  
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**National Union of Furniture and Allied Workers of South Africa**  
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Furniture manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice No. R. 1347 of 30 June 1981, as amended and extended by Government Notices Nos. R. 1819 of 27 August 1982, R. 1453 of 1 July 1983, R. 1919 and R. 1920 of 2 September 1983, R. 1026 of 10 May 1985, R. 2500 and R. 2501 of 8 November 1985, R. 1344 of 27 June 1986, R. 1878 of 12 September 1986, R. 1206 of 24 June 1988 and R. 1722 of 26 August 1988.

## 1. SCOPE OF APPLICATION

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

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed in the Furniture Manufacturing Industry, respectively;

(b) in the Province of the Transvaal and in the Magisterial District of Vryburg as it was constituted as at 24 June 1960.



(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie lone daarin voorgeskryf word en op die werkgevers van dié werknemers;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n regulasie gemaak of kontrak aangegaan ingevolge genoemde Wet; en

(c) onderworpe aan die bepalings van die Vastelling van die Nywerheidshof, gedateer 30 Oktober 1984, in die saak tussen die Nywerheidsrade vir die Meubelnywerheid, Transvaal en Natal, en die Nywerheidsrade vir die Bounywerheid, Transvaal en Natal, en die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

## 2. INDELING VAN OOREENKOMS

### HOOFSTUK I

Voeg die volgende in na "klousule 42. Kraamverlof":

"Klousule 43. Verpligte Aftree-ouderdom".

### 3. KLOUSULE 3.—WOORDOMSKRYWING

Voeg die volgende nuwe omskrywing in na die omskrywing "onderbaas":

" 'verpligte aftree-ouderdom' die ouderdom van 65 jaar;".

### 4. KLOUSULE 4.—SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Vervang klousule 4 deur die volgende:

#### "4. SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Geen werkgever mag werk verrig of van 'n werknemer vereis of hom toelaat om werk te verrig nie, en geen werknemer mag werk onderneem of verrig, teen besoldiging al dan nie, gedurende die volgende tydperk nie:

Vanaf die aand van Vrydag 15 Desember 1989, tot die oggend van Woensdag, 10 Januarie 1990."

### 5. KLOUSULE 10.—BETALING VIR OORTYDWERK EN WERK OP SONDAE

(1) In subklousule (1) (a) voeg die uitdrukking "maar hoogstens 12 uur" in na die uitdrukking "44 uur" waar dit die eerste keer in die subklousule voorkom.

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

"(2) (a) Vir alle tyd gewerk langer as 56 uur in 'n week of 12 uur meer as die gewone ure van die bedryfsinrigting per week waar dié gewone werkure minder as 44 uur is, moet 'n werknemer besoldiging ontvang van minstens dubbel sy gewone uurlikse besoldiging."

(3) In subklousule (2) (b) skrap die uitdrukking "van meer as vier uur" na die woord "tyd".

(4) In subklousule (3) (a) vervang die syfer "10" deur die syfer "12".

(5) In subklousule (3) (b), vervang die syfer "10" deur die syfer "12".

### 6. KLOUSULE 13.—VAKANSIEBONUSFONDS

(1) In subklousule (1) (a) (i), voeg die uitdrukking "10 minute minder as" in na die woord "jaar".

(2) In subklousule (1) (b) (ii), voeg die uitdrukking "10 minute minder as" in na die woord "diensaanaanvaarding".

(3) In subklousule (1) (a) (iii), vervang die syfer "44" deur die syfer "43.83" waar dit die eerste keer in die subklousule voorkom en voeg die uitdrukking "10 minute minder as" in na die uitdrukking "geag word te gewerk het, of".

(4) In subklousule (1) (b), vervang die woorde "een uur" deur die woorde "vyftig minute" en voeg die uitdrukking "10 minute minder as" in na die uitdrukking "voorgeskryf of,."

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

(a) apply only to employees for whom wages are prescribed therein and to the employers of such employees;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any regulation made thereunder or contract entered into in terms of the said Act; and

(c) be subject to the provisions of the Determination by the Industrial Court, dated 30 October 1984, in the matter between the Industrial Councils for the Furniture Manufacturing Industry, Transvaal and Natal, and the Industrial Councils for the Building Industry, Transvaal and Natal, and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

## 2. DIVISION OF AGREEMENT

### CHAPTER I

Insert the following new clause after "clause 42. Maternity leave":

"Clause 43. Compulsory Retirement Age".

### 3. CLAUSE 3.—DEFINITIONS

Insert the following new definition after the definition "charge-hand":

" 'compulsory retirement age' means the age of 65 years;".

### 4. CLAUSE 4.—CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

Substitute the following for clause 4:

#### "4. CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

No employer shall perform work or require or allow an employee to perform work and no employee shall undertake or perform work, whether for remuneration or not, during the following period:

From the evening of Friday, 15 December 1989, to the morning of Wednesday, 10 January 1990."

### 5. CLAUSE 10.—PAYMENT FOR OVERTIME AND WORK ON A SUNDAY

(1) In subclause (1) (a) insert the expression "but not exceeding 12 hours" after the expression "44 hours" where it appears for the first time in the subclause.

(2) Substitute the following for subclause (2) (a):

"(2) (a) For any time worked in excess of 56 hours in any one week, or 12 hours more than the normal hours of the establishment per week where such ordinary hours are less than 44 hours, an employee shall be paid remuneration at a rate not less than double his ordinary hourly rate of remuneration."

(3) In subclause (2) (b), delete the expression "exceeding four hours" after the word "Sunday".

(4) In subclause (3) (a), substitute the figure "12" for the figure "10".

(5) In subclause (3) (b), substitute the figure "12" for the figure "10".

### 6. CLAUSE 13.—HOLIDAY BONUS FUND

(1) In subclause (1) (a) (i), insert the expression "10 minutes less than" after the word "worked" where it appears the second time in the subclause.

(2) In subclause (1) (a) (ii), insert the expression "10 minutes less than" after the word "worked" where it appears the second time in the subclause.

(3) In subclause (1) (a) (iii), substitute the figure "43.83" for the figure "44" where it first appears in the subclause and insert the expression "10 minutes less than" after the expression "in any one week or".

(4) In subclause (1) (b), substitute the words "fifty minutes" for the words "one hour" and insert the expression "10 minutes less than" after the expression "in paragraph (a) or".

## 7. Voeg die volgende nuwe klousule 43 in:

## "43. VERPLIGTE AFTREE-OUDERDOM

(1) Behoudens subklousule (3) hiervan, moet 'n werknemer wat na die datum waarop hierdie Ooreenkoms in werking tree diens in die Nywerheid aanvaar, op die ouderdom van 65 jaar aftree.

(2) Behoudens subklousule (4) hiervan, moet 'n werknemer wat in die Nywerheid in diens is vanaf die datum waarop hierdie Ooreenkoms in werking tree en reeds die ouderdom van 60 jaar of meer bereik het, na die verstryking van 'n tydperk van vyf jaar aftree.

(3) Die bepaling van subklousule (1) is van toepassing op 'n werknemer wat voorheen in die Nywerheid in diens was en wat nie vir 'n tydperk van 26 agtereenvolgende weke in die Nywerheid in diens was voor die datum waarop hierdie Ooreenkoms in werking tree nie.

(4) 'n Werkgewer wat ingevolge klousule 18 van die Ooreenkoms by die Raad geregistreer is, en elke werknemer wat in die Nywerheid in diens is op die datum waarop hierdie Ooreenkoms in werking tree, moet aanvaarbare dokumentêre bewys van die werknemer se ouderdom aan die Raad voorleë.

(5) Subklousule (4) is *mutatis mutandis* van toepassing op 'n werk-gewer en 'n werknemer wat tot die Nywerheid toetree na die datum waarop hierdie Ooreenkoms in werking tree."

## 8. HOOFSTUK II. — MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

## "HOOFSTUK II. — MINIMUM LONE

## 1. Loonsverhogings

Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepaling hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

| Werklike verdienste                                          | Tydperk eindigende<br>30 Junie 1990             |
|--------------------------------------------------------------|-------------------------------------------------|
| Werknemers graad I wat R180,44 of meer per week verdien      | Weekloon moet verhoog word met R25,00 per week. |
| Werknemer graad II wat R175,16 of meer per week verdien      | Weekloon moet verhoog word met R25,00 per week. |
| Werknemers graad III wat R156,49 of meer per week verdien    | Weekloon moet verhoog word met R25,00 per week. |
| Werknemers graad IV wat R141,62 of meer per week verdien     | Weekloon moet verhoog word met R25,00 per week. |
| Werknemers graad IV (A) wat R143,62 of meer per week verdien | Weekloon moet verhoog word met R25,00 per week. |

Tydperk  
eindigende  
30 Junie 1990

R

2. Werknemer graad I ..... 205,44

Werknemers in diens in een of meer van die werk-saamhede wat in die Meubelnywerheid uitgevoer word, uitgesonderd die werknemers in klousules 3 tot 26 bedoel: Met dien verstande dat ten opsigte van die werksaamhede betreffende enige nuwe masjien wat ingevoer word en wat nie in klousules 3 tot en met 26 gespesifiseer word nie, werknemers vir sodanige werk-saamhede betaal moet word teen die minimum lone in hierdie klousule voorgeskryf tot tyd en wyl die Raad die loonskaal vasstel vir die werksaamhede wat met so 'n masjien uitgevoer word.

(Die loon wat betaal word, moet bepaal word vol-gens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjien wat gebruik word nie.

Die aard van die werk wat verrig word op 'n masjien terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjien.).

## 7. Insert the following new clause 43:

## "43. COMPULSORY RETIREMENT AGE

(1) Subject to the provisions of subclause (3) hereof, any employee who enters the Industry after the date upon which this Agreement comes into operation shall retire at the age of 65 years.

(2) Subject to the provisions of subclause (4) hereof, any employee who is employed in the Industry from the date upon which this Agreement comes into operation and who has attained the age of 60 years or more, shall retire at the expiry of a period of five years.

(3) The provisions of subclause (1) shall apply to any employee who was previously employed in the Industry and who has not been employed in the Industry for a period of 26 consecutive weeks prior to the date upon which this Agreement comes into operation.

(4) Any employer who is registered with the Council in terms of clause 18 of the Agreement, and every employee who is employed in the Industry as at the date upon which this Agreement comes into operation, shall submit acceptable documentary proof of the employee's age to the Council.

(5) The provisions of subclause (4) shall *mutatis mutandis* apply to any employer and employee who enters the Industry after the date upon which this Agreement comes into operation."

## 8. CHAPTER II. — MINIMUM WAGES

Substitute the following for Chapter II:

## "CHAPTER II. — MINIMUM WAGES

## 1. Wage increases

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

| Actual earnings                                         | For period ending<br>30 June 1990               |
|---------------------------------------------------------|-------------------------------------------------|
| Grade I employees earning R180,44 per week or more      | Weekly wage to be increased by R25,00.          |
| Grade II employees earning R175,16 per week or more     | Weekly wage to be increased by R25,00 per week. |
| Grade III employees earning R156,49 per week or more    | Weekly wage to be increased by R25,00.          |
| Grade IV employees earning R141,62 per week or more     | Weekly wage to be increased by R25,00.          |
| Grade IV (A) employees earning R143,62 per week or more | Weekly wage to be increased by R25,00.          |

For period  
ending 30  
June 1990

R

2. Grade I employer ..... 205,44

Employees employed in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 3 to 26: Provided that in respect of the operations relating to any new machine introduced and not specified in clauses 3 to 26 inclusive, employees shall be paid for such operations at the minimum wage prescribed in this clause until such time as the Council determines wages rate for the operations performed on such machine.

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used.

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.).

| A. Meubelmakery                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Tydperk<br>eindigende<br>30 Junie 1990 | A. Furniture Making                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | For period<br>ending 30<br>June 1990 |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | R                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | R                                    |
| 3. <i>Werknemer graad II</i> .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 200,16                                 | 3. <i>Grade II employee</i> .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 200,16                               |
| (1) Skaafwerk met die hand;<br>(2) beitelwerk;<br>(3) skraapwerk;<br>(4) rasperwerk;<br>(5) vylwerk;<br>(6) speekskaafwerk;<br>(7) saagwerk met die hand;<br>(8) verstekke met die hand sny;<br>(9) spykers en/of pannelspykers en/of kramme inslaan en/of inpons en/of inskiet.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                        | (1) Planning by hand;<br>(2) chiselling;<br>(3) scraping;<br>(4) rasping;<br>(5) filing;<br>(6) spokeshaving;<br>(7) sawing by hand;<br>(8) cutting mitres by hand;<br>(9) knocking and/or punching and/or shooting in nails and/or panel pins and/or staples.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                      |
| 4. <i>Werknemer graad III</i> .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 181,49                                 | 4. <i>Grade III employee</i> .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 181,49                               |
| (1) Glas in rame vassit (uitgesonderd skroefwerk);<br>(2) verstekke van profiellyswerk met die guillotine sny;<br>(3) laaie se onderkante vaskram.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                        | (1) Securing glass in frames (other than screwing operations);<br>(2) cutting mitres of moulded beadings by guillotine;<br>(3) stapling of drawer bottoms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                      |
| 5. <i>Werknemer graad IV</i> .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 166,62                                 | 5. <i>Grade IV employee</i> .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 166,62                               |
| (1) Proppe en/of splinters invoeg en die oorskiet verwyder;<br>(2) alle vasboutwerk, met inbegrip van die vasbout van toebehore en die vasskroef van handyatsels in vooraf geboorde gate, uitgesonderd die monter van meubels en/of meubelonderdele deur dit vas te bout en/of aanmekeer te sit, behalwe die werksaamhede in subklousule (3) bedoel;<br>(3) die toebehore van stangskokke en/of slagplaatjies en/of beslae en/of sluitpenne vassit;<br>(4) los uitstekende spykers, penne en/of kramme wegpons: Met dien verstande dat dit slegs gedoen word deur persone wat met die hand skuurwerk verrig en sodanige items wat nie gepons is nie gedurende die skuurproses in die skuurafdeling vind;<br>(5) tappenne maak en/of spits maak;<br>(6) soliede timmerhout buig;<br>(7) enige soort gelymde blok vassit (nie vasskroef of vasspyker nie);<br>(8) sokke vir rolwieleetjies aanbring;<br>(9) rolwieleetjies en/of koepels en/of katelstyle, hangerboute en -plate aanbring;<br>(10) hoekblokke in stoele inslaan en/of vassit (slegs van die tipe bekend as "Kitchen Bentwood", "Globe", "Standard", "Study" en "Super"): Met dien verstande dat sodanige hoekblokke nie vasgespyker, vasgepen of vasgeskroef word nie;<br>(11) soliede timmerhout in 'n sagmaakmengsel indompel;<br>(12) lym meng en/of massameet en/of berei;<br>(13) tappenne inslaan;<br>(14) lym en/of lymverhardingsmiddels aanbring;<br>(15) skroewe insit in gate wat vooraf geboor is, ter voorbereiding vir skroefwerk;<br>(16) kartelkramme invoeg in die raammonteringsproses;<br>(17) help met die aanmekearsit of montering van meubel dele wat vasgekleem of vasgeklamp moet word: Met dien verstande dat die getalsverhouding van sodanige assistente tot werknemers wat die lone ontvang wat in klousule 2 van hierdie Hoofstuk voorgeskryf word en wat klem- of klampwerk doen, hoogstens vier tot een mag wees en dat sodanige assistente in die afwesigheid van voornoemde werknemer wat die loon ontvang wat in klousule 2 van hierdie Hoofstuk voorgeskryf word, nie geag word assistente te wees nie: Voorts met dien verstande dat die assistente nie toegelaat mag word om gate te boor nie; |                                        | (1) Inserting plugs and/or silvers and removing excess;<br>(2) all bolting, including the bolting of fittings and screwing of handles into pre-drilled holes, excluding the assembling of furniture and/or furniture parts by means of bolting and/or fitting, other than the operations referred to in sub-clause (3);<br>(3) affixing fittings of rod sockets and/or striking plates and/or escutcheons and/or self studs;<br>(4) punching away any protruding nails, pins and/or staples: Provided that this is done only by hand-sandpaperers finding such unpunched items during the sandpapering process in the sandpapering section;<br>(5) making and/or pointing of dowels;<br>(6) bending solid timber;<br>(7) affixing of any kind of glue block (not screwed or nailed down);<br>(8) affixing sockets for casters;<br>(9) affixing of casters and/or domes and/or bed irons, hanger bolts and plates;<br>(10) knocking in and/or securing of corner blocks to chairs (only of the type known as "Kitchen Bentwood", "Globe", "Standard", "Sturdy" and "Super"): Provided that such corner blocks shall not be nailed, pinned or screwed;<br>(11) dipping of solid timber into softening solution;<br>(12) mixing and/or mass-measuring and/or preparing glue;<br>(13) knocking in dowels;<br>(14) applying glue and/or glue hardeners;<br>(15) insertion of screws into prebored holes preparatory to screwing;<br>(16) insertion of corrugated fasteners in the process of assembling frames;<br>(17) assisting in the putting together or assembling of furniture parts which are to be cramped or clamped: Provided that the ratio of such assistants to employees in receipt of wages prescribed in clause 2 of this Chapter, who are engaged in cramping, shall not exceed four to one and that such assistants shall not be deemed to be assistants in the absence of the aforementioned employee who is in receipt of the wage prescribed in clause 2 of this Chapter: Provided further that the assistants shall not be permitted to bore holes; |                                      |



*Tydsperk  
eindigende  
30 Junie 1990*

R

- (18) glas in vooraf gemaakte groewe indompel;
- (19) slegs met die hand selfheg-en/of kleefstroke vas-sit ten einde bordkante te bedek;
- (20) moerbedekkings, beslagringe en/of skuifdoppe aanbring,
- (21) skroefboute in pootjies of pote insit;
- (22) proppe inslaan in gate wat vooraf geboor is om bevestigingswerk te bedek;
- (23) uitmerk volgens leipatroon, patroon of setmaat;
- (24) spieëls deur middel van kleefband vasheg;
- (25) sierlyste in vooraf bereide groewe insit (nie op panele nie);
- (26) leigate vir bout, spykers, skroewe en/of plastiek invoegsels met die hand of handwerktuig boor.

#### B. Meubelmasjienwerk

##### 6. *Werknemer graad II* ..... 200,16

Een of meer van ondergenoemde masjiene stel en/of bedien en/of werk daarmee verrig.

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie.)

Die aard van die werk wat verrig word op 'n masjiene terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene.)

- (1) Dikteskaafmasjiene (alle skaafwerk behalwe reiskaaftwerk);
- (2) skaaflysmasjiene met vier en/of vyf beitels;
- (3) outomatiese kopieermasjiene of kopieerdraaibank;
- (4) meersny-en-sneewerkmasjiene;
- (5) kloofsaag;
- (6) kopieerdraaibank;
- (7) dwarssaag;
- (8) bandsaag;
- (9) vlakslyper;
- (10) reguittrandskaafmasjiene;
- (11) swawelstertmasjiene.

##### 7. *Werknemer graad III* ..... 181,49

Een of meer van ondergenoemde masjiene stel en/of bedien en/of werk daarmee verrig:

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie.)

Die aard van die werk wat verrig word op 'n masjiene terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene.)

- (1) Uitsnysaag;
- (2) boormasjiene;
- (3) skanieruitholmasjiene;
- (4) tapinvoegmasjiene;
- (5) bandskuurmasjiene;
- (6) tapgatmasjiene;
- (7) tromskuurmasjiene;
- (8) guillotine;
- (9) tolskuur- of suiermasjiene;
- (10) skyfskuur- en/of truskuurwentelmasjiene;
- (11) bladklamp;
- (12) kantfineermasjiene, insluitende slegs kantfineerwerk, afwerking en/of skuurwerk.

##### 8. *Werknemer graad IV* ..... 166,62

Een of meer van ondergenoemde masjiene stel en/of bedien en/of werk daarmee verrig.

*For period  
ending 30  
June 1990*

R

- (18) dropping glass into pre-made grooves;
- (19) affixing by hand only of selfretaining and/or gummed strips for the purpose of covering board edges;
- (20) affixing of nut covers, ferrules and/or glides;
- (21) inserting of screw bolts into stumps or legs;
- (22) knocking in of plugs into pre-bored holes to cover any fixing devices;
- (23) marking out by template, pattern of jigs;
- (24) attaching mirrors by means of adhesive tape;
- (25) inserting ornamental beading into prepared grooves (not on panels);
- (26) drilling guide holes for bolts, nails, screws and/or plastic inserts by hand or hand tool.

#### B. Furniture machining

##### 6. *Grade II employee* ..... 200,16

Setting up and/or operating and/or performing work with any one or more of the following machines:

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used.)

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.)

- (1) Thicknesser (any planing other than jointing-planing);
- (2) four and/or five cutter planer moulder machine;
- (3) automatic copying machine or copy lathe;
- (4) multiple cutter carving machine;
- (5) rip saw;
- (6) copying lathe;
- (7) cross-cut saw;
- (8) bandsaw;
- (9) surfacer;
- (10) straight line edger;
- (11) dovetailing machine.

##### 7. *Grade III employee* ..... 181,49

Setting up and/or operating and/or performing work with any one or more of the following machines:

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used.)

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.)

- (1) Jig saw;
- (2) boring machine;
- (3) hinge recessing machine;
- (4) dowel inserting machine;
- (5) belt-sandpapering machine;
- (6) mortice machine;
- (7) drum sanding machine;
- (8) guillotine;
- (9) bobbin sandpapering or reciprocating machine;
- (10) disc sanding and/or brushback, orbital sanders;
- (11) leafcramp;
- (12) edge veneering machine, including edge veneering, trimming and/or sanding operations only.

##### 8. *Grade IV employee* ..... 166,62

Setting up and/or operating and/or performing work with any one or more of the following machines:

Tydsperk  
eindigende  
30 Junie 1990

R

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie.)

Die aard van die werk wat verrig word op 'n masjiene terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene.)

- (1) Draagbare skuurmasjiene;
- (2) houtskroefdraadsny- en/of houtbinneskroefdraadsnymasjiene;
- (3) tappersmasjiene;
- (4) tapplaatdrukmasjiene (uitgesonderd klemwerk);
- (5) skuurpapierbande maak en/of aanmekeer heg vir bandskuurmasjiene;
- (6) skuurpapierskywe maak en/of aanheg;
- (7) skuurpapier sny vir skuurmasjiene;
- (8) skuurpapier aanbring op tolle en/of skuurmasjiene;
- (9) setmate met materiaal laai en ontlai ter voorbereiding vir masjinerie: Met dien verstande dat dié setmate nie gebruik word vir die klamp van meubeldele nie;
- (10) masjiene vir die skuur van gedraaide dele;
- (11) masjiene en/of motorvoertuie smeer en/of olie.

**C. Saagherstelwerk, instandhouding en herstel van masjiene**

9. *Werknemer graad III* ..... 181,49

Assistent vir die saaghersteller by die herstel van sae, beitel, lemme en messe, nie in sy permanente afwesigheid nie.

**D. Poleerafdeling**

10. *Werknemer graad II* ..... 200,16

- (1) Spuitverf van onderlaag;
- (2) 'n ontwerp produseer deur middel van 'n stensil en/of syskerm;
- (3) veroudering (behalwe met die hand).

11. *Werknemer graad III* ..... 181,49  
Veroudering met die hand.

12. *Werknemer graad IV* ..... 166,62

- (1) Kleuterversies en/of kleurtekeninge op meubels oordruk;
- (2) 'n ontwerp produseer deur middel van 'n oordruk;
- (3) met 'n skuurpasta en/of skuurvloeistof vryf deur middel van 'n masjiene en/of meganiese toestel;
- (4) beits en/of kleurstowwe meng;
- (5) gepoleerde oppervlakke met die hand of 'n masjiene stroop;
- (6) gate en/of krake vul;
- (7) skuurwerk met die hand of draagbare masjiene verrig;
- (8) was aansit, bleik, beits en olie;
- (9) opknapwerk by die op- en/of aflaaiplek;
- (10) die rande van lamelbord of laaghout verf en/of invul;
- (11) deure en/of toebehore van meubelstukke verwyder en terugplaas om dit te poleer en/of te herstel;
- (12) vlokwal op kleefoppervlakke versprei en die kleefstof vir vlokwal slegs vir die binnekante van laaie aansit;
- (13) metaalspuitverfwerk;
- (14) in emalje, verf of lakvernis doop;
- (15) oplossings deursyg;
- (16) spuitapparaat skoonmaak;

For period  
ending 30  
June 1990

R

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machines used.)

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.)

- (1) Portable machine sander;
- (2) wood threading and/or wood tapping machine;
- (3) dowel squeezing machine;
- (4) tennon squashing machine (other than cramping operations);
- (5) making and/or joining sandpaper belts for belt-sandpapering machine;
- (6) making and/or affixing discs of sandpaper;
- (7) cutting sandpaper for sandpapering machine;
- (8) affixing sandpaper to bobbins and/or sanding machines;
- (9) the loading and unloading of jigs with material in preparation for machining: Provided that such jigs are not used for cramping of furniture parts;
- (10) machine for sanding turned parts;
- (11) greasing and/or oiling machines and/or motor vehicles.

**C. Saw doctoring, machine maintenance and machine repairing**

9. *Grade III employee* ..... 181,49

Assistant to the saw doctor in doctoring saws, cutters, blades and knives, not in his permanent absence.

**D. Polishing department**

10. *Grade II employee* ..... 200,16

- (1) Spraying undercoating;
- (2) producing a design by means of a stencil and/or silk screen;
- (3) ageing (other than by hand).

11. *Grade III employee* ..... 181,49  
Ageing by hand.

12. *Grade IV employee* ..... 166,62

- (1) Transferring nursery rhymes and/or nursery characters on to furniture;
- (2) producing a design by means of a transfer;
- (3) rubbing with an abrasive paste and/or abrasive liquid by machine and/or mechanical appliance;
- (4) mixing stains and/or colouring materials;
- (5) stripping of polished surfaces by hand or machine;
- (6) filling in holes and/or crevices;
- (7) sandpapering by hand or portable machine;
- (8) waxing, bleaching, staining and oiling;
- (9) touching up at the point of loading and/or off-loading;
- (10) painting and/or filling in of edges of laminated board or of plywood;
- (11) removing and replacing doors and/or fittings from articles of furniture for the purpose of polishing and/or repairing;
- (12) spreading flock on adhesive surfaces and the application of the adhesive for flock for the insides of drawers only;
- (13) spraying metal;
- (14) dipping in enamel, paint or lacquer;
- (15) straining solutions;
- (16) cleaning spraying apparatus;

Tydperk  
eindigende  
30 Junie 1990

R

- (17) vloeiestrykmasjiene of soortgelyke masjienerie voer en/of ontlai en/of bedien, maar uitgesonderd die stel daarvan;
- (18) vernuwing met die hand of 'n masjien en/of meganiese toestel en met 'n ander stof as 'n skuurpasta en/of skuurvloeistof;
- (19) met die hand opvryf of skoon vee en/of was;

#### E. Stoffeerafdeling

#### 13. Werknemer graad II ..... 200,16

- (1) 'n Fondament vir kronkelvere maak en/of vasmaak met enige ander materiaal as hout- en/of metaallatte;
- (2) vere en/of veereenhede aan fondamente bevestig;
- (3) vere in posisie vaswoel;
- (4) raamveer-, bedbasis- of ateljeerusbanke stoffeer;
- (5) kopplanke stoffeer, uitgesonderd diamantknope aanwerk;
- (6) los stoele, eetkamer- en/of kombuisstoele stoffeer.

Vir die toepassing van hierdie klousule beteken 'n veereenheid 'n onafhanklike montering van kronkelvere of aaneenlopende vere wat so inmekaar gevleg, aanmekaar geheg of so gemaak is dat dit 'n veerfondament en/of veerbinnekant uitmaak vir gebruik in 'n binneveerkussing, binneveersitplek en/of binneveersit-toestel.

#### 14. Werknemer graad III ..... 181,49

- (1) Gimp en/of fraiings vasryg en/of vaskram;
- (2) knope aanwerk behalwe aan losstoelkussings (uitgesonderd diamantknope aanwerk);
- (3) afmerk ter voorbereiding vir die vasheg van gimp en/of fraiings;
- (4) fondamente vir kronkelveereenhede maak en/of vasmaak met hout- en/of metaallatte;
- (5) deurknoopwerk.

#### 15. Werknemer graad IV ..... 166,62

- (1) Heliese vere en/of kettings en/of hoepelyster aanheg wat uitsluitlik as ondersteuning vir los stoelkussings moet dien;
- (2) rubberstroke aanheg wat uitsluitlik as ondersteuning vir los stoelkussings moet dien;
- (3) heliese vere en/of kettings en/of sigsag- of nie-sakveerwerk aan rame vir stoffeerwerk aanheg;
- (4) hoepelyster en/of touweefsel en/of plaasvervangende materiaal vir touweefsel aan los sitplekke en/of rugleunings vir eetkamerstoele aanheg;
- (5) die hervering van veerkante met die sigsag- en/of nie-saktipe vere aan rame vir stoffeerwerk, met inbegrip van die aanheg van enige samestellende deel, maar uitgesonderd die vasryg en/of aanheg van goingsak en/of sisal en/of plaasvervangende materiaal vir goingsak of sisal;
- (6) laaghout en/of geperste bord aan los sitplekke en rugleunings van stoele vasspyker en/of met hegspykers vasslaan vir stoffeerwerk;
- (7) kussinkies aan los veerkussingeenhede heg;
- (8) platforms sny vir die bedekking van heliese vere;
- (9) 'n pluus- en/of baaloopmaak- en/of baalbreekmasjien bedien en/of werk daarmee verrig;
- (10) binneslope van stoelkussings en/of oortreksels en/of peule met die hand of 'n masjien stop;
- (11) vulsel in touvorm losdraai;
- (12) knope en/of klossies maak;
- (13) die stoffeerder help deur oortreksel vas te hou;

For period  
ending 30  
June 1990

R

- (17) feeding and/or off-loading and/or operating of flow-coater machines or similar plant, but excluding the setting up;
- (18) reviving by hand or machine and/or mechanical appliance with a substance other than an abrasive paste and/or abrasive liquid;
- (19) ragging or wiping and/or washing by hand.

#### E. Upholstery department

#### 13. Grade II employee ..... 200,16

- (1) Making and/or affixing a foundation for coil springs with any material other than wooden and/or metal laths;
- (2) securing springs and/or spring units to foundations;
- (3) lashing springs in position;
- (4) upholstering box-spring, bed-base or studio couches;
- (5) upholstering headboards other than diamond buttoning;
- (6) upholstering occasional chairs, diningroom and/or kitchen chairs.

For the purposes of this clause a spring unit means an independent assembly of coil or continuous springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an innerspring cushion, seat and/or seating device.

#### 14. Grade III employee ..... 181,49

- (1) Tacking and/or stapling gimp and/or fringes;
- (2) buttoning, excluding buttoning of loose cushions (other than diamond buttoning);
- (3) marking off preparatory to the securing of a gimp and/or fringes;
- (4) making and/or affixing foundations for coil spring units with wood and/or metal laths;
- (5) tufting.

#### 15. Grade IV employee ..... 166,62

- (1) Affixing helical springs and/or chains and/or hoop iron for the sole purpose of serving as a support for loose cushions;
- (2) affixing rubber strips for the sole purpose of serving as a support for loose cushions;
- (3) affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery;
- (4) affixing hoop iron and/or webbing and/or webbing substitutes to loose seats and/or backs for diningroom chairs;
- (5) the springing up of spring edges with zig-zag and/or no-sag type of spring to frames for upholstery, including the attachment of any component part, but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal;
- (6) nailing and/or tacking plywood and/or compressed board to loose seats and backs of chairs for upholstery;
- (7) securing pads to unaffixed spring cushion units;
- (8) cutting of platforms used for covering helical springs;
- (9) operating a teasing and/or bale opening and/or bale breaking machine and/or performing any work therewith;
- (10) filling of cushion cases and/or slips and/or bolsters by hand or machine;
- (11) unwinding filling materials in rope form;
- (12) making buttons and/or tufts;
- (13) assisting upholsterer in holding cover;



Tydperk  
eindigende  
30 Junie 1990

R

- (14) bandversier- en/of kraallyswerk maak;
- (15) klaar gesnyde materiaal sorteer nadat dit by die grootmaat uitgesny is;
- (16) klaargemaakte stoelkussings vir aflewering na gaan en/of gereed maak;
- (17) skuimrubber en/of dergelike stowwe volgens grootte of vorm sny;
- (18) skuimrubber en/of dergelike stowwe aanbedekkingsmateriaal vaslym slegs vir deurstikwerk;
- (19) rubberstroke sny;
- (20) skuimrubber en/of dergelike stowwe aanmekaar heg;
- (21) stroke tekstiel- en/of sintetiese stof aan skuimrubber en/of dergelike stowwe vasheg, maar uitdruklik uitgesonderd die vasheg daaraan van oortrekmateriaal, nl. "Fly";
- (22) grootmaatrolle stoffeermateriaal van alle soorte van selfkant tot selfkant met die hand opbreek en/of opsny;
- (23) karton in stoffeerseksie met die hand en/of 'n masjien sny;
- (24) skuimmaalmasjien bedien;
- (25) die snyer help om lae materiaallengte neer te lê;
- (26) reguitsny van stowwe met 'n handmasjien vir die onderkante of fondament bo-oor die vere (linne en goingsak);
- (27) patrone vir die rugleunings van stoele of rusbanke op alle stowwe aftrek (herhalend);
- (28) onderkante van gestoffeerde artikels vasryg;
- (29) meubels stroop vir herstelwerk;
- (30) rubber of rubbersurrogate aan kaal rame heg vir stoffeerwerk (uitgesonderd die vaswerk, vas-kram of vasstik daarvan);
- (31) karton of voeringmateriaal aan kaal rame heg vir stoffeerwerk;
- (32) rugleunings van karton, kaliko of goingsak slegs aan gestoffeerde kopstukke heg.

#### F. Fineerafdeling

- |                                                                                                                               |        |
|-------------------------------------------------------------------------------------------------------------------------------|--------|
| 16. <i>Werknemer graad III</i> .....                                                                                          | 181,49 |
| (1) Fineerlaswerk verrig, uitgesonderd op vlakskaafmasjien;                                                                   |        |
| (2) inlegsels maak en/of invoeg (uitgesonderd die inlê van fineerwerk van artistieke ontwerp en vierindeling van fineerwerk); |        |
| (3) rugkant- en nie-aanpasfineerwerk sny.                                                                                     |        |
| 17. <i>Werknemer graad IV</i> .....                                                                                           | 166,62 |
| (1) Kantfineerwerk met die hand;                                                                                              |        |
| (2) perse van enige soort bedien en/of versorg en/of laai en/of ontlaai;                                                      |        |
| (3) gom en/of lym en/of band en/of papier afwas en/of verwyder;                                                               |        |
| (4) dele opstapel ná perswerk;                                                                                                |        |
| (5) gom en gomverharders aanstryk en/of smeer;                                                                                |        |
| (6) oortollig fineer afwerk nadat dit vasgelym is (met 'n handwerktuig);                                                      |        |
| (7) laswerk sonder bande met 'n masjien;                                                                                      |        |
| (8) fineerhout en/of laaghout en/of hardbord in posisie vasmaak met bande en/of kramme en/of hegspykers om gepeers te word.   |        |

#### G. Meubelhoutsnyafdeling

- |                                                                             |        |
|-----------------------------------------------------------------------------|--------|
| 18. <i>Werknemer graad IV</i> .....                                         | 166,62 |
| (1) Rasper- en/of vyl- en/of skraapwerk verrig (slegs houtsnywerkzaamhede); |        |
| (2) stippelponswerk verrig;                                                 |        |
| (3) kraallyste aan borde vaslym en/of vasheg vir houtsnywerk;               |        |

For period  
ending 30  
June 1990

R

- (14) making banding and/or beading;
- (15) sorting of ready-cut materials after bulk cutting;
- (16) regulating and/or preparing completed cushions for delivery;
- (17) cutting foam rubber and/or similar substances to size or shape;
- (18) gluing of foam rubber and/or similar substances to covering material for quilting only;
- (19) cutting rubber strips;
- (20) joining together foam rubber and/or similar substances;
- (21) affixing textile and/or synthetic strips to foam rubber and/or similar substances, but expressly excluding the affixing of covering material thereto, viz. "Fly";
- (22) breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from selfedge to selfedge;
- (23) cutting cardboard in upholstery section by hand and/or machine;
- (24) operating foam mincing machine;
- (25) assisting cutter in putting down layers of lengths of cloth;
- (26) straight cutting of materials by hand machine for bottoms or underseating over springs (linen and hessian);
- (27) marking out patterns for chair or settee backs on all materials (repetitive marking);
- (28) tacking on bottoms of upholstered articles;
- (29) stripping of furniture for recovering;
- (30) affixing of rubber or substitutes to bare frames for upholstery (excluding the sewing, stapling or tacking thereof);
- (31) affixing of cardboard or lining materials to bare frames for upholstery;
- (32) affixing of cardboard, calico or hessian backs to upholstered headboard only.

#### F. Veneer department

- |                                                                                                                    |        |
|--------------------------------------------------------------------------------------------------------------------|--------|
| 16. <i>Grade III employee</i> .....                                                                                | 181,49 |
| (1) Jointing veneer other than on surface planer;                                                                  |        |
| (2) making and/or inserting inlays (excluding inlaying of veneers with an artistic design and quartering veneers); |        |
| (3) cutting backing and non-match veneers.                                                                         |        |
| 17. <i>Grade IV employee</i> .....                                                                                 | 166,62 |
| (1) Edge veneering by hand;                                                                                        |        |
| (2) operating presses and/or attending and/or loading and/or unloading of presses of any kind;                     |        |
| (3) washing off and/or removing gum and/or glue and/or tapes and/or paper;                                         |        |
| (4) stacking parts after pressing;                                                                                 |        |
| (5) applying and/or spreading glue and glue hardeners;                                                             |        |
| (6) trimming away excess veneer after affixing of veneer (by hand tool);                                           |        |
| (7) tapeless jointing by machine;                                                                                  |        |
| (8) taping and/or stapling and/or tacking veneers and/or plywood and/or hardboard into position for pressing.      |        |

#### G. Furniture carving department

- |                                                                         |        |
|-------------------------------------------------------------------------|--------|
| 18. <i>Grade IV employee</i> .....                                      | 166,62 |
| (1) Rasping and/or filing and/or scraping (operations in carving only); |        |
| (2) stipple punching;                                                   |        |
| (3) gluing and/or affixing beading to board for carving;                |        |

Tydperk  
eindigende  
30 Junie 1990  
R

For period  
ending 30  
June 1990  
R

- (4) bestanddele vir vormwerk meng;
- (5) versiersels fatsoeneer (uitgesonderd die vassit daarvan).

#### H. Verpakking van meubels

#### 19. Werknemer graad IV ..... 166,62

- (1) Versterkende stroke hout aan voltooide meubels aanbring vir die doel van verpakking of vervoer;
- (2) verpakingskrate en/of -kiste vir meubels en/of dele daarvan maak;
- (3) meubels en/of dele daarvan in goingsak verpak;
- (4) meubels en/of dele daarvan in kartondose en/of kartonhouers en/of plastiekvelle verpak;
- (5) kartondose en/of kartonhouers toemaak;
- (6) meubels en/of dele daarvan in papier, en/of karton en/of plastiekvelle toedraai;
- (7) toebehore en/of dele van meubelstukke verwyder om vervoer en/of verpakking te vergemaklik;
- (8) toebehore en/of dele van meubelstukke wat vooraf verwyder is om die vervoer en/of verpakking daarvan te vergemaklik, terugsit.

#### I. Algemene werksaamhede

#### 20. Werknemer graad IV ..... 166,62

- (1) Rottangvlegwerk;
- (2) rottangsitplekke aanbring;
- (3) riempiewerk;
- (4) 'n pluismasjien stel en/of bedien en/of werk daarmee verrig;
- (5) kussings vir veereenhede maak en/of sny;
- (6) werknemers in diens in verband met enigeen van die prosesse by die vervaardiging van veerbinne- kant en/of die vervaardiging van hul samestel- lende dele;
- (7) veervervaardigingsmasjiene stel en/of bedien;
- (8) luidsprekerdoeke en bekleeëde aan relings, deur, panele en borde vir radiokabinette aan- bring;
- (9) oortolig lym van meubels of dele daarvan ver- wyder;
- (10) metaalstawe en/of skarniere en/of metaalbuise en/of -vere en/of hoepelyster en/of draad en/of metaalstroke sny;
- (11) skroefdraad in ysterboute en/of -stawe sny en/of dit vasklink;
- (12) hoepelyster reguit maak;
- (13) gate in metaal pons;
- (14) metaalstawe skoonmaak;
- (15) metaaldele buig, boor en/of monteer;
- (16) vere baal;
- (17) vere vir preservering in 'n oplossing dompel;
- (18) stofsakke van skuurmasjiene skoonmaak;
- (19) vulmateriaal ontbaal en/of uitklop;
- (20) vulmateriaal met die hand uitpluis;
- (21) persele skoonmaak en/of uitvee;
- (22) masjinerie en/of uitrusting en/of gereedschap en/of werktuie en/of saaglemme skoonmaak;
- (23) materiaal op- en/of aflaa;
- (24) goedere met 'n stootkar vervoer;
- (25) goedere met 'n trapfiets vervoer;
- (26) gemeganiseerde hanteringsuitrusting bedien;
- (27) grondstowwe uitpak;
- (28) stoomketels en/of verbranders en/of oonde be- dien;
- (29) droogoonde laai en/of ontlai en/of bedien;
- (30) drank berei en/of bedien;
- (31) eet- en/of drinkgerei was;
- (32) timmerhout vir preservering behandel;

- (4) mixing ingredients for moulding;
- (5) making moulded embellishments (excluding the affixing thereof).

#### H. Furniture packing

#### 19. Grade IV employee ..... 166,62

- (1) Affixing strengthening woodstrips to completed furniture of the purpose of packing or transport- ing;
- (2) making packing crates and/or cases for furniture and/or parts thereof;
- (3) packing furniture and/or furniture parts in hes- sian;
- (4) packing furniture and/or furniture parts in car- tons and/or cardboard containers and/or plastic sheeting;
- (5) closing cartons and/or cardboard containers;
- (6) wrapping furniture and/or furniture parts in paper and/or cardboard and/or plastic sheeting;
- (7) removal of fittings and/or parts from articles of furniture to facilitate transportation and/or pack- ing;
- (8) replacement of fittings and/or parts of furniture previously removed to facilitate their transporta- tion and/or packing.

#### I. General operations

#### 20. Grade IV employee ..... 166,62

- (1) Weaving of cane;
- (2) affixing cane seats;
- (3) riempie work;
- (4) setting up and/or operating teasing machine and/or performing work therewith;
- (5) making and/or cutting pads for spring units;
- (6) employees employed in connection with any of the processes in the construction of spring in- teriors and/or the manufacture of their compo- nent parts;
- (7) setting up and/or operating springmaking machines;
- (8) affixing speaker cloths and fabrics to rails, doors, panels and boards for radio cabinets;
- (9) removing excess glue spread on furniture or parts thereof;
- (10) cutting metal rods and/or hinges and/or metal tubes and/or metal springs and/or hoop iron and/ or wire and/or metal strips;
- (11) riveting and/or making threads on iron bolts and/ or rods;
- (12) straightening hoop iron;
- (13) punching holes in metal;
- (14) cleaning metal rods;
- (15) bending, drilling and/or assembling metal parts;
- (16) baling springs;
- (17) dipping springs into a solution for the purpose of preservation;
- (18) cleaning sandpapering machine dustbags;
- (19) unbaling and/or beating filling material;
- (20) teasing filling materials by hand;
- (21) cleaning and/or sweeping premises;
- (22) cleaning machinery and/or plants and/or tools and/or utensils and/or saw blades;
- (23) loading and/or unloading materials;
- (24) transportation of goods by handcart;
- (25) transportation of goods by pedal cycle;
- (26) operation of mechanised handling equipment;
- (27) unpacking raw materials;
- (28) attending boilers and/or incinerators and/or ovens;
- (29) loading and/or unloading and/or attending kilns;
- (30) making and/or serving beverages;
- (31) washing up eating and/or drinking utensils;
- (32) treating of timber for preservation;

| Tydperk<br>eindigende<br>30 Junie 1990<br>R                                                                                                                                                                                                                                                                                                                                                                                                                        | For period<br>ending 30<br>June 1990<br>R                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (33) masjiendryfbande las;<br>(34) massameetwerk;<br>(35) meubels uitmekaarhaal;<br>(36) goedere dra en/of aandra;<br>(37) voertuie op- en/of aflaai;<br>(38) masjienwerker help met die hantering van grondstowwe voor en na masjienwerk;<br>(39) assistent vir versendingsklerk, stoorman of tyd-beampte;<br>(40) afwitwerk;<br>(41) knope maak;<br>(42) boodskappe en/of briewe aflewer;<br>(43) met 'n borsel skoonmaak;<br>(44) los werknemer—R4,08 per uur.  | (33) joining machine driving belts;<br>(34) mass-measuring;<br>(35) stripping furniture;<br>(36) fetching and/or carrying;<br>(37) loading and/or unloading vehicles;<br>(38) assisting machinist in handling raw materials before and after machining;<br>(39) assistant to despatch clerk, storeman or time-keeper;<br>(40) limewashing;<br>(41) making of buttons;<br>(42) delivering messages and/or letters;<br>(43) cleaning with a brush;<br>(44) casual employees—R4,08 per hour; |
| <b>J. Stoffeernaaiers- en/of-naaisterswerk</b>                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>J. Upholstery seamsters' and/or seamstresses' work</b>                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 21. <i>Werknemer graad III</i> ..... 181,49<br>(1) Meubeloortreksels stik;<br>(2) alle hegstukke vasstik en/of aanhaak;<br>(3) stoelkussingslope en/of -oortreksels stik;<br>(4) donskombersoortreksels maak en/of stik;<br>(5) omboorsels maak;<br>(6) glipsteekwerk en/of gimp en/of fraiings en/of materiaal stik;<br>(7) gimp, fraiings, galon en/of plooiwerk afmerk en/of vassit;<br>(8) knope aan los stoelkussings aanwerk, uitgesonderd diamantknoopwerk. | 21. <i>Grade III employee</i> ..... 181,49<br>(1) Sewing of furniture covers;<br>(2) sewing on and/or hooking on of any attachments;<br>(3) sewing of cushion cases and/or cushion slips;<br>(4) making and/or sewing of quilted covers;<br>(5) making piping;<br>(6) slip-stitching and/or sewing gimp and/or fringes and/or materials;<br>(7) marking off and/or affixing gimp, fringes, braid and/or pleating;<br>(8) buttoning of loose cushions other than diamond buttoning.        |
| <b>K. Gordynwerk</b>                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>K. Curtain making</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 22. <i>Werknemer graad II</i> ..... 200,16<br>Gordyne met 'n roede of meetband pas en/of meet.                                                                                                                                                                                                                                                                                                                                                                     | 22. <i>Grade II employee</i> ..... 200,16<br>Fitting and/or measuring of curtains by rod or tape.                                                                                                                                                                                                                                                                                                                                                                                         |
| 23. <i>Werknemer graad III</i> ..... 181,49<br>(1) Gordyne stik en sny;<br>(2) glipsteekwerk aan gordynkapagterkante en -fraiings.                                                                                                                                                                                                                                                                                                                                 | 23. <i>Grade III employee</i> ..... 181,49<br>(1) Sewing and cutting of curtains;<br>(2) slip-stitching pelmet backs and fringes.                                                                                                                                                                                                                                                                                                                                                         |
| 24. <i>Werknemer graad IV</i> ..... 166,62<br>(1) Strykwerk;<br>(2) alle soorte gordynhakies insteek en/of aanstik;<br>(3) afwerking van gordyne (slegs met die hand knoop waar blindesteekmasjien die werk voltooi het);<br>(4) die kante van los-gevoerde gordyne vasryg;<br>(5) bandstroke aan gordyne werk;<br>(6) assistent vir gordynpasser (slegs as die passer by is).                                                                                     | 24. <i>Grade IV employee</i> ..... 166,62<br>(1) Ironing;<br>(2) inserting and/or stitching of all types of curtain hooks;<br>(3) finishing off of curtains (only to tie knot by hand where blind stitch machine has completed the work);<br>(4) tacking sides of loose-lined curtains;<br>(5) taping out of curtains;<br>(6) assistant to curtain fitter (only in the presence of the fitter).                                                                                           |
| <b>L. Diverse—Hulpwerkzaamhede</b>                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>L. Miscellaneous—Ancillary occupations</b>                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 25. <i>Werknemer graad II</i> ..... 200,16<br>(1) Versendingsklerk;<br>(2) stoorman;<br>(3) tydbeampte;<br>(4) sweiswerk, uitgesonderd puntsweiswerk;<br>(5) sandstraling en/of branding.                                                                                                                                                                                                                                                                          | 25. <i>Grade II employee</i> ..... 200,16<br>(1) Despatch clerk;<br>(2) storeman;<br>(3) time-keeper;<br>(4) welding, other than spotwelding;<br>(5) sandblasting and/or burning.                                                                                                                                                                                                                                                                                                         |
| 26. <i>Werknemer graad III</i> ..... 181,49<br>(1) Opsigter;<br>(2) wag;<br>(3) puntsweiser;<br>(4) doekswaiswerk.                                                                                                                                                                                                                                                                                                                                                 | 26. <i>Grade III employee</i> ..... 181,49<br>(1) Caretaker;<br>(2) watchman;<br>(3) spotwelder;<br>(4) welding of fabric.                                                                                                                                                                                                                                                                                                                                                                |
| <b>M. Handskuurwerkzaamhede, alle departemente</b>                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>M. Handsanding operations, all departments</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 27. <i>Werknemer graad IV (A)</i> ..... 168,62<br>(1) Rasper- en/of vyl- en/of skraapwerk verrig (slegs houtsnijwerkzaamhede);<br>(2) skuurwerk met die hand of 'n draagbare masjien verrig;                                                                                                                                                                                                                                                                       | 27. <i>Grade IV (A) employee</i> ..... 168,62<br>(1) Rasping and/or filing and/or scraping (operations in carving only);<br>(2) sandpapering by hand or portable machine;                                                                                                                                                                                                                                                                                                                 |



*Tydsperk  
eindigende  
30 Junie 1990*  
R

- (3) met 'n skuurpasta en/of skuurvloestof vryf deur middel van 'n masjien en/of meganiese toestel;
- (4) los uitstekende spykers, penne en/of kramme wegpons: Met dien verstande dat dit slegs gedoen word deur persone wat met die hand skuurwerk verrig en sodanige items wat nie gepons is nie gedurende die skuurproses in die skuurafdeling vind;
- (5) 'n masjien vir die skuur van gedraaide dele;
- (6) vernuwing met die hand of 'n masjien en/of meganiese toestel en met 'n ander stof as 'n skuurpasta en/of skuurvloestof.

**N. Voormanne, onderbase, toesighouers en onderbase graad IV**

- |                                     |        |
|-------------------------------------|--------|
| (1) Voormanne en toesighouers ..... | 235,44 |
| (2) Onderbase .....                 | 225,44 |
| (3) Onderbase graad IV .....        | 176,62 |

**O. Leerlinge**

(1) Leerlinge gemagtig ingevolge klousule 29 (1) van Hoofstuk 1 van hierdie Ooreenkoms wat die werk van naaiers en/of naaisters onder werknemers graad III leer en leerlinge onder werknemers graad I en/of graad II moet, ondanks die minimum loon wat gespesifiseer word op die sertifikaat wat ingevolge klousule 29 (3) en (4) van Hoofstuk I deur die Raad uitgereik word, minstens die volgende loon per week betaal word:

Gedurende die eerste ses maande van die leertyd: 80 persent;  
gedurende die tweede ses maande van die leertyd: 85 persent;  
gedurende die derde ses maande van die leertyd: 90 persent;  
gedurende die vierde ses maande van die leertyd: 95 persent;

van die minimum voorgeskrewe loon vir werknemers graad I, graad II of graad III, na gelang van die geval.

(2) Die minimum weeklikse loon betaalbaar aan 'n leerling graad IV, soos gemagtig ingevolge klousule 29 (5) (d) van Hoofstuk I, moet minstens die volgende wees:

Gedurende die eerste ses maande van die leertyd: 60 persent;  
gedurende die tweede ses maande van die leertyd: 80 persent;

van die minimum voorgeskrewe loon van 'n werknemer graad IV.

**P. Jeugdige werknemers**

(1) Jeugdige manlike werknemers in 'n ambag of deel van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet gedurende die gemagtigde proeftyd minstens die lone betaal word wat kragtens genoemde Wet voorgeskryf word.

(2) *Alle ander jeugdige:* Die minimum loon wat in hierdie Ooreenkoms voorgeskryf word vir werknemers in diens in dieselfde klas werk."

**9. HOOFSTUK III, KLOUSULE B.—LOONVERHOOGINGS EN MINIMUM LONE**

(1) Vervang subklousule (1) van klousule B deur die volgende:

*"B. Loonverhogings en minimum lone*

(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

| <i>Indeling</i>                            | <i>Tydsperk eindigende 30 Junie 1990</i> |
|--------------------------------------------|------------------------------------------|
| Drywer ingedeel onder 1 (a) (i) ..         | Weekloon moet verhoog word met R25,00.   |
| Drywer ingedeel onder 1 (a) (ii) ..        | Weekloon moet verhoog word met R25,00.   |
| Drywer ingedeel onder 1 (a) (iii) ..       | Weekloon moet verhoog word met R25,00.   |
| Drywer ingedeel onder 1 (a) (iv) en (b) .. | Weekloon moet verhoog word met R25,00.   |
| Drywer ingedeel onder 1 (c) .....          | Weekloon moet verhoog word met R25,00.   |

*For period  
ending 30  
June 1990*  
R

- (3) rubbing with an abrasive paste and/or abrasive liquid by machine and/or mechanical appliance;
- (4) punching away any protruding nails, pins and/or staples: Provided that this is done only by hand-sandpaperers finding such unpunched items during the sandpapering process in the sandpapering section;
- (5) machine for sanding turned parts;
- (6) reviving by hand or machine and/or mechanical appliance with a substance other than an abrasive paste and/or abrasive liquid.

**N. Foremen, chargehands, supervisors and Grade IV chargehands**

- |                                   |        |
|-----------------------------------|--------|
| (1) Foremen and supervisors ..... | 235,44 |
| (2) Chargehands .....             | 225,44 |
| (3) Grade IV chargehands .....    | 176,62 |

**O. Learners**

(1) Learners authorised in terms of clause 29 (1) of Chapter I of this Agreement, employed in learning seamstresses' and/or seamstresses' work under Grade III employees and learners under Grade I and/or Grade II employees shall, notwithstanding the minimum wage specified on the certificate issued by the council in terms of clause 29 (3) and (4) of Chapter I, be paid not less per week than the following wage:

During the first six months of learnership: 80 per cent;  
during the second six months of learnership: 85 per cent;  
during the third six months of learnership: 90 per cent;  
during the fourth six months of learnership: 95 per cent;

of the minimum prescribed rate for Grade I, Grade II or Grade III employees, as the case may be.

(2) The minimum weekly wage to be paid to a Grade IV learner, as authorised in terms of clause 29 (5) (d) Chapter I, shall not be less than the following:

During the first six months of learnership: 60 per cent;  
during the second six months of learnership: 80 per cent;

of the minimum prescribed rate for a Grade IV employee.

**P. Juvenile employees**

(1) Juvenile male employees engaged in a trade or part of a trade designated under the Manpower Training Act, 1981, during the authorised probationary period shall be paid not less than the wages prescribed in terms of the provisions of the said Act.

(2) *All other juveniles:* The minimum wage prescribed in this Agreement for employees employed on the same class of work."

**9. CHAPTER III, CLAUSE B.—WAGE INCREASES AND MINIMUM WAGES**

(1) Substitute the following for subclause (1) of clause B:

*"B. Wage increases and minimum wages*

(1) The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for the wage category:

| <i>Classification</i>                         | <i>For period ending 30 June 1990</i>  |
|-----------------------------------------------|----------------------------------------|
| Driver classified under 1 (a) (i) ..          | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) (ii) ..         | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) (iii) ..        | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) (iv) and (b) .. | Weekly wage to be increased by R25,00. |
| Driver classified under 1 (a) .....           | Weekly wage to be increased by R25,00. |

| Loonvragte                                                                                                                                                                          | Tydperk<br>eindigende<br>30 Junie 1990<br>R |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| (a) Drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om 'n loonvrag te dra of te trek van—                                                                 |                                             |
| (i) minder as 2 722 kg (6 000 lb).....                                                                                                                                              | 174,72                                      |
| (ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb).....                                                                                                          | 179,07                                      |
| (iii) meer as 4 536 kg (10 000 lb) maar hoogstens 6 350 kg (14 000 lb).....                                                                                                         | 183,91                                      |
| (iv) meer as 6 350 kg (14 000 lb).....                                                                                                                                              | 188,74                                      |
| (b) Drywer van 'n stoomwa.....                                                                                                                                                      | 188,74                                      |
| (c) Drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor.....                                                                                                              | 166,62                                      |
| (d) Los drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om (vir 'n tydperk van nege uur of minder as nege uur per dag) 'n loonvrag te dra of te trek van— |                                             |
| (i) minder as 2 722 kg (6 000 lb).....                                                                                                                                              | 35,74                                       |
| (ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb).....                                                                                                          | 36,63                                       |
| (iii) meer as 4 536 kg (10 000 lb), maar hoogstens 6 350 kg (14 000 lb).....                                                                                                        | 37,62                                       |
| (iv) meer as 6 350 kg (14 000 lb).....                                                                                                                                              | 38,61                                       |
| (e) Los drywer van 'n stoomwa.....                                                                                                                                                  | 38,61                                       |
| (f) Los drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor.....                                                                                                          | 34,08                                       |

Met dien verstande egter dat geen werknemer op grond van enige bepaling van hierdie klousules te eniger tyd 'n laer loon betaal mag word as die wat hy ontvang het of wat hy geregtig sou gewees het om te ontvang in sy besondere pos op die datum waarop hierdie Ooreenkoms in werking tree nie."

(2) In subklousule (6), Verbyltoelae—

(1) in paragraaf (a), vervang die syfer "R7,00" deur die syfer "R10,00";

(2) in paragraaf (b), vervang die syfer "R9,00" deur die syfer "R13,00";

(3) in paragraaf (c), vervang die syfer "R11,00" deur die syfer "R18,00".

Namens die partye op hede die 30ste dag van Augustus 1989 te Johannesburg onderteken.

**R. CORNICK,**

Voorsitter van die Raad.

**S. M. LE ROUX,**

Ondervoorsitter van die Raad.

**P. C. SMIT,**

Hoofsekretaris van die Raad.

**No. R. 206**

**2 Februarie 1990**

#### WET OP ARBEIDSVERHOUDINGE, 1956

#### MEUBELNYWERHEID, TRANSVAAL.—WYSIGING VAN BYSTANDSFONDSE-OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, 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 Mei 1994, 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.

**E. VANDER M. LOUW,**  
Minister van Mannekrag.

| Pay-loads                                                                                                                                              | For<br>period<br>ending<br>30 June 1990<br>R |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| (a) Driver of motor vehicle, other than a steam wagon, authorised to carry or haul a pay-load of—                                                      |                                              |
| (i) under 2 722 kg (6 000 lb).....                                                                                                                     | 174,72                                       |
| (ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb).....                                                                          | 179,07                                       |
| (iii) over 4 536 kg (10 000 lb) but not exceeding 6 350 kg (14 000 lb).....                                                                            | 183,91                                       |
| (iv) over 6 350 kg (14 000 lb).....                                                                                                                    | 188,74                                       |
| (b) Driver of steam wagon.....                                                                                                                         | 188,74                                       |
| (c) Driver of fork lift, tractor, scooter, passenger car..                                                                                             | 166,62                                       |
| (d) Casual driver of motor vehicle other than a steam wagon, authorised to carry on haul a pay-load of (for any period of nine hours of less per day)— |                                              |
| (i) under 2 722 kg (6 000 lb).....                                                                                                                     | 35,74                                        |
| (ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb).....                                                                          | 36,63                                        |
| (iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb).....                                                                           | 37,62                                        |
| (iv) over 6 350 kg (14 000 lb).....                                                                                                                    | 38,61                                        |
| (e) Casual driver of a steam wagon.....                                                                                                                | 38,61                                        |
| (f) Casual driver of fork lift, tractor, scooter, passenger car.....                                                                                   | 34,08                                        |

Provided, however, that no employee shall at any time, by reason of any provision of these clauses, be paid a wage less than that which he received or would have been entitled to receive in his particular post as at the date on which this Agreement comes into operation."

(2) In subclause (6), Substitute allowance—

(1) in paragraph (a), substitute the figure "R10,00" for the figure "R7,00";

(2) in paragraph (b), substitute the figure "R13,00" for the figure "R9,00";

(3) in paragraph (c), substitute the figure "R18,00" for the figure "R11,00".

Signed at Johannesburg, on behalf of the parties, this 30th day of August 1989.

**R. CORNICK,**

Chairman of the Council.

**S. M. LE ROUX,**

Vice-Chairman of the Council.

**P. C. SMIT,**

General Secretary of the Council.

**No. R. 206**

**2 February 1990**

#### LABOUR RELATIONS ACT, 1956

#### FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF BENEFIT FUNDS AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1994, 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.

**E. VANDER M. LOUW,**  
Minister of Manpower.

**BYLAE****NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID,  
TRANSVAAL****BYSTANDSFONDSE-OOREENKOMS**

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

**Transvaal Furniture and Upholstery Manufacturers' Association**

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

**National Union of Furniture and Allied Workers of South Africa**

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Transvaal,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 363 van 27 Februarie 1981, soos gewysig en verleng deur Goewermentskennisgewings Nos. R. 2364 van 30 Oktober 1981, R. 2674 van 4 Desember 1981, R. 987 van 21 Mei 1982, R. 1820 van 27 Augustus 1982, R. 2798 van 31 Desember 1982, R. 1022 van 13 Mei 1983, R. 2564 van 25 November 1983, R. 748 van 13 April 1984 en R. 1566 van 17 Julie 1987, te wysig.

**HOOFSTUK I****1. TOEPASSINGSBESTEK VAN OOREENKOMS**

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

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Meubelnywerheid betrokke of daarin werksaam is;

(b) in die provinsie Transvaal en in die landdrostdistrik Vryburg soos dit op 24 Junie 1960 saamgestel was.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie minimum lone in die Hofooreenkoms voorgeskryf word en op werkende werkgewers soos in die Hofooreenkoms omskryf;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes vasgestel ingevolge genoemde Wet nie.

**HOOFSTUK III****SIEKTEBYSTANDSGENOOTSKAP VIR TRANSVAALSE  
MEUBELWERKERS****2. KLOUSULE 7.—LEDEGELD**

In subklousule (1), vervang die syfer "R5,74" deur die syfer "R7,78" en die syfer "R2,87", waar hierdie syfer twee keer in die subklousule voorkom, deur die syfer "R3,89".

**SCHEDULE****INDUSTRIAL COUNCIL FOR THE FURNITURE  
MANUFACTURING INDUSTRY, TRANSVAAL****BENEFIT FUND AGREEMENT**

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

**Transvaal Furniture and Upholstery Manufacturers' Association**

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

**National Union of Furniture and Allied Workers of South Africa**

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice No. R. 363 of 27 February 1981, as amended and extended by Government Notices Nos. R. 2364 of 30 October 1981, R. 2674 of 4 December 1981, R. 987 of 21 May 1982, R. 1820 of 27 August 1982, R. 2798 of 31 December 1982, R. 1022 of 13 May 1983, R. 2564 of 25 November 1983, R. 748 of 13 April 1984 and R. 1566 of 17 July 1987.

**CHAPTER I****1. SCOPE OF APPLICATION**

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

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed in the Furniture Manufacturing Industry, respectively;

(b) in the Province of the Transvaal and in the Magisterial District of Vryburg as it was constituted as at 24 June 1960.

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

(a) only apply in respect of employees for whom minimum wages are prescribed in the Main Agreement and to working employers as defined in the Main Agreement;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder.

**CHAPTER III****TRANSVAAL FURNITURE WORKERS' SICK BENEFIT  
SOCIETY****2. CLAUSE 7.—SUBSCRIPTIONS**

In subclause (1) substitute the figure "R7,78" for the figure "R5,74" and the figure "R3,89" for the figure "R2,87" where the figure appears twice in the subclause.



**3. AANHANGSEL A**

Vervang Aanhangel A deur die volgende:

**"AANHANGSEL A**

Lys van totale aftrekkings en bydraes aan die Voorsorgfonds vir die Meubelnywerheid, Transvaal, die Siektebystandsgenootskap vir Transvaalse Meubelwerkers, die Sterftebystandsvereniging vir die Transvaalse Meubelwerkers en die Begrafnisgenootskap vir Transvaalse Meubelwerkers wat kragtens klousule 4 (1) (a) en (d) van Hoofstuk II van die Ooreenkoms gedoen moet word:

|                                                                                                                                 | A<br>Weeklikse<br>aftrekkings<br>van werk-<br>nemers se loon | B<br>Weeklikse bydrae<br>deur werkgever                                                 |
|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Werknemers vir wie lone in die Hoofooreenkoms voorgeskryf word                                                                  | 5 persent van die gewone loon, plus R4,00                    | 5 persent van die gewone loon, plus R4,00.                                              |
| Werkende werkgewers soos omskryf in die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1879 van 12 September 1986 | Nul                                                          | 10 persent van die hoogste minimum loon voorgeskryf in die Hoofooreenkoms, plus R8,00." |

Namens die partye op hede die 30ste dag van Augustus 1989 te Johannesburg onderteken.

**J. LOCKE,**  
Voorsitter van die Raad.

**S. M. LE ROUX,**  
Ondervoorsitter van die Raad.

**P. C. SMIT,**  
Hoofsekretaris van die Raad.

## DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS- ONTWIKKELING

No. R. 179

2 Februarie 1990

### DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

#### REGULASIES BETREFFENDE DIE EKSAMENS VIR GENEESHERE EN TANDARTSE WAT AAN- SOEK DOEN OM VRYSTELLING VAN DIE BE- PERKINGS BETREFFENDE HULLE REGISTRA- SIE. — WYSIGING

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikel 61 van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet No. 56 van 1974), op aanbeveling van die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

**BYLAE**

1. In hierdie Bylae beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 2277 van 3 Desember 1976, soos gewysig by Goewermentskennisgewing No. R. 1727 van 9 Augustus 1985.

2. Die Regulasies word hierby gewysig deur die uitdrukking "R200" in regulasie 6 deur die uitdrukking "R300" te vervang.

**3. ANNEXURE A**

Substitute the following for Annexure A:

**"ANNEXURE A**

Schedule of total deductions to the Provident Fund for the Furniture Manufacturing Industry, Transvaal, the Transvaal Furniture Workers' Sick Benefit Society, the Transvaal Furniture Workers' Mortality Association and the Transvaal Furniture Workers' Burial Society to be made in terms of clause 4 (1) (a) and (d) of Chapter II of the Agreement:

|                                                                                                                       | A<br>Employee's<br>weekly deduc-<br>tions from<br>wage | B<br>Employer's weekly<br>contribution                                                 |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------|
| Employee for whom wages are prescribed in the Main Agreement                                                          | 5 per cent of normal wage, plus R4,00                  | 5 per cent of normal wage, plus R4,00.                                                 |
| Working employers as defined in the Main Agreement published under Government Notice No. R. 1879 of 12 September 1986 | Nil                                                    | 10 per cent of the highest minimum wage prescribed in the Main Agreement, plus R8,00." |

Signed at Johannesburg, on behalf of the parties, this 30th day of August 1989.

**J. LOCKE,**  
Chairman of the Council.

**S. M. LE ROUX,**  
Vice-Chairman of the Council.

**P. C. SMIT,**  
General Secretary of the Council.

## DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 179

2 February 1990

### THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

#### REGULATIONS RELATING TO THE EXAMINA- TIONS FOR MEDICAL PRACTITIONERS AND DENTISTS APPLYING FOR EXEMPTION FROM THE RESTRICTIONS RELATING TO THEIR RE- GISTRATION. — AMENDMENT

The Minister of National Health and Population Development has, in terms of section 61 of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974), and on the recommendation of the South African Medical and Dental Council, made the regulations set out in the Schedule hereto.

**SCHEDULE**

1. In this Schedule the expression "the Regulations" means the regulations published under Government Notice No. R. 2277 of 3 December 1976, as amended by Government Notice No. R. 1727 of 9 August 1985.

2. The Regulations are hereby amended by the substitution for the expression "R200" in regulation 6 of the expression "R300".

No. R. 180

2 Februarie 1990

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN  
TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE EKSAMENS  
VIR GENEESHERE EN TANDARTSE WAT AAN-  
SOEK GEDOEN HET OM REGISTRASIE KRAG-  
TENS ARTIKEL 26 VAN DIE WET. — WYSIGING

Die Minister van Nasionale Gesondheid en Bevol-  
kingsontwikkeling het kragtens artikel 61 van die Wet  
op Geneeshere, Tandartse en Aanvullende Gesond-  
heidsdiensberoep, 1974 (Wet No. 56 van 1974), op  
aanbeveling van die Suid-Afrikaanse Geneeskundige  
en Tandheelkundige Raad die regulasies in die Bylae  
hiervan uiteengesit, uitgevaardig.

## BYLAE

1. In hierdie Bylae beteken die uitdrukking "die  
Regulasies" die regulasies afgekondig by Goewer-  
mentskennisgewing R. 1758 van 1 September 1978,  
soos gewysig by Goewermentskennisgewing R. 1726  
van 9 Augustus 1985.

2. Die Regulasies word hierby gewysig —

- (a) deur die uitdrukking "R200" in regulasie 5 deur  
die uitdrukking "R300" te vervang; en
- (b) deur regulasie 6 te skrap.

No. R. 181

2 Februarie 1990

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN  
TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE GELDE  
BETAALBAAR. — WYSIGING

Die Minister van Nasionale Gesondheid en Bevol-  
kingsontwikkeling het kragtens artikel 61 van die Wet  
op Geneeshere, Tandartse en Aanvullende Gesond-  
heidsdiensberoep, 1974 (Wet No. 56 van 1974), op  
aanbeveling van die Suid-Afrikaanse Geneeskundige  
en Tandheelkundige Raad die regulasies in die Bylae  
hiervan uiteengesit, uitgevaardig.

## BYLAE

1. In hierdie Bylae beteken die uitdrukking "die  
Regulasies" die regulasies afgekondig by Goewer-  
mentskennisgewing No. R. 1839 van 28 Augustus 1981,  
soos gewysig by Goewermentskennisgewings Nos.  
R. 106 van 16 Januarie 1987, R. 1341 van 19 Junie 1987  
en R. 1568 van 21 Julie 1989.

2. Die Regulasies word hierby gewysig —

- (a) deur die uitdrukking "R80" in regulasie 2 (a)  
deur die uitdrukking "R100" te vervang;
- (b) deur die uitdrukking "R150" in regulasie 2 (c)  
deur die uitdrukking "R200" te vervang;
- (c) deur die uitdrukking "R20" in regulasie 2 (f)  
deur die uitdrukking "R25" te vervang;
- (d) deur na regulasie 5 die volgende regulasie in te  
voeg:

"5A. Gelde betaalbaar vir die aflê van die  
eksamen vir spesialiste kragtens artikel 35 (1A):  
R300".

No. R. 180

2 February 1990

THE SOUTH AFRICAN MEDICAL AND  
DENTAL COUNCIL

REGULATIONS RELATING TO THE EXAMINA-  
TIONS FOR MEDICAL PRACTITIONERS AND  
DENTISTS WHO HAVE APPLIED FOR REGIS-  
TRATION IN TERMS OF SECTION 26 OF THE  
ACT. — AMENDMENT

The Minister of National Health and Population De-  
velopment has, in terms of section 61 of the Medical,  
Dental and Supplementary Health Service Professions  
Act, 1974 (Act 56 of 1974), and on the recommenda-  
tion of the South African Medical and Dental Council,  
made the regulations set out in the Schedule hereto.

## SCHEDULE

1. In this Schedule the expression "the Regulations"  
means the regulations published under Government  
Notice R. 1758 of 1 September 1978, as amended by  
Government Notice R. 1726 of 9 August 1985.

2. The Regulations are hereby amended —

- (a) by the substitution for the expression "R200" in  
regulation 5 of the expression "R300"; and
- (b) by the deletion of regulation 6.

No. R. 181

2 February 1990

THE SOUTH AFRICAN MEDICAL AND  
DENTAL COUNCIL

REGULATIONS RELATING TO THE FEES  
PAYABLE. — AMENDMENT

The Minister of National Health and Population  
Development has, in terms of section 61 of the Medi-  
cal, Dental and Supplementary Health Service Profes-  
sions Act, 1974 (Act No. 56 of 1974), and on the recom-  
mendation of the South African Medical and Dental  
Council, made the regulations set out in the Schedule  
hereto.

## SCHEDULE

1. In this Schedule the expression "the Regulations"  
means the regulations published under Government  
Notice No. R. 1839 of 28 August 1981, as amended by  
Government Notices Nos. R. 106 of 16 January 1987,  
R. 1341 of 19 June 1987 and R. 1568 of 21 July 1989.

2. The Regulations are hereby amended —

- (a) by the substitution for the expression "R80" in  
regulation 2 (a) of the expression "R100";
- (b) by the substitution for the expression "R150" in  
regulation 2 (c) of the expression "R200";
- (c) by the substitution for the expression "R20" in  
regulation 2 (f) of the expression "R25";
- (d) by the insertion after regulation 5 of the follow-  
ing regulation:

"5A. Fees payable for sitting the examination  
for specialists in terms of section 35 (1A):  
R300".

## TRANSVAALSE PROVINSIALE ADMINISTRASIE

### TAK: GESONDHEIDSDIENSTE

No. R. 171

2 Februarie 1990

#### REGULASIES BETREFFENDE DIE INDELING VAN, EN GELDE BETAALBAAR DEUR, PASIËNTE BY PROVINSIALE HOSPITALE.— WYSIGING

Die Administrateur van die provinsie Transvaal het namens die Minister van Gesondheidsdienste en Wel-syn: Volksraad kragtens artikels 38 en 76 van die Ordonnansie op Hospitale, 1958 (Ordonnansie No. 14 van 1958) (Transvaal), vir sover die uitvoering van die bepalings van daardie artikels by Staatspresidents-proklamasie No. 42 van 1989 aan daardie Minister opgedra is, saamgelees met artikel 15 (1B) van die Wet op Provinsiale Regering, 1986 (Wet No. 69 van 1986), die regulasies in die Bylae hierby vervat, met ingang van 1 Februarie 1990 uitgevaardig.

#### BYLAE

1. In hierdie regulasies beteken "die Regulasies" die Regulasies betreffende die Indeling van, en Gelde betaalbaar deur, Pasiënte by Provinsiale Hospitale afgekondig by Administrateurskennisgewing No. 616 van 12 Junie 1968, soos gewysig deur Administrateurskennisgewing No. 929 van 26 Junie 1973, Administrateurskennisgewing No. 341 van 17 Maart 1976, Administrateurskennisgewing No. 725 van 18 Junie 1980, Administrateurskennisgewing No. 341 van 17 Maart 1982, Administrateurskennisgewing No. 490 van 21 Maart 1984, Administrateurskennisgewing No. 454 van 27 Februarie 1985, Administrateurskennisgewing No. 653 van 27 Maart 1985, Administrateurskennisgewing No. 415 van 26 Februarie 1986, Administrateurskennisgewing No. 996 van 1 Julie 1987, Administrateurskennisgewing No. 1979 van 30 Desember 1987, Administrateurskennisgewing No. 646 van 1 Junie 1988 en Administrateurskennisgewing No. 502 van 28 Junie 1989, vir sover daardie regulasies op die Blanke bevolkingsgroep en die hospitale in paragraaf (a) (ii) van Staatspresidentsproklamasie No. 42 van 1989 genoem, betrekking het.

2. Regulasie 9 van die Regulasies word hierby gewysig deur paragraaf (b) van subregulasie (4) deur die volgende paragraaf te vervang:

"(b) 'streekshospitaal', 'n hospitaal waarin 'n deurlopende spesialisdiens in die hoofmediese dissiplines in paragraaf (a) genoem, gelewer word, of daardie spesialisdienste deur die Uitvoerende Direkteur bepaal."

3. Bylae B by die Regulasies word hierby gewysig—  
(a) deur Item 1 deur die volgende Item te vervang:

#### "ITEM

##### 1. TEATERGELDE

(a) Binnepasiënte:

|                        |  |
|------------------------|--|
| Basies .....           |  |
| Plus: per minuut:      |  |
| Eerste 60 minute ..... |  |
| Daarna .....           |  |

## TRANSVAAL PROVINCIAL ADMINISTRATION

### BRANCH: HEALTH SERVICES

No. R. 171

2 February 1990

#### REGULATIONS RELATING TO THE CLASSI- FICATION OF, AND FEES PAYABLE BY PATIENTS AT PROVINCIAL HOSPITALS.— AMENDMENT

The Administrator of the Province of the Transvaal has on behalf of the Minister of Health Services and Welfare: House of Assembly, under sections 38 and 76 of the Hospitals Ordinance, 1958 (Ordinance No. 14 of 1958) (Transvaal), in so far as the administration of the provisions of those sections was assigned by State President's Proclamation No. 42 of 1989 to that Minister, read in conjunction with section 15 (1B) of the Provincial Government Act, 1986 (Act No. 69 of 1986), made the regulations contained in the Schedule hereto, with effect from 1 February 1990.

#### SCHEDULE

1. In these regulations "the Regulations" means the Regulations relating to the Classification of, and Fees payable by Patients at Provincial Hospitals, promulgated by Administrator's Notice No. 616 of 12 June 1968, as amended by Administrator's Notice No. 929 of 26 June 1973, Administrator's Notice No. 341 of 17 March 1976, Administrator's Notice No. 725 of 18 June 1980, Administrator's Notice No. 341 of 17 March 1982, Administrator's Notice No. 490 of 21 March 1984, Administrator's Notice No. 454 of 27 February 1985, Administrator's Notice No. 653 of 27 March 1985, Administrator's Notice No. 415 of 26 February 1986, Administrator's Notice No. 996 of 1 July 1987, Administrator's Notice No. 1979 of 30 December 1987, Administrator's Notice No. 646 of 1 June 1988 and Administrator's Notice No. 502 of 28 June 1989, in so far as those regulations relate to members of the White population group and the hospitals referred to in paragraph (a) (ii) of State President's Proclamation No. 42 of 1989.

2. Regulation 9 of the Regulations is hereby amended by the substitution for paragraph (b) of sub-regulation (4) of the following paragraph:

"(b) 'regional hospital', means a hospital where a continuous specialist service in the main medical disciplines referred to in paragraph (a) is rendered, or those specialist services determined by the Executive Director."

3. Schedule B is hereby amended—

(a) by the substitution for Item 1 of Schedule B of the following Item:

| Gemeenskaps-<br>hospitale | Streeks- en<br>akademiese<br>hospitale |
|---------------------------|----------------------------------------|
| R150                      | R175                                   |
| R1,75                     | R2,50                                  |
| R3,00                     | R4,00                                  |



|                            | <i>Gemeenskaps-<br/>hospitale</i> | <i>Streeks- en<br/>akademiese<br/>hospitale</i> |
|----------------------------|-----------------------------------|-------------------------------------------------|
| (b) <i>Buitepasiënte:</i>  |                                   |                                                 |
| Basies .....               | R40,00                            | R40,00                                          |
| Plus: per minuut .....     | R1,00                             | R1,00                                           |
| (c) Na-uurse heffing ..... | R50,00<br>per operasie            | R60,00<br>per operasie                          |

(Weeksdae vanaf 17:00 tot 07:00 en Saterdag, Sondag en openbare feesdae)";

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

## "2. RADIOGRAFIESE DIENSTE

**Let wel:** Geen kontrasmedia, spuite, kateters, gidsdrade ens. is by tariewe ingesluit nie:

Na-uurse heffing + 50 %.

|                                                              |        |
|--------------------------------------------------------------|--------|
| Vingers .....                                                | R7,00  |
| Tone .....                                                   | R7,00  |
| Hand .....                                                   | R10,50 |
| Pols .....                                                   | R10,50 |
| Schaphoid .....                                              | R15,00 |
| Elmboog .....                                                | R10,50 |
| Voorarm .....                                                | R7,50  |
| Humerus .....                                                | R10,50 |
| Skouer .....                                                 | R11,00 |
| Klavikula .....                                              | R7,50  |
| Voet .....                                                   | R11,00 |
| Enkel .....                                                  | R11,50 |
| Kalkaneus .....                                              | R12,00 |
| Tibia en fibula .....                                        | R8,50  |
| Knie .....                                                   | R16,00 |
| Spanningsopname per gewrig .....                             | R12,00 |
| Femur .....                                                  | R13,00 |
| Gips kontrole-opnames per gewrig .....                       | R10,00 |
| Kontrolefilms in teater .....                                | R17,00 |
| Deurligtings in teater sonder films per ½ uur .....          | R20,00 |
| Skelet onder vyf jaar .....                                  | R27,00 |
| Skelet bo vyf jaar .....                                     | R44,00 |
| Servikale werwels .....                                      | R17,50 |
| Torakele werwels .....                                       | R11,00 |
| Lumbale werwels .....                                        | R19,00 |
| Sakrale werwels .....                                        | R7,50  |
| Koksiks .....                                                | R7,50  |
| Bekken .....                                                 | R16,00 |
| Illiosakrale gewrigte .....                                  | R15,50 |
| Heupgewrigte .....                                           | R17,00 |
| Heupgewrigte insluitend skuinsopnames .....                  | R19,00 |
| Smith Peterson pen en plaat in teater .....                  | R29,00 |
| Werwelkolom en pelvis .....                                  | R47,00 |
| Skoliose opnames .....                                       | R11,00 |
| Spanningsopname addisioneel .....                            | R24,00 |
| Lumbale werwels plus bekken .....                            | R23,00 |
| Fleksie en ekstensie-opnames servikale/lumbale werwels ..... | R10,00 |
| Skedelstudies .....                                          | R13,50 |
| Paranasale studies .....                                     | R15,00 |
| Aangesigbene of orbita .....                                 | R12,50 |
| Aangesigbene en orbita .....                                 | R17,50 |
| Mandibula .....                                              | R14,50 |
| Nasale been .....                                            | R11,50 |
| Mastoïde .....                                               | R26,50 |
| Rotasie tomografie kaak .....                                | R10,50 |
| Tande per kwadrant .....                                     | R7,00  |
| Temperomandibulêre gewrigte .....                            | R14,00 |
| Sella tursica .....                                          | R14,50 |

|                                                      |         |
|------------------------------------------------------|---------|
| Sella tursica met tomografie.....                    | R25,50  |
| Lokalisering vreemde voorwerp oog.....               | R20,00  |
| Postnasale studies .....                             | R9,50   |
| Larinks, insluitend tomografie .....                 | R15,50  |
| Borskas .....                                        | R13,00  |
| Borskas, baba en kinders .....                       | R9,00   |
| Borskas en hart studies .....                        | R20,00  |
| Ribbes.....                                          | R16,00  |
| Sternum of sternoklavikulêre gewrigte .....          | R11,00  |
| Torokale ingang.....                                 | R8,00   |
| Borskas en ribbes .....                              | R20,00  |
| Oorsigsfoto van buik .....                           | R12,00  |
| Akute buik studies .....                             | R16,50  |
| Swangerskap.....                                     | R12,00  |
| Swangerskap vir maturiteit.....                      | R16,00  |
| Pelvimetrie .....                                    | R21,00  |
| Artografie, per gewrig.....                          | R21,50  |
| Sisternografie, links .....                          | R24,00  |
| Sisternografie, regs.....                            | R24,00  |
| Sisternografie, bilateraal .....                     | R20,00  |
| Diskografie.....                                     | R24,00  |
| Orbitografie.....                                    | R25,00  |
| Enkelfalografie.....                                 | R21,50  |
| Ventrikulografie .....                               | R21,50  |
| Ventrikulografie met positiewe kontras .....         | R21,50  |
| Dakrosistografie .....                               | R20,00  |
| Sialografie: (80% vir elke bykomende klier).....     | R20,00  |
| Laringografie .....                                  | R37,50  |
| Pneumoperitoneografie .....                          | R24,50  |
| Histerosalpingografie.....                           | R21,50  |
| Plasentografie .....                                 | R21,50  |
| Limfangiografie .....                                | R70,00  |
| Venografie, per ledemaat of veld .....               | R22,00  |
| Bariumsluk .....                                     | R24,00  |
| Bariummaal.....                                      | R49,00  |
| Bariummaal, dubbelkontras .....                      | R51,00  |
| Bariummaal en deurvolging.....                       | R72,00  |
| Dundermmaal .....                                    | R30,00  |
| Gastografin deurvolging .....                        | R51,00  |
| Loopogram.....                                       | R24,00  |
| Enteroclysis .....                                   | R59,00  |
| Bariumkliësma .....                                  | R59,00  |
| Bariumkliësma, dubbelkontras.....                    | R71,50  |
| Galweë of ERCP .....                                 | R24,00  |
| Cholesistografie, oraal .....                        | R25,00  |
| Cholesistografie, intraveneus .....                  | R24,00  |
| Operatiewe cholangiogram, eerste reeks .....         | R24,00  |
| Operatiewe cholangiogram opvolgende reekse elk ..... | R12,00  |
| Perkutane transhepatiese cholangiogram .....         | R24,00  |
| Pleurografie.....                                    | R23,50  |
| Urienweë, uitskeidingsurogram (I.V.P.) .....         | R39,00  |
| Urienweë, hipertensie (I.V.P.).....                  | R21,50  |
| Sistografie, urinerende .....                        | R32,50  |
| Sistografie, ketting .....                           | R35,00  |
| Retrograde in teater .....                           | R26,00  |
| Retrograde en Piëlogram .....                        | R31,00  |
| Ureter dilatasie ½ uur deurligting .....             | R20,00  |
| Perifere angiografie .....                           | R68,50  |
| Renale angiografie .....                             | R101,00 |
| Splenoportogram .....                                | R62,50  |
| Venacavogram .....                                   | R62,50  |
| Spermatiese venogram .....                           | R25,00  |
| Cavernogram .....                                    | R18,50  |
| Sinogram .....                                       | R24,00  |
| T-buis cholangiogram.....                            | R21,50  |
| Endoprostese .....                                   | R31,00  |
| Eksoprostese .....                                   | R26,00  |
| Mammografie sonder naald .....                       | R21,00  |
| Mammografie met naald .....                          | R30,00  |

|                                                                    |         |
|--------------------------------------------------------------------|---------|
| Bronchografie, unilateraal .....                                   | R30,00  |
| Bronchografie, bilateraal .....                                    | R38,00  |
| Bronchografie-kontrasstudies .....                                 | R38,00  |
| Bronchografie, deurligting alleenlik .....                         | R20,00  |
| Serebrale angiografie, per streek .....                            | R42,50  |
| Digitale subtraksie angiografie .....                              | R77,00  |
| Embolisasie met ivalon of veer, per streek .....                   | R101,00 |
| Pulmonale arteriografie/boog .....                                 | R41,00  |
| Femorale arteriogram .....                                         | R31,00  |
| Mielografie: lumbaal .....                                         | R38,50  |
| Mielografie: torakaal .....                                        | R28,50  |
| Mielografie: servikaal .....                                       | R27,50  |
| Mielografie: hele werwelkolom .....                                | R70,00  |
| Kardio angiografie, per reeks .....                                | R110,00 |
| Kardio angiografie meer as ses reekse, per reeks .....             | R70,00  |
| Angioplastie .....                                                 | R180,00 |
| Plasing van pasaangeër deur middel van deurligting per ½ uur ..... | R20,00  |
| Trigeminus—terapeuties .....                                       | R34,50  |
| Nefrostomie .....                                                  | R35,00  |
| Tomografie, konvensioneel, koste per streek + .....                | R10,00  |
| Tomografie, veelvuldige rigting, koste per streek + .....          | R15,00  |
| Xerografie .....                                                   | R27,00  |
| Dean Warren shunt .....                                            | R240,00 |

### Rekenaartomografie

**Let wel:** Voor-kontras en na-kontras beteken die aantal buisbeligtings (snitte), films, ontwikkeling en radiografiese tyd, maar sluit nie kontrasmedia, spuite en naalde in nie.

#### Voor-kontras

|                            |         |
|----------------------------|---------|
| Brein .....                | R100,00 |
| Werwels per streek .....   | R100,00 |
| Buik/borskas .....         | R138,00 |
| Interne gehoorkanale ..... | R144,00 |
| Skouer .....               | R66,00  |
| Sinusse/orbita .....       | R66,00  |
| Bekken .....               | R138,00 |
| Hipofise/Pit Fossa .....   | R100,00 |
| Posterior Fossa .....      | R150,00 |
| Larinks .....              | R108,00 |

#### Na-kontras

|                            |         |
|----------------------------|---------|
| Brein .....                | R192,50 |
| Werwels per streek .....   | R192,50 |
| Buik/borskas .....         | R275,00 |
| Interne gehoorkanale ..... | R283,50 |
| Skouer .....               | R96,50  |
| Sinusse/Orbita .....       | R96,50  |
| Hipofise/Pit Fossa .....   | R192,50 |
| Posterior Fossa .....      | R288,00 |
| Larinks .....              | R283,50 |

#### Ultraklank

In die onderstaande ondersoeke is net die tyd in berekening gebring. Die volgende addisionele fooie moet per ondersoek bygevoeg word, met die gebruik van:

|                                                                                                                                                         |        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Termiese papier, per kopie .....                                                                                                                        | R6,00  |
| Polaroid film, per film .....                                                                                                                           | R2,00  |
| Foetale rypheid .....                                                                                                                                   | R5,00  |
| Foetale rypheid (dieselfde swangerskap) opvolg-ondersoek .....                                                                                          | R5,00  |
| Bekkenorgane, prostaat, rektum, ens. ....                                                                                                               | R10,00 |
| Eggokardiografie .....                                                                                                                                  | R10,00 |
| Kleurvloeikartering .....                                                                                                                               | R10,00 |
| M-Mode .....                                                                                                                                            | R10,00 |
| Tweedimensionele ondersoek .....                                                                                                                        | R10,00 |
| Plus inspanning .....                                                                                                                                   | R5,00  |
| Plus kontras .....                                                                                                                                      | R5,00  |
| Plus doppler .....                                                                                                                                      | R10,00 |
| Plus fonokardiografie .....                                                                                                                             | R5,00  |
| Volle abdominale ondersoek, insluitende lewer, galblaas, milt, niere, pankreas, abdominale vaskulêre anatomie, para-aorta area, en bekkengedeelte ..... | R5,00  |
| Urienweë .....                                                                                                                                          | R5,00  |
| Hoë definisie ondersoek, per streek Tiroïed, borsweefsel (knop), skrotum .....                                                                          | R10,00 |



|                                                                   |           |
|-------------------------------------------------------------------|-----------|
| Onderzoek van ongespesifiseerde massa .....                       | R10,00    |
| Meet van aksiale lengte en refraksie van intra-okulêre lens ..... | R5,00     |
| Onderzoek van kop van pasgebore baba .....                        | R5,00     |
| Perifere vasculêre ondersoek .....                                | R5,00     |
| Plus doppler .....                                                | R5,00     |
| Plus duplex-ondersoek .....                                       | R10,00    |
| Pleurale aspirasies .....                                         | R10,00    |
| Lewerbiopsie .....                                                | R10,00    |
| Nierbiopsie .....                                                 | R10,00    |
| Andrologie .....                                                  | R5,00     |
| Dean Warren shunts .....                                          | R10,00.”; |
|                                                                   | en        |

**“ITEM****1. THEATRE FEES**

|                            | <i>Community<br/>hospitals</i> | <i>Regional and<br/>teaching<br/>hospitals</i> |
|----------------------------|--------------------------------|------------------------------------------------|
| (a) <i>In-patients:</i>    |                                |                                                |
| Basic .....                | R150                           | R175                                           |
| Plus: per minute:          |                                |                                                |
| First 60 minutes .....     | R1,75                          | R2,50                                          |
| More than 60 minutes ..... | R3,00                          | R4,00                                          |
| (b) <i>Out-patients:</i>   |                                |                                                |
| Basic .....                | R40,00                         | R40,00                                         |
| Plus: per minute .....     | R1,00                          | R1,00                                          |
| (c) After hours levy ..... | R50,00                         | R60,00                                         |
|                            | per operation                  | per operation                                  |

(Weekdays from 17:00 to 07:00 and Saturdays, Sundays and public holidays)”;

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

**“2. RADIOGRAPHIC SERVICES**

**N.B.:** Contrast media, syringes, catheters, guide-wires etc., are not included in the following tariffs:

After-hours levy + 50 %.

|                                                     |        |
|-----------------------------------------------------|--------|
| Fingers .....                                       | R7,00  |
| Toes .....                                          | R7,00  |
| Hand .....                                          | R10,50 |
| Wrist .....                                         | R10,50 |
| Schaphoïd .....                                     | R15,00 |
| Elbow .....                                         | R10,50 |
| Lower arm .....                                     | R7,50  |
| Humerus .....                                       | R10,50 |
| Shoulder .....                                      | R11,00 |
| Clavicle .....                                      | R7,50  |
| Foot .....                                          | R11,00 |
| Ankle .....                                         | R11,50 |
| Calcaneus .....                                     | R12,00 |
| Tibia and Fibula .....                              | R8,50  |
| Knee .....                                          | R16,00 |
| Stress views per joint .....                        | R12,00 |
| Femur .....                                         | R13,00 |
| P.O.P Controls per joint .....                      | R10,00 |
| Control films in theatre .....                      | R17,00 |
| Screening in theatre without films per ½ hour ..... | R20,00 |
| Skeletal survey (under five years) .....            | R27,00 |
| Skeletal survey (over five years) .....             | R44,00 |
| Cervical spine .....                                | R17,50 |
| Thoracic spine .....                                | R11,00 |
| Lumbar spine .....                                  | R19,00 |
| Sacral spine .....                                  | R7,50  |

|                                                         |        |
|---------------------------------------------------------|--------|
| Coccyx .....                                            | R7,50  |
| Pelvis .....                                            | R16,00 |
| Sacro-Iliac joints .....                                | R15,50 |
| Hip joints .....                                        | R17,00 |
| Hip joints including oblique views .....                | R19,00 |
| Smith Peterson pin and plate in theatre .....           | R29,00 |
| Whole spine plus pelvis .....                           | R47,00 |
| Scoliosis studies .....                                 | R11,00 |
| Stress studies extra .....                              | R24,00 |
| Lumbar spine plus pelvis .....                          | R35,00 |
| Flexion and extension views cervical/Lumbar spine ..... | R10,00 |
| Skull studies .....                                     | R13,50 |
| Paranasal studies .....                                 | R15,00 |
| Facial bones or orbits .....                            | R12,50 |
| Facial bones and orbits .....                           | R17,50 |
| Mandible .....                                          | R14,50 |
| Nasal bone .....                                        | R11,50 |
| Mastoids .....                                          | R26,50 |
| Rotation tomography jaws .....                          | R10,50 |
| Temporo-mandible joints .....                           | R14,00 |
| Teeth per quadrant .....                                | R7,00  |
| Pituitary fossae .....                                  | R14,50 |
| Pituitary fossae with tomography .....                  | R25,50 |
| Localisation of foreign body in the eye .....           | R20,00 |
| Post nasal studies .....                                | R9,50  |
| Larynx, including tomography .....                      | R15,50 |
| Chest .....                                             | R13,00 |
| Chest, baby and children .....                          | R9,00  |
| Chest and cardiac studies .....                         | R20,00 |
| Ribs .....                                              | R16,00 |
| Sternum or sterno-clavicular joints .....               | R11,00 |
| Thoracic inlet .....                                    | R8,00  |
| Chest plus ribs .....                                   | R20,00 |
| Control film of the abdomen .....                       | R12,00 |
| Acute abdomen studies .....                             | R16,50 |
| Pregnancy .....                                         | R12,00 |
| Pregnancy maturity .....                                | R16,00 |
| Pelvimetry .....                                        | R21,00 |
| Arthorography, per joint .....                          | R21,50 |
| Cisternography, left .....                              | R24,00 |
| Cisternography, right .....                             | R24,00 |
| Cisternography, bilateral .....                         | R20,00 |
| Discography .....                                       | R24,00 |
| Orbitography .....                                      | R25,00 |
| Encephalography .....                                   | R21,50 |
| Ventriculography .....                                  | R21,50 |
| Positive contrast ventriculography .....                | R21,50 |
| Dacrocystography .....                                  | R20,00 |
| Sialography, (80% for each additional gland) .....      | R20,00 |
| Laryngography .....                                     | R37,50 |
| Pneumoperitoneography .....                             | R24,50 |
| Hystero-salpingography .....                            | R21,50 |
| Placentography .....                                    | R21,50 |
| Lymphangiography .....                                  | R70,00 |
| Venography, per region or limb .....                    | R22,00 |
| Barium swallow .....                                    | R24,00 |
| Barium meal .....                                       | R49,00 |
| Double contrast barium meal .....                       | R51,00 |
| Follow through barium meal .....                        | R72,00 |
| Small bowel meal .....                                  | R30,00 |
| Gastrografen follow through .....                       | R51,00 |
| Loopogram .....                                         | R24,00 |
| Enteroclysis .....                                      | R59,00 |
| Barium enema .....                                      | R59,00 |
| Double contrast barium enema .....                      | R71,50 |
| Biliary contrast or ERCP .....                          | R24,00 |
| Oral cholestography .....                               | R25,00 |
| Cholestography, intravenous .....                       | R24,00 |
| Operative cholangiography, first series .....           | R24,00 |
| Operative cholangiography, subsequent series each ..... | R12,00 |
| Transhepatic percutaneous .....                         | R24,00 |
| Pleurography .....                                      | R23,50 |

|                                                                |         |
|----------------------------------------------------------------|---------|
| Renal tract, intravenous pyelogram (IVP).....                  | R39,00  |
| Renal tract, hypertension (IVP) .....                          | R21,50  |
| Voiding cystography .....                                      | R32,50  |
| Chain cystography .....                                        | R35,00  |
| Retrograde in theatre .....                                    | R26,00  |
| Retrograde and pyelography.....                                | R31,00  |
| Urethro dilatation ½ hour screening .....                      | R20,00  |
| Peripheral angiography .....                                   | R68,50  |
| Renale arteriography .....                                     | R101,00 |
| Splenoportography.....                                         | R62,50  |
| Venacavography .....                                           | R62,50  |
| Spermatic venogram .....                                       | R25,00  |
| Cavernogram .....                                              | R18,50  |
| Sinogram .....                                                 | R24,00  |
| T-tube cholangiogram .....                                     | R21,50  |
| Endoprosthesis .....                                           | R31,00  |
| Eksoprosthesis .....                                           | R26,00  |
| Mammography without needle .....                               | R21,00  |
| Mammography with needle .....                                  | R30,00  |
| Bronchography, unilateral .....                                | R30,00  |
| Bronchography bilateral .....                                  | R38,00  |
| Bronchography-contrast studies .....                           | R38,00  |
| Bronchography-screening only .....                             | R20,00  |
| Cerebral angiography, per field .....                          | R42,50  |
| Digital subtraction angiography, per region.....               | R77,00  |
| Embolisation with ivalon or spring .....                       | R101,00 |
| Pulmonary arteriography/arch aortogram .....                   | R41,00  |
| Femoral arteriogram .....                                      | R31,00  |
| Myelography: lumbar.....                                       | R38,50  |
| Myelography: thoracic .....                                    | R28,50  |
| Myelography: cervical .....                                    | R27,50  |
| Myelography: whole spine.....                                  | R70,00  |
| Angiocardiology, per series.....                               | R110,00 |
| Angiocardiology, more than 6 series, per series .....          | R70,00  |
| Angioplasty .....                                              | R180,00 |
| Insertion of pacemakers under screening, ½ hour screening..... | R20,00  |
| Trigeminal-therapeutic .....                                   | R34,50  |
| Nephrostomy .....                                              | R35,00  |
| Tomography, linear, cost per region + .....                    | R10,00  |
| Tomography, multi directional, cost per region + .....         | R15,00  |
| Xerograms .....                                                | R27,00  |
| Dean Warren shunt .....                                        | R240,00 |

### Computed Tomography

**N.B.:** "Pre- and Post-Contrast" is taken to include number of slices, films, processing and radiographic time, but does not include contrast media, syringes, and needles.

#### Pre-contrast

|                            |         |
|----------------------------|---------|
| Brain.....                 | R100,00 |
| Spine per region.....      | R100,00 |
| Abdomen/Chest .....        | R138,00 |
| Internal ears .....        | R144,00 |
| Shoulder .....             | R66,00  |
| Sinusses/Orbits .....      | R66,00  |
| Pelvis .....               | R138,00 |
| Hypophysis/Pit fossa ..... | R100,00 |
| Larynx/neck.....           | R108,00 |
| Posterior fossa.....       | R150,00 |

#### Post-contrast

|                            |         |
|----------------------------|---------|
| Brain.....                 | R192,50 |
| Spine per region.....      | R192,50 |
| Abdomen/Chest .....        | R275,00 |
| Internal ears .....        | R283,50 |
| Shoulder .....             | R96,50  |
| Sinusses/Orbits .....      | R96,50  |
| Hypophysis/Pit fossa ..... | R192,50 |
| Larynx/Neck .....          | R283,50 |
| Posterior fossa.....       | R288,00 |



**Ultra sound**

In the investigations hereunder, only time is taken into consideration. The following additional fees must be added per investigation, per usage thereof:

|                                                                                                                                                     |             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Thermal paper, per copy .....                                                                                                                       | R6,00       |
| Polaroid film, per film .....                                                                                                                       | R2,00       |
| Foetal maturity .....                                                                                                                               | R5,00       |
| Foetal maturity (same pregnancy) follow-up examination each .....                                                                                   | R5,00       |
| Pelvic organs: Prostate and rectum .....                                                                                                            | R10,00      |
| Cardiac examination .....                                                                                                                           | R10,00      |
| Colour-flow carting .....                                                                                                                           | R10,00      |
| M-Mode .....                                                                                                                                        | R10,00      |
| Two dimensional scan .....                                                                                                                          | R10,00      |
| Plus effort .....                                                                                                                                   | R5,00       |
| Plus contrast .....                                                                                                                                 | R5,00       |
| Plus doppler .....                                                                                                                                  | R10,00      |
| Plus phonocardiography .....                                                                                                                        | R5,00       |
| Full abdominal examination, including: Liver, gall-bladder, spleen, kidney, pancreas, abdominal vascular anatomy, para-aortic area and pelvis ..... | R5,00       |
| Urinary tract .....                                                                                                                                 | R5,00       |
| High definition examinations: Thyroid, breast, breast lump and scrotum .....                                                                        | R10,00      |
| Examination of undefined mass .....                                                                                                                 | R10,00      |
| Axial length measurement and defraction of intra-ocular lens power .....                                                                            | R5,00       |
| Neonatal Head Scan .....                                                                                                                            | R5,00       |
| Peripheral vascular scan .....                                                                                                                      | R5,00       |
| Plus doppler .....                                                                                                                                  | R5,00       |
| Plus duplex scan .....                                                                                                                              | R10,00      |
| Pleural aspirations .....                                                                                                                           | R10,00      |
| Liver biopsy .....                                                                                                                                  | R10,00      |
| Kidney biopsy .....                                                                                                                                 | R10,00      |
| Andrology .....                                                                                                                                     | R5,00       |
| Dean Warren shunts .....                                                                                                                            | R10,00; and |

(c) deur Item 3 (a) deur die volgende te vervang:

“(a) Alle private en volbetalende pasiënte. Is betaalbaar ten opsigte van buit pasiëntbesoeke, radiografiese dienste en behandeling in noodgevalle. Weekdae vanaf 17:00 tot 07:00 en Saterdag, Sondae en openbare feesdae. Beloop 50 % van die toepaslike tarief.”

(c) by the substitution for paragraph (a) of Item 3 (a) of the following paragraph:

“(a) All private and full-paying patients. Is payable in respect of out-patient attendances, radiographic services and treatment in emergency cases. Weekdays from 17:00 to 07:00 and Saturdays, Sundays and public holidays. Amounts to 50 % of the applicable tariff.”

**DEPARTEMENT VAN VERVOER**

No. R. 170

2 Februarie 1990

**TYDELIKE VRYSTELLING VAN SEKERE OORVLUGREGULASIES**

Daar word hierby vir algemene inligting bekendgemaak dat die Minister van Vervoer en van Openbare Werke en Grondsake ingevolge regulasie 2.1 van Vlieg-reëls-, Lugverkeerdienste-, Soek-en-Redding- en Oorvlugregulasies, 1975, gelas het dat regulasies 10.5 van die regulasies vanaf 1 Januarie 1990 tot 30 Junie 1990 nie van toepassing is nie op enige lugvaartuig—

- wat die grens van Lesotho, Swaziland of Botswana oorstek op 'n ononderbroke vlug vanaf een punt na 'n ander, binne die Republiek; of
- wat die grens van die Republiek oorstek met die doel om oor die gebied van die Republiek te vlieg maar nie daarbinne te land nie ten einde die grens van Lesotho, Swaziland of Botswana oor te steek of wat 'n grens van enige van genoemde gebiede oorstek met die doel om oor die gebied van die Republiek te vlieg maar nie daarbinne te land nie ten enige ander grens oor te steek.

**DEPARTMENT OF TRANSPORT**

No. R. 170

2 February 1990

**TEMPORARY EXEMPTION FROM CERTAIN OVERFLIGHT REGULATIONS**

It is hereby notified for general information that the Minister of Transport and of Public Works and Land Affairs has in terms of Regulation 2.1 of the Rules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations, 1975, directed that regulation 10.5 of the regulations shall not apply from 1 January 1990 until 30 June 1990 to any aircraft—

- which crosses the border of Lesotho, Swaziland or Botswana on an uninterrupted flight from one place to another, within the Republic; or
- which crosses the border of the Republic for the purpose of overflying but not landing within the territory of the Republic in order to cross the border of Lesotho, Swaziland or Botswana or which crosses a border of any of the said territories for the purpose of overflying but not landing within the territory of the Republic in order to cross any other border.

# **INHOUD**

# **CONTENTS**

| No.                                                                    | Bladsy No.                                                                                                                                                                                                                                                                                   | Koerant No. |
|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| <b>GOEWERMENSKENNISGEWINGS</b>                                         |                                                                                                                                                                                                                                                                                              |             |
| <b>Administrasie: Volksraad</b>                                        |                                                                                                                                                                                                                                                                                              |             |
| <i>Goewermenskennisgewings</i>                                         |                                                                                                                                                                                                                                                                                              |             |
| R. 174                                                                 | Waterwet (54/1956): Doornrivier-besproeiingsdistrik, afdeling Worcester, Kaapprovinsie: Afskaffing .....                                                                                                                                                                                     | 1 12271     |
| R. 175                                                                 | do.: Masalal-besproeiingsdistrik, distrik Letaba, Transvaal: Afskaffing .....                                                                                                                                                                                                                | 1 12271     |
| R. 176                                                                 | do.: Mortimer-besproeiingsraad, afdeling Cradock, Kaapprovinsie: Toewysing van werksaamhede, bevoegdhede en pligte ...                                                                                                                                                                       | 2 12271     |
| R. 177                                                                 | do.: Scanlen-besproeiingsraad, afdeling Cradock, Kaapprovinsie: Toewysing van werksaamhede, bevoegdhede en pligte ...                                                                                                                                                                        | 2 12271     |
| R. 178                                                                 | do.: Stellenbosch-besproeiingsraad, afdelings Paarl en Stellenbosch, Kaapprovinsie: Toewysing van werksaamhede, bevoegdhede en pligte .....                                                                                                                                                  | 2 12271     |
| <b>Finansies, Departement van</b>                                      |                                                                                                                                                                                                                                                                                              |             |
| <i>Goewermenskennisgewings</i>                                         |                                                                                                                                                                                                                                                                                              |             |
| R. 167                                                                 | Docane- en Aksynswet (91/1964): Wysiging van Bylae 1 (No. 1/1/204) .....                                                                                                                                                                                                                     | 3 12271     |
| R. 168                                                                 | do.: Wysiging van Bylae 3 (No. 3/86) .....                                                                                                                                                                                                                                                   | 3 12271     |
| <b>Mannekrag, Departement van</b>                                      |                                                                                                                                                                                                                                                                                              |             |
| <i>Goewermenskennisgewings</i>                                         |                                                                                                                                                                                                                                                                                              |             |
| R. 169                                                                 | Verdedigingswet (44/1957): Wysiging van regulasies: Reëling van gemeenskapsdiens wat verrig moet word deur persone wat as godsdienbeswaardes geklassifiseer is .....                                                                                                                         | 4 12271     |
| R. 203                                                                 | Wet op Arbeidsverhoudinge (28/1956): Beddegoednywerheid, Transvaal: Wysiging van Hoofdooreenkoms .....                                                                                                                                                                                       | 5 12271     |
| R. 204                                                                 | do.: do.: Wysiging van Bystandsfondse-ooreenkoms .....                                                                                                                                                                                                                                       | 11 12271    |
| R. 205                                                                 | do.: Meubelnywerheid, Transvaal: Wysiging van Hoofdooreenkoms .....                                                                                                                                                                                                                          | 13 12271    |
| R. 206                                                                 | do.: do.: Wysiging van Bystandsfondse-ooreenkoms .....                                                                                                                                                                                                                                       | 24 12271    |
| <b>Nasionale Gesondheid en Bevolkingsontwikkeling, Departement van</b> |                                                                                                                                                                                                                                                                                              |             |
| <i>Goewermenskennisgewings</i>                                         |                                                                                                                                                                                                                                                                                              |             |
| R. 179                                                                 | Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepes (56/1974): Die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad: Regulasies: Eksamens vir geneeshere en tandartse wat aansoek doen om vrystelling van die beperkings betreffende hulle registrasie: Wysiging ..... | 26 12271    |
| R. 180                                                                 | do.: do.: Eksamens vir geneeshere en tandartse wat aansoek gedoen het om registrasie kragtens artikel 26 van die Wet: Wysiging .....                                                                                                                                                         | 27 12271    |
| R. 181                                                                 | do.: do.: do.: Gelde betaalbaar: Wysiging .....                                                                                                                                                                                                                                              | 27 12271    |
| <b>Transvaalse Provinsiale Administrasie</b>                           |                                                                                                                                                                                                                                                                                              |             |
| <i>Goewermenskennisgewing</i>                                          |                                                                                                                                                                                                                                                                                              |             |
| R. 171                                                                 | Ordonnansie op Hospitale (14/1958) (Transvaal): Regulasies betreffende die Indeling van, en Gelde betaalbaar deur, Pasiente by Provinsiale Hospitale: Wysiging .....                                                                                                                         | 28 12271    |
| <b>Vervoer, Departement van</b>                                        |                                                                                                                                                                                                                                                                                              |             |
| <i>Goewermenskennisgewing</i>                                          |                                                                                                                                                                                                                                                                                              |             |
| R. 170                                                                 | Vliegreëls-, Lugverkeersdienste-, Soeken-Redding- en Oorvlugregulasies, 1975: Tydelike vrystelling van sekere oorvlugregulasies .....                                                                                                                                                        | 35 12271    |

| No.                                                              | Page No.                                                                                                                                                                                                                                                                                | Gazette No. |
|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| <b>GOVERNMENT NOTICES</b>                                        |                                                                                                                                                                                                                                                                                         |             |
| <b>Administration: House of Assembly</b>                         |                                                                                                                                                                                                                                                                                         |             |
| <i>Government Notices</i>                                        |                                                                                                                                                                                                                                                                                         |             |
| R. 174                                                           | Water Act (54/1956): Doorn River Irrigation District, Division of Worcester, Cape Province .....                                                                                                                                                                                        | 1 12271     |
| R. 175                                                           | do.: Masalal Irrigation District, District of Letaba, Transvaal: Disestablishment .....                                                                                                                                                                                                 | 1 12271     |
| R. 176                                                           | do.: Mortimer Irrigation Board, Division of Cradock, Cape Province: Assignment of functions, powers and duties .....                                                                                                                                                                    | 2 12271     |
| R. 177                                                           | do.: Scanlen Irrigation Board, Division of Cradock, Cape Province: Assignment of functions, powers and duties .....                                                                                                                                                                     | 2 12271     |
| R. 178                                                           | do.: Stellenbosch Irrigation Board, Divisions of Paarl and Stellenbosch, Cape Province: Assignment of functions, powers and duties .....                                                                                                                                                | 2 12271     |
| <b>Finance, Department of</b>                                    |                                                                                                                                                                                                                                                                                         |             |
| <i>Government Notices</i>                                        |                                                                                                                                                                                                                                                                                         |             |
| R. 167                                                           | Customs and Excise Act (91/1964): Amendment of Schedule 1 (No. 1/1/204) .....                                                                                                                                                                                                           | 3 12271     |
| R. 168                                                           | do.: Amendment of Schedule 3 (No. 3/86) .....                                                                                                                                                                                                                                           | 3 12271     |
| <b>Manpower, Department of</b>                                   |                                                                                                                                                                                                                                                                                         |             |
| <i>Government Notices</i>                                        |                                                                                                                                                                                                                                                                                         |             |
| R. 169                                                           | Defence Act (44/1957): Amendment of regulations: Community service to be rendered by persons classified as religious objectors .....                                                                                                                                                    | 4 12271     |
| R. 203                                                           | Labour Relations Act (28/1956): Bedding Manufacturing Industry, Transvaal: Amendment of Main Agreement .....                                                                                                                                                                            | 5 12271     |
| R. 204                                                           | do.: do.: Amendment of Benefit Funds Agreement .....                                                                                                                                                                                                                                    | 11 12271    |
| R. 205                                                           | do.: Furniture Manufacturing Industry, Transvaal: Amendment of Main Agreement .....                                                                                                                                                                                                     | 13 12271    |
| R. 206                                                           | do.: do.: Amendment of Benefit Funds Agreement .....                                                                                                                                                                                                                                    | 24 12271    |
| <b>National Health and Population Development, Department of</b> |                                                                                                                                                                                                                                                                                         |             |
| <i>Government Notices</i>                                        |                                                                                                                                                                                                                                                                                         |             |
| R. 179                                                           | Medical, Dental and Supplementary Health Service Professions Act (56/1974): The South African Medical and Dental Council: Regulations: Examinations for medical practitioners and dentists applying for exemption from the restrictions relating to their registration: Amendment ..... | 26 12271    |
| R. 180                                                           | do.: do.: do.: Examinations for medical practitioners and dentists who have applied for registration in terms of section 26 of the Act: Amendment .....                                                                                                                                 | 27 12271    |
| R. 181                                                           | do.: do.: do.: Fees payable: Amendment .....                                                                                                                                                                                                                                            | 27 12271    |
| <b>Transvaal Provincial Administration</b>                       |                                                                                                                                                                                                                                                                                         |             |
| <i>Government Notice</i>                                         |                                                                                                                                                                                                                                                                                         |             |
| R. 171                                                           | Hospitals Ordinance (14/1958) (Transvaal): Regulations relating to the classification of, and Fees payable by Patients at Provincial Hospitals: Amendment .....                                                                                                                         | 28 12271    |
| <b>Transport, Department of</b>                                  |                                                                                                                                                                                                                                                                                         |             |
| <i>Government Notice</i>                                         |                                                                                                                                                                                                                                                                                         |             |
| R. 170                                                           | Rules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations, 1975: Temporary exemption from certain overflight regulations .....                                                                                                                               | 35 12271    |