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GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN FINANSIES

No. R. 1231

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/251)

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 aange-
toon.

G. MARAIS,

Adjunk-minister van Finansies.

GOVERNMENT NOTICES

DEPARTMENT OF FINANCE

No. R. 1231

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/251)

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
29.21			Deur subpos No. 2921.49.10 deur die volgende te vervang:			
	“.10	5	Met 'n koolstofkettinglengte van C ₈ tot C ₂₂	kg	vry	

Opmerking. — Die skaal van reg op tertiêre amiene met 'n koolstofkettinglengte van C₈ tot C₂₂ word van 20% na vry verlaag.

SCHEDULE

Head- ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
29.21			By the substitution for subheading No. 2921.49.10 of the following:			
	“.10	5	Of a carbon chain length of C ₈ to C ₂₂	kg	free	

Note. — The rate of duty on tertiary amine of a carbon chain length of C₈ to C₂₂ is reduced from 20% to free.

No. R. 1232

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/252)

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 aange-
toon.

G. MARAIS,
Adjunk-minister van Finansies.

No. R. 1232

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/252)

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
84.79			Deur na subpos No. 8479.10.20 die volgende in te voeg:			
	“.30	1	Padvee-eenhede, uitkenbaar as vir gebruik op motorvoertuigonderstelle	getal	vry	

Opmerking. — Spesifieke voorsiening word gemaak vir padvee-eenhede, uitkenbaar as vir gebruik op motorvoertuigonderstelle en die skaal van reg daarop word van 20 % na vry verlaag.

SCHEDULE

Heading	Sub-heading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
84.79			By the insertion after subheading No. 8479.10.20 of the following:			
	“.30	1	Road sweeper units, identifiable for use on motor vehicle chassis	no.	free	

Note. — Specific provision is made for road sweeper units, identifiable for use on motor vehicle chassis, and the rate of duty thereon is reduced from 20% to free.

No. R. 1233

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/253)

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 aange-
toon.

G. MARAIS,
Adjunk-minister van Finansies.

No. R. 1233

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/253)

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
84.82			Deur subpos No. 8482.10.90 deur die volgende te vervang:			
	“.90	2	Ander	getal	3%	
			Deur subpos No. 8482.20.90 deur die volgende te vervang:			
	“.90	7	Ander	getal	3%	

Opmerking. — Die uitwerking van hierdie wysiging is dat die skaal van reg op sekere koeëllaers en tapse rollaers van vry na 3% verhoog word.

SCHEDULE

Head- ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
84.82			By the substitution for subheading No. 8482.10.90 of the following:			
	“.90	2	Other	no.	3%”	
			By the substitution for subheading No. 8482.20.90 of the following:			
	“.90	7	Other	no.	3%”	

Note. — The effect of this amendment is that the rate of duty on certain ball bearings and tapered roller bearings is increased from free to 3%.

No. R. 1234

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/4/85)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964—

1. word Deel 4 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon; en
2. word hierdie wysiging, vir sover dit betrekking het op kortingitem 316.09/00.00, geag op 1 Maart 1990 in werking te getree het.

G. MARAIS,

Adjunk-minister van Finansies.

No. R. 1234

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/4/85)

Under section 48 of the Customs and Excise Act, 1964—

1. Part 4 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto; and
2. this amendment, in so far as it relates to rebate item 316.09/00.00, shall be deemed to have come into operation on 1 March 1990.

G. MARAIS,

Deputy Minister of Finance.

BYLAE

	Annota- sies
<i>Opmerking:</i> Deur Opmerking 7 (a) deur die volgende te vervang:	
“(a) (i) wat geklaar word kragtens kortingitems 311.02/63.09, 311.02/63.10, 316.01/8483.40, 316.01/85.01/03.00, 316.01/8504.40, 316.01/85.37, 316.01/85.44, 316.09/00.00, 316.09/8516.50, 316.17, 317.02, 317.03 en 317.05/87.01 van Bylae No. 3, enige kortingitem in Deel 2 van Bylae No. 3 en kortingitems 403.02, 405.04, 405.05, 406.00, 407.00, 408.00, 409.00, 412.02, 412.03, 412.04, 412.07, 412.09, 412.10, 412.11, 412.12, 412.13, 412.15, 412.16, 412.17, 412.24, 412.25, 470.00, 480.00 en 490.00 van Bylae No. 4;	
(ii) wat, ten tyde van klarings vir binnelandse verbruik, in Deel 1 van hierdie Bylae vry van doeanereg is maar origens in alle opsigte voldoen aan die voorsienings van kortingitem 316.09/00.00 van Bylae No. 3 en kortingitems 403.02, 405.04, 405.05, 406.00, 407.00, 408.00, 409.00, 412.02, 412.03, 412.04, 412.07, 412.09, 412.10, 412.11, 412.12, 412.13, 412.15, 412.16, 412.17, 412.24, 412.25, 470.00, 480.00 en 490.00 van Bylae No. 4,”	

Opmerking. — Die uitwerking van hierdie wysiging is dat die goedere wat kragtens kortingitem 316.09/00.00 geklaar word, van die betaling van bobelasting vrygestel word met terugwerkende krag tot 1 Maart 1990.

SCHEDULE

	Annota- tions
<i>Notes:</i> By the substitution for Note 7 (a) of the following:	
“(a) (i) which are entered in terms of rebate items 311.02/63.09, 311.02/63.10, 316.01/8483.40, 316.01/85.01/03.00, 316.01/8504.40, 316.01/85.37, 316.01/85.44, 316.09/00.00, 316.09/8516.50, 316.17, 317.02, 317.03 and 317.05/87.01 of Schedule No. 3, any rebate item in Part 2 of Schedule No. 3 and rebate items 403.02, 405.04, 405.05, 406.00, 407.00, 408.00, 409.00, 412.02, 412.03, 412.04, 412.07, 412.09, 412.10, 412.11, 412.12, 412.13, 412.15, 412.16, 412.17, 412.24, 412.25, 470.00, 480.00 and 490.00 of Schedule No. 4;	
(ii) which, at the time of entry for home consumption, are free of customs duty under Part 1 of this Schedule, but otherwise comply in all respects with the provisions of rebate item 316.09/00.00 of Schedule No. 3 and rebate items 403.02, 405.04, 405.05, 406.00, 407.00, 408.00, 409.00, 412.02, 412.03, 412.04, 412.07, 412.09, 412.10, 412.11, 412.12, 412.13, 412.15, 412.16, 412.17, 412.24, 412.25, 470.00, 480.00 and 490.00 of Schedule No. 4,”	

Note. — The effect of this amendment is that the goods cleared under rebate item 316.09/00.00 are exempted from the payment of surcharge with retrospective effect to 1 March 1990.

No. R. 1235

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/108)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964—

1. word Bylae 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon; en
2. word hierdie wysiging, vir sover dit betrekking het op kortingitem 316.09/00.00, geag op 1 Maart 1990 in werking te getree het.

G. MARAIS,
Adjunk-minister van Finansies.

No. R. 1235

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/108)

Under section 75 of the Customs and Excise Act, 1964—

1. Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto; and
2. this amendment, in so far as it relates to rebate item 316.09/00.00, shall be deemed to have come into operation on 1 March 1990.

G. MARAIS,
Deputy Minister of Finance.

BYLAE

I Korting- item	II			III Mate van Korting	Anno- tations
	Tariefpos	Korting- kode	T. S.		
316.09	"00.00	01.00	05	Volle reg"	
	"8516.50	01.06	67	Volle reg"	

Opmerkings. — 1. Die uitwerking van hierdie wysiging is dat voorsiening gemaak word vir 'n volle korting op reg op onderdele van mikrogolfoonde vir die vervaardiging van mikrogolfoonde onder 'n vervaardigingsprogram deur die Minister van Handel en Nywerheid en Toerisme, op aanbeveling van die Raad van Handel en Nywerheid goedgekeur, en die tydperk waarbinne ongemonteerde mikrogolfoonde met korting op reg ingevoer kan word, word vanaf 31 Maart 1990 tot 30 Junie 1990 verleng.

2. Die wysiging met betrekking tot kortingitem 316.09/00.00 het terugwerkende krag tot 1 Maart 1990.

SCHEDULE

I Rebate Item	II			III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.		
316.09	"00.00	01.00	05	Full duty"	
	"8516.50	01.06	67	Full duty"	

Notes. — 1. The effect of this amendment is that provision is made for a rebate of the full duty on parts of microwave ovens, for the manufacture of microwave ovens under a manufacturing programme approved by the Minister of Trade and Industry and Tourism, on the recommendation of the Board of Trade and Industry and the period wherein unassembled microwave ovens can be imported under rebate of the duty is extended from 31 March 1990 to 30 June 1990.

2. The amendment in respect of rebate item 316.09/00.00 has retrospective effect to 1 March 1990.

No. R. 1236

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/109)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hiermee gewysig, met ingang van 1 Julie 1990, in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

No. R. 1236

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/109)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended, with effect from 1 July 1990, to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

BYLAE

I Korting- item	II			III Mate van Korting	Anno- taties
	Tariefpos	Korting- kode	T. S.		
316.09				Deur tariefpos No. 8516.50 te skrap.	

Opmerking. — Die uitwerking van hierdie wysiging is dat kortingitem 316.09/8516.50, met ingang van 1 Julie 1990 teruggetrek word.

SCHEDULE

I Rebate Item	II			III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.		
316.09				By the deletion of tariff heading No. 8516.50.	

Note. — The effect of this amendment is that rebate item 316.09/8516.50 is withdrawn with effect from 1 July 1990.

No. R. 1237

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 6 (No. 6/32)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 6 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

G. MARAIS,
Adjunk-minister van Finansies.

No. R. 1237

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 6 (No. 6/32)

Under section 75 of the Customs and Excise Act, 1964, Schedule 6 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARAIS,
Deputy Minister of Finance.

BYLAE

I Korting- item	II Tarief- item	III Kode	T. S.	IV Beskrywing	V Mate van Korting	VI Mate van Terug- betaling	Annota- sies
617.02				Deur Opmerking 2 deur die volgende te vervang: "2. Die netto vreemde valuta gebruik en die netto plaaslike inhoud word afsonderlik bereken per tipe en skermgrootte ten opsigte van die goedere gespesifiseer in items 124.75.20, 124.75.30, 124.75.40 of 124.75.50 van Afdeling B van Deel 2 van Bylae No. 1. Die netto vreemde valuta gebruik word deur die Direkteur-generaal: Handel en Nywerheid gesertifiseer."			

Opmerking. — Die uitwerking van hierdie wysiging is dat dit nie nodig is dat die netto plaaslike inhoud waarna in Opmerking 2 by kortingitem 617.02 verwys word, deur die Direkteur-generaal: Handel en Nywerheid gesertifiseer hoef te word nie.

SCHEDULE

I Rebate Item	II Tariff Item	III Code	C. D.	IV Description	V Extent of Rebate	VI Extent of Refund	Annota- tions
617.02				By the substitution for Note 2 of the following: "2. The net foreign currency usage and the net local content shall be calculated separately per type and screen size in respect of the goods specified in items 124.75.20, 124.75.30, 124.75.40 or 124.75.50 of Section B of Part 2 of Schedule No. 1. The net foreign currency usage shall be certified by the Director-General: Trade and Industry."			

Note. — The effect of this amendment is that it is not necessary that the net local content referred to in Note 2 to rebate item 617.02 be certified by the Director-General: Trade and Industry.

No. R. 1238

8 Junie 1990

DOEANE- EN AKSYNSWET, 1964

OPLEGGING VAN VOORLOPIGE HEFFING

Kragtens artikel 57A van die Doeane- en Aksynswet, 1964, word 'n voorlopige heffing met betrekking tot anti-dumpingreg vir 'n tydperk van vier maande vanaf die datum van publikasie van hierdie kennisgewing opgelê, in die mate en op die goedere in die Bylae hiervan aangetoon.

Die voorlopige heffing is ook van toepassing op enige goedere wat kragtens die bepalings van enige item in Bylaes Nos. 3 en 4 van genoemde Wet vermeld word, geklaar word.

G. MARAIS,

Adjunk-minister van Finansies.

No. R. 1238

8 June 1990

CUSTOMS AND EXCISE ACT, 1964

IMPOSITION OF PROVISIONAL CHARGE

Under section 57A of the Customs and Excise Act, 1964, a provisional charge to anti-dumping duty is imposed for a period of four months from the date of publication of this notice, to the extent and on the goods set out in the Schedule hereto.

The provisional charge shall also apply to any goods entered under the provisions of any item specified in Schedules Nos. 3 and 4 to the said Act.

G. MARAIS,

Deputy Minister of Finance.

BYLAE

Tariefpos/ Subpos	Beskrywing van Goedere	Heffing	Ingevoer vanaf, Afkomstig van of Verskaf deur
3806.10	Harpuis	10% 10% 10%	Volksrepubliek van Sjina Hong Kong Republiek van Indonesië

Opmerking. — 'n Voorlopige heffing met betrekking tot anti-dumpingreg word opgelê op harpuis ingevoer vanaf, afkomstig van of verskaf deur die Volksrepubliek van Sjina, Hong Kong en die Republiek van Indonesië.

SCHEDULE

Tariff Heading/ Subheading	Description of Goods	Charge	Imported from, Origination in or Supplied by
3806.10	Rosin	10% 10% 10%	People's Republic of China Hong Kong Republic of Indonesia

Note. — A provisional charge to anti-dumping duty is imposed on rosin imported from, originating in or supplied by the People's Republic of China, Hong Kong and the Republic of Indonesia.

No. R. 1257

8 Junie 1990

No. R. 1257

8 June 1990

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 4 (No. 4/53)

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

G. MARAIS,

Adjunk-minister van Finansies.

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 4 (No. 4/53)

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

G. MARAIS,

Deputy Minister of Finance.

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
407.00				Deur Opmerkings 4 en 5 deur die volgende te vervang: "4. 'n Lid van die bemanning van 'n skip of vliegtuig (met inbegrip van die gesagvoerder of loods) is, onderworpe aan die voorwaardes deur die Kommissaris neergelê— (a) slegs geregtig op die korting op reg in kortingitems 407.02/22.00/01.00, 407.02/22.00/02.00, 407.02/24.02/01.00, 407.02/24.03/01.00, 407.02/33.03/01.00 en 407.02/00.00/01.00 vermeld, mits sodanige lid permanent na die Republiek terugkeer; en (b) slegs geregtig op die korting op reg in kortingitem 407.02/00.00/02.00 vermeld, mits die totale waarde van die goedere wat onder hierdie item verklaar word, hoogstens R500 is. 5. Die korting op reg in kortingitem 407.02/00.00/02.00 vermeld, is slegs van toepassing indien die totale waarde van die goedere wat onder hierdie item verklaar word, hoogstens R1 000 is." Deur Opmerkings 7, 8, 9, 10 en 11 deur die volgende te vervang: "7. Indien 'n persoon 'n bepaling van hierdie Wet of van enige ander wet, wat betrekking het op die invoer van goedere, oortree, kan die Kommissaris, na goeddunke, weier om enige korting op reg waarvoor in kortingitem 407.02 voorsien is, toe te staan. 8. By die toepassing van kortingitem 407.04/87.00(i) word die betrokke voertuig geag nie persoonlik deur die invoerder persoonlik besit en gebruik te gewees het nie tensy sodanige invoerder te alle redelike tye persoonlik aanwesig was op die plek waar die voertuig deur hom gebruik is, en word die invoerder geag daardie voertuig te gebruik het vanaf die datum waarop hy fisies aflewering van die voertuig geneem het tot op die datum waarop die voertuig deur hom aan die verskepers of ander agent vir doeleindes van verskeping of afsending afgelewer is. 9. By die toepassing van kortingitem 407.04, word die invoerder, indien hy vir 'n aaneenlopende tydperk van langer as 3 maande afwesig is van die plek waar die voertuig gewoonlik in die Republiek gebruik word, geag die voertuig nie vir sy persoonlike of eie gebruik in te gevoer het nie, en is die reg soos in die regulasies voorgeskryf betaalbaar met ingang van die datum van sodanige afwesigheid. 10. Die korting op reg in kortingitem 407.04 vermeld mag slegs een keer per familie gedurende 'n tydperk van 3 jaar toegestaan word."		

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
407.02	"00.00	01.00	08	Deur tariefpos No. 00.00 deur die volgende te vervang: Ander nuwe of gebruikte goedere, met 'n totale waarde van hoogstens R500 per persoon	Volle reg	
		02.00	02	Addisionele goedere, nuut of gebruik, met 'n totale waarde van hoogstens R1 000 per persoon (uitgesonderd goedere van 'n klas of soort vermeld in kortingitems 407.02/22.00, 407.02/24.02, 407.02/24.03 en 407.02/33.03)	Volle reg min 20%"	
407.03				Deur kortingitem 407.03 te skrap.		

Opmerking.—Die uitwerking van hierdie wysiging is dat die belastingvrytoegewings, die aanslag teen 'n eenvormige skaal van reg en die aanslag teen 'n eenvormige skaal van reg vir bemanningslede van R200 na R500, R500 na R1 000 en R200 na R500 onderskeidelik verhoog word en dat die kortingvoorsiening vir die invoer van 'n televisie-ontvangstoestel as vergeselde passasiersbagasie geskrap word.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
407.00				By the substitution for Notes 4 and 5 of the following: "4. A member of the crew of a ship or aircraft (including the master or pilot) is, subject to the conditions laid down by the Commissioner— (a) only entitled to the rebate of duty specified in rebate items 407.02/22.00/01.00, 407.02/22.00/02.00, 407.02/24.02/01.00, 407.02/24.03/01.00, 407.02/33.03/01.00 and 407.02/00.00/01.00 provided such member returns to the Republic permanently; and (b) only entitled to the rebate of duty specified in rebate item 407.02/00.00/02.00 provided the total value of the goods declared under this item does not exceed R500. 5. The rebate of duty specified in rebate item 407.02/00.00/02.00 is only applicable if the total value of the goods declared under this item does not exceed R1 000." By the substitution for Notes 7, 8, 9, 10 and 11 of the following: "7. If a person contravenes any provision of this Act or any other law relating to the importation of goods, the Commissioner may, in his discretion, refuse to grant any rebate of duty provided for in rebate item 407.02. 8. For the purposes of rebate item 407.04/87.00(i) the vehicle in question shall not be deemed to be personally owned and used personally by the importer unless such importer was, at all reasonable times, personally present at the place where the vehicle was used by him, and the importer shall be deemed to have used that vehicle from the date on which he took physical delivery of the vehicle until the date on which the vehicle was delivered by him to the shippers or other agent for the purpose of shipment or despatch. 9. For the purposes of rebate item 407.04, the importer shall, if he is absent for a continuous period of longer than 3 months from the place where the vehicle is usually used in the Republic, not be deemed to have imported the vehicle for his personal or own use, and the duty as prescribed in the regulations shall be payable as from the date of such absence. 10. The rebate of duty specified in rebate item 407.04 shall only be allowed once per family during a period of 3 years."		

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
407.02	"00.00	01.00	08	By the substitution for tariff heading No. 00.00 of the following: Other new or used goods, of a total value not exceeding R500 per person	Full duty	
		02.00	02	Additional goods, new or used, of a total value not exceeding R1 000 per person (excluding goods of a class or kind specified in rebate items 407.02/22.00, 407.02/24.02, 407.02/24.03 and 407.02/33.03)	Full duty less 20%"	
407.03				By the deletion of rebate item 407.03.		

Note. — The effect of this amendment is that the duty-free allowance, the flat-rate allowance and the flat-rate allowance for crew members are increased from R200 to R500, R500 to R1 000 and R200 to R500 respectively and that the rebate provision for the importation of a television receiving set as accompanied passengers' baggage is withdrawn.

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 1263

8 Junie 1990

WET OP STANDAARDE, 1982

REGULASIES BETREFFENDE DIE BETALING VAN HEFFING EN DIE UITREIKING VAN VERKOOPSPERMITTE TEN OPSIGTE VAN VERPLIGTE SPESIFIKASIES. — WYSIGING

Daar word kragtens artikel 36 van die Wet op Standaarde, 1982 (Wet No. 30 van 1982), bekendgemaak dat die Adjunk-minister van Handel en Nywerheid, handelende namens en in opdrag van die Minister van Handel en Nywerheid en Toerisme, hierby Bylae 2 van die Regulasies gepubliseer by Goewermentskennisgewing No. R. 999 van 3 Mei 1985 wysig deur die byvoeging, met ingang van die datum waarop die verpligte spesifikasie vir vervangingsremwryfkomponente vir padvoertuie van Kategorie M₁ en N₁ en vir minibusse in werking tree, van die nuwe items wat in die Bylae uiteengesit word.

BYLAE

Kommoditeit	Heffings- eenheid	Tarief per eenheid, R
Skyfkussing	Asstel	0,06
Remskoene	Asstel	0,06

DEPARTEMENT VAN LANDBOU

No. R. 1239

8 Junie 1990

BEMARKINGSWET, 1968 (WET No. 59 VAN 1968)

WOLSKEMA. — HEFFING EN SPESIALE HEFFING — WYSIGING

Ek, Jacob de Villiers, Minister van Landbou, maak hierby ingevolge artikel 79 van die Bemarkingswet, 1968 (Wet No. 59 van 1968), bekend dat —

(a) die Suid-Afrikaanse Wolraad bedoel in artikel 6 van die Wolskema gepubliseer by Proklamasie No. R. 155 van 1972, soos gewysig, kragtens artikels 22 en 23 van genoemde Skema die Bylae by Goewermentskennisgewing No. R. 1391 van 26 Junie 1987, soos gewysig, verder gewysig het in die mate in die Bylae hierby uiteengesit; en

(b) genoemde wysiging deur my goedgekeur is en op 1 Julie 1990 in werking tree.

J. DE VILLIERS,
Minister van Landbou.

943—B

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 1263

8 June 1990

STANDARDS ACT, 1982

REGULATIONS RELATING TO THE PAYMENT OF LEVY AND THE ISSUE OF SALES PERMITS IN REGARD TO COMPULSORY SPECIFICA- TIONS. — AMENDMENT

It is made known under section 36 of the Standards Act, 1982 (Act No. 30 of 1982), that the Deputy Minister of Trade and Industry, acting on behalf of and on assignment by the Minister of Trade and Industry and Tourism, hereby amends Schedule 2 of the Regulations published by Government Notice No. R. 999 of 3 May 1985 by the addition, with effect from the date on which the compulsory specification for replacement brake friction components for road vehicles of Categories M₁ and N₁ and for minibuses becomes effective, of the new items set out in the Schedule.

SCHEDULE

Commodity	Levy unit	Tariff per unit, R
Disc pad	Axle set	0,06
Brake shoe	Axle set	0,06

DEPARTMENT OF AGRICULTURE

No. R. 1239

8 June 1990

MARKETING ACT, 1968 (ACT No. 59 OF 1968)

WOOL SCHEME. — LEVY AND SPECIAL LEVY — AMENDMENT

I, Jacob de Villiers, Minister of Agriculture, hereby make known in terms of section 79 of the Marketing Act, 1968 (Act No. 59 of 1968), that —

(a) the South African Wool Board referred to in section 6 of the Wool Scheme published by Proclamation No. R. 155 of 1972, as amended, has under sections 22 and 23 of the said Scheme further amended the Schedule to Government Notice No. R. 1391 of 26 June 1987, as amended, to the extent set out in the Schedule hereto; and

(b) the said amendment has been approved by me and shall come into operation on 1 July 1990.

J. DE VILLIERS,
Minister of Agriculture.

BYLAE

Die Bylae by Goewermentskennisgewing No. R. 1391 van 26 Junie 1987, soos gewysig by Goewermentskennisgewings Nos. R. 2145 van 25 September 1987, R. 1274 van 1 Julie 1988 en R. 944 van 12 Mei 1988 word hiermee verder gewysig deur in klousule 3 (1) (b) die uitdrukking "48,965 sent per kilogram" deur die uitdrukking "52,965 sent per kilogram" te vervang.

No. R. 1240**8 Junie 1990**

BEMARKINGSWET, 1968 (WET No. 59 VAN 1968)

KATOENSKEMA. — WYSIGING

Ek, Jacob de Villiers, Minister van Landbou, handelende kragtens artikel 14, soos toegepas by artikel 15 (3), van die Bemakingswet, 1968 (Wet No. 59 van 1968) —

(a) publiseer hierby die wysiging in die Bylae uiteengesit, van die Katoenskema gepubliseer by Proklamasie No. R. 37 van 1974, soos gewysig; en

(b) verklaar hierby dat genoemde wysiging op die datum van publikasie hiervan in werking tree.

J. DE VILLIERS,

Minister van Landbou.

BYLAE

Die Katoenskema gepubliseer by Proklamasie No. R. 37 van 1974, soos gewysig by Proklamasies Nos. R. 233 van 1975, R. 266 van 1977, R. 16 van 1978, R. 133 van 1978, R. 135 van 1979, R. 161 van 1979, R. 158 van 1980 en R. 188 van 1982 en Goewermentskennisgewings Nos. R. 822 van 12 April 1985 en R. 2613 van 20 November 1987, word hierby verder gewysig deur subartikel (1) van artikel 7 deur die volgende subartikel te vervang:

"7. (1) Die Raad bestaan uit nege lede van wie —

(a) vyf die verteenwoordigers moet wees van produsente van katoenpluksel;

(b) twee die verteenwoordigers moet wees van pluismeulenaars waarvan een 'n verteenwoordiger moet wees van 'n koöperatiewe vereniging of koöperatiewe maatskappy en een nie so 'n verteenwoordiger moet wees nie;

(c) een die verteenwoordiger moet wees van spinners; en

(d) een die verteenwoordiger moet wees van die klerebedryf, kleinhandelsektor en huishoudelike tekstielvervaardigers."

No. R. 1242**8 Junie 1990**

WET OP MISSTOWWE, VEEVOEDSEL, LANDBOUMIDDELS EN VEEMIDDELS, 1947 (WET No. 36 VAN 1947)

REGULASIES BETREFFENDE DIE REGISTRASIE VAN MISSTOWWE, VEEVOEDSEL, LANDBOUMIDDELS, VEEMIDDELS, STERILISERINGSINSTALLASIES EN PLAAGBEHEER-OPERATEURS, APPELLE EN INVOERE. — WYSIGING

Die Minister van Landbou, handelende kragtens artikel 23 (4) van die Wet op Misstowwe, Veevoedsel, Landboumiddels en Veemiddels, 1947 (Wet No. 36 van 1947), het die regulasies in die Bylae uiteengesit, uitgevaardig.

SCHEDULE

The Schedule to Government Notice No. R. 1391 of 26 June 1987, as amended by Government Notices Nos. R. 2145 of 25 September 1987, R. 1274 of 1 July 1988 and R. 944 of 12 May 1988 is hereby further amended by the substitution in clause 3 (1) (b) for the expression "48,965 cent per kilogram" of the expression "52,965 cent per kilogram".

No. R. 1240**8 June 1990**

MARKETING ACT, 1968 (ACT No. 59 OF 1968)

COTTON SCHEME. — AMENDMENT

I, Jacob de Villiers, Minister of Agriculture, acting under section 14, as applied by section 15 (3), of the Marketing Act, 1968 (Act No. 59 of 1968), hereby —

(a) publish the amendment set out in the Schedule, of the Cotton Scheme published by Proclamation No. 37 of 1974, as amended; and

(b) declare that the said amendment shall come into operation on the date of publication hereof.

J. DE VILLIERS,

Minister of Agriculture.

SCHEDULE

The Cotton Scheme published by Proclamation No. R. 37 of 1974, as amended by Proclamations Nos. R. 233 of 1975, R. 266 of 1977, R. 16 of 1978, R. 133 of 1978, R. 135 of 1979, R. 161 of 1979, R. 158 of 1980 and R. 188 of 1982 and Government Notices Nos. R. 822 of 12 April 1985 and R. 2613 of 20 November 1987, is hereby further amended by the substitution for subsection (1) of section 7 of the following subsection:

"7. (1) The Board shall consist of nine members of whom —

(a) five shall be the representatives of producers of seed cotton;

(b) two shall be the representatives of ginnerers of whom one shall be a member of a co-operative society or co-operative company and one shall not be such a member;

(c) one shall be the representative of spinners; and

(d) one shall be the representative of the clothing industry, retail sector and household textile manufacturers."

No. R. 1242**9 June 1990**

FERTILIZERS, FARM FEEDS, AGRICULTURAL REMEDIES AND STOCK REMEDIES ACT, 1947 (ACT No. 36 OF 1947)

REGULATIONS RELATING TO THE REGISTRATION OF FERTILIZERS, FARM FEEDS, AGRICULTURAL REMEDIES, STOCK REMEDIES, STERILISING PLANTS AND PEST CONTROL OPERATORS, APPEALS AND IMPORTS. — AMENDMENT

The Minister of Agriculture, acting under section 23 (4) of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947), made the regulations set out in the Schedule.

BYLAE

Die regulasies gepubliseer by Goewermentskennisgewing No. R. 1449 van 1 Julie 1983, soos gewysig by Goewermentskennisgewings Nos. R. 96 van 20 Januarie 1984, R. 2055 van 14 September 1984 en R. 1053 van 3 Junie 1988, word hierby verder gewysig deur Tabel 1 daarvan deur die volgende tabel te vervang:

"TABEL 1

Doel	Bedrag betaalbaar per aansoek
1	2
A. Aansoek om die registrasie van—	
(a) 'n misstof, veevoedsel of steriliseringsinstallasie	R190,00
(b) 'n landboumiddel of veemiddel	R380,00
(c) 'n plaagbeheeroperator	R 95,00
B. Aansoek om die hernuwing van die registrasie van—	
(a) 'n misstof, veevoedsel of steriliseringsinstallasie	R 95,00
(b) 'n landboumiddel of veemiddel	R190,00
(c) 'n plaagbeheeroperator	R 45,00
C. Betaling bykomend tot dié in paragraaf B vermeld, in die geval van 'n laat-aansoek om die hernuwing van die registrasie van—	
(a) 'n misstof, veevoedsel of steriliseringsinstallasie	R 50,00
(b) 'n landboumiddel of veemiddel	R 95,00
(c) 'n plaagbeheeroperator	R 45,00
D. 'n Appèl ingevolge artikel 6 van die Wet	R500,00".

DEPARTEMENT VAN MANNEKRAG

No. R. 1201

8 Junie 1990

LOONWET, 1957**INTREKKING VAN LOONVASSTELLING 458.—RUBBER- EN RUBBERPRODUKTENYWERHEID, SEKERE GEBIEDE**

Die Minister van Mannekrag is van voorneme om kragtens artikel 16 van die Loonwet, 1957, Loonvasstelling 458: Rubber- en Rubberproduktenywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 434 van 17 Maart 1989, in te trek.

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria, 0001, voorlê.

SCHEDULE

The regulations published by Government Notice No. R. 1449 of 1 July 1983, as amended by Government Notices Nos. R. 96 of 20 January 1984, R. 2055 of 14 September 1984 and R. 1053 of 3 June 1988, are hereby further amended by the substitution for Table 1 thereof of the following table:

"TABLE 1

Purpose	Amount payable per application
1	2
A. Application for the registration of—	
(a) a fertilizer, farm feed or sterilizing plant	R190,00
(b) an agricultural remedy or a stock remedy	R380,00
(c) a pest control operator	R 95,00
B. Application for the renewal of the registration of—	
(a) a fertilizer, farm feed or sterilizing plant	R 95,00
(b) an agricultural remedy or a stock remedy	R190,00
(c) a pest control operator	R 45,00
C. Payment in addition to that specified in paragraph B, in the case of a late application for the renewal of the registration of—	
(a) a fertilizer, farm feed or sterilizing plant	R 50,00
(b) an agricultural remedy or a stock remedy	R 95,00
(c) a pest control operator	R 45,00
D. An appeal in terms of section 6 of the Act ..	R500,00".

DEPARTMENT OF MANPOWER

No. R. 1201

8 June 1990

WAGE ACT, 1957**CANCELLATION OF WAGE DETERMINATION 458.—RUBBER AND RUBBER PRODUCTS INDUSTRY, CERTAIN AREAS**

The Minister of Manpower proposes, in terms of section 16 of the Wage Act, 1957, to cancel Wage Determination 458: Rubber and Rubber Products Industry, Certain Areas, published under Government Notice No. R. 434 of 17 March 1989.

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General: Manpower, Private Bag X117, Pretoria, 0001.

No. R. 1202

8 Junie 1990

LOONWET, 1957

INTREKKING VAN LOONVASSTELLING 446.—
CHEMIESE- EN VERWANTE PRODUKTE-
NYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Die Minister van Mannekrag is van voorneme om kragtens artikel 16 van die Loonwet, 1957, Loonvasstelling 446: Chemiese- en Verwante Produktenywerheid, Republiek van Suid-Afrika, gepubliseer by Goewermentskennisgewing No. R. 2531 van 8 November 1985, in te trek.

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria, 0001, voorlê.

No. R. 1269

8 Junie 1990

WET OP ARBEIDSVERHOUDINGE, 1956

HOTEL-, DRANK- EN SPYSENIERSBEDRYF,
GRENS.—OOREENKOMS

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 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 April 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 14, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1992 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 genoemde Ooreenkoms gespesifiseer.

E. VANDER M. LOUW,
Minister van Mannekrag.

NYWERHEIDSRAAD VIR DIE HOTEL-, DRANK- EN
SPYSENIERSBEDRYF, GRENS

OOREENKOMS

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

Fedhasa Employers' Association (East London and Border)

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

East London and Border Liquor and Catering Trades
Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Drank- en Spyseniërsbedryf, Grens.

No. R. 1202

8 June 1990

WAGE ACT, 1957

CANCELLATION OF WAGE DETERMINATION
446.—CHEMICAL AND ALLIED PRODUCTS IN-
DUSTRY, REPUBLIC OF SOUTH AFRICA

The Minister of Manpower proposes, in terms of section 16 of the Wage Act, 1957, to cancel Wage Determination 446: Chemical and Allied Products Industry, Republic of South Africa, published under Government Notice No. R. 2531, of 8 November 1985.

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General: Manpower, Private Bag X117, Pretoria, 0001.

No. R. 1269

8 June 1990

LABOUR RELATIONS ACT, 1956

HOTEL, LIQUOR AND CATERING TRADE,
BORDER.—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 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 April 1992, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 14, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VANDER M. LOUW,
Minister of Manpower.

INDUSTRIAL COUNCIL FOR THE HOTEL, LIQUOR AND
CATERING TRADE, BORDER

AGREEMENT

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

Fedhasa Employers' Association (East London and Border)

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

East London and Border Liquor and Catering Trade
Employees' Union

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

being the parties to the Industrial Council for the Hotel, Liquor and Catering Trade, Border.

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

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

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

(b) in die landdrosdistrik Oos-Londen;

(2) Hierdie Ooreenkoms is slegs van toepassing op werknemers vir wie lone in klousule 4 voorgeskryf word.

2. GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister kragtens artikel 48 van die Wet bepaal en bly van krag vir drie jaar vanaf die datum van publikasie of vir die tydperk wat hy vasstel.

3. WOORDOMSKRYWING

(1) Tensy anders uit die samehang blyk, het alle uitdrukings wat in hierdie Ooreenkoms gebesig en in die Wet op Arbeidsverhoudinge, 1956, omskryf word, dieselfde betekenis as in daardie Wet en vir die doel van hierdie Ooreenkoms word 'n werknemer geag in daardie klas te wees waarin hy geheel en al of hoofsaaklik in diens is; voorts, tensy dit onbetaanbaar is met die sinsverband, beteken—

“Wet” die Wet op Arbeidsverhoudinge, Wet No. 28 van 1956;

“kroegman” 'n werknemer wat drank oor die toonbank van 'n kroeg of dienskroeg in 'n bedryfsinrigting verkoop of verskaf;

“los werknemer” 'n werknemer wat hoogstens vier dae in 'n week deur dieselfde werkgewer in diens geneem word of wat tydelik in diens geneem word in die Drank- en Spyseniersbedryf in of in verband met 'n besigheid wat kragtens 'n tydelike dranklisensie of 'n sportgrond-dranklisensie gedryf word.

“klerk” 'n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Skryf en/of tik en/of liasseer en/of 'n ander vorm van klerklike werk;

(b) geld ontvang en/of hanteer;

(c) rekenings uitmaak en/of kwitansies uitreik;

(d) plekbepreking doen en aanteken en/of gaste ontvang;

(e) 'n telefoonskakelbord bedien;

(f) toesig hou oor die ontvangs, berging, verpakking, uitpak, uitreiking, versending of aflewering van goedere of voorrade en aantekening daarvan hou;

(g) met die hand of met 'n masjien boekhou-, administratiewe of bevorderingsprosedure of -funksies verrig wat nie inbegrepe is by die beroepe wat elders in hierdie klousule omskryf word nie; maar omvat dit geen ander klas werknemer wat elders in hierdie klousule gespesifiseer word nie, selfs al vorm klerklike werk deel van sodanige werknemer se pligte;

“kok” of “sjef” 'n werknemer wat voedsel berei en/of gaarmaak maar omvat dit geen ander klas werknemer wat elder in hierdie klousule omskryf word nie, selfs al vorm die bereiding of gaarmaak van sekere voedselitems deel van sodanige werknemer se pligte;

“noodwerk”—

(a) werk wat weens onvoorsiene omstandighede soos 'n brand, storm, ongeluk, epidemie, gewelddaad, burgelike oproer, diefstal of 'n onklaarraking van uitrusting, motorvoertuie of masjinerie, sonder versuim gedoen moet word;

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

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

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

(b) in the Magisterial District of East London.

(2) The terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4.

2. PERIOD OF OPERATION OF THE AGREEMENT

This Agreement shall come into operation on such date as may be specified by the Minister in terms of section 48 of the Act and shall remain in force for three years from the date of publication, or for such period as may be determined by him.

3. DEFINITIONS

(1) Unless the contrary intention appears, any expression used in this Agreement which is defined in the Labour Relations Act, 1956, shall have the same meaning as in that Act, and for the purposes of this Agreement an employee shall be deemed to be in that class in which he is wholly or mainly engaged; further, unless inconsistent with the context—

“Act” means the Labour Relations Act, Act No. 28 of 1956;

“barman” means an employee who is engaged in the sale or supply of liquor over the counter of a bar or service-bar in an establishment;

“casual employee” means an employee who is employed by the same employer on not more than four days in any week or who is temporarily employed in the Liquor and Catering Trade in or in connection with business carried on under a temporary liquor licence or a sports ground liquor licence;

“clerical employee” means an employee who is employed in one or more of the following operations:

(a) Writing and/or typing and/or filling and/or any other form of clerical work;

(b) receiving and/or handling money;

(c) making out accounts and/or issuing receipts;

(d) making and recording bookings and/or receiving guests;

(e) operating a telephone switchboard;

(f) supervising and recording the receipt, storing, packing, unpacking, issue, despatch or delivery of goods or stores;

(g) carrying out, either manually or mechanically, any accounting, administrative or promotional procedure or function not included in occupations defined elsewhere in this clause; but does not include any other class of employee elsewhere specified in this clause, notwithstanding that clerical work may form a part of such employee's duties;

“cook” or “chef” means an employee employed in the preparation and/or cooking of food, but does not include any other class of employee elsewhere specified in this clause notwithstanding that the preparation or cooking of specified items of food may form part of such employee's duties;

“emergency work” means—

(a) any work which, owing to unforeseen circumstances such as fire, storm, accident, epidemic, act of violence, civil unrest, theft or a breakdown of plant, motor vehicle or machinery, must be done without delay;

(b) werk in verband met die laai of aflaai van —

(i) trokke of voertuie van die Suid-Afrikaanse Vervoerdienste; of

(ii) voertuie wat gebruik word deur 'n vervoer-kontrakteur by die nakoming van sy kontrak as sodanige met die Suid-Afrikaanse Vervoerdienste; of

(c) werk in verband met die proviandering van lug-vaaruite;

(d) werk in verband met die bewaking van persele of eiendom om veiligheidsredes gedurende bouwerk-saamhede of strukturele veranderinge;

“ondervinding” die totale tydperk wat 'n werknemer voor of na die datum van inwerkingtreding van hierdie Ooreenkoms werksaam was in die Drank- en Spyseniersbedryf in die beroep waarin hy in diens is;

“algemenedienstewerknemer” 'n werknemer wie se beroep nie elders in hierdie omskrywings uitdruklik omskryf word nie en wat een of meer van die volgende werksaamhede verrig:

(a) Omsien na die aanwys en parkering van gaste se motors by hul aankoms en vertrek en wat ook parkeer-geld kan invorder;

(b) die perseel bewaak ten einde oortredings op te spoor of te voorkom en om te verseker dat ongemagtigde persone nie die perseel binnekom nie;

(c) klerasie en ander artikels van gaste of klante in ontvangs neem vir bewaring in 'n kleedkamer en laasgenoemde in 'n skoon en netjiese toestand hou;

(d) drank, goedere, pakkette of boodskappe te voet of met 'n hand- of voertuig of 'n motorhulp- of motoraangedrewe fiets of bromponie met 'n enjinkapasiteit van hoogstens 50 cm³ aflewer;

(e) bottels inpak, uitpak en/of sorteer;

(f) bottels en dose of ander houers opstapel en/of verwyder;

(g) glase of bottels was;

(h) onder toesig by 'n toonbank werk waarvandaan of waar nie-alkoholiese verversings en/of voedsel en/of ander goedere aan klante verkoop of bedien word: Met dien verstande dat sodanige werk nie binne die pligte van 'n kroegman of klerk val nie en dat daar nie van hom vereis word of hy nie toegelaat word om ander betalings as foonkassas van klante te aanvaar nie;

(i) sleutels, boodskappe, briewe of pakkette in ontvangs neem of aflewer;

(j) bagasie, werktuie, gereedskap, uitrusting, voedselware of ander artikels dra en/of versit, maar nie etes, drank of verversings na gaste aandra nie;

(k) boodskappe dra;

(l) persele, vensters, baddens, wasbakke, toilette, kook-, eet- of drinkgerei, meubles, skoene en/of ander artikels skoonmaak;

(m) slaapkamers, badkamers, woonkamers en ander woonvertrekke van die perseel afstof en aan die kant maak;

(n) vloere, toonbanke, rakke of ander los en vaste toebehore skoonvee, poleer en/of skoonmaak;

(o) vullis, as of vuilwater verwyder;

(p) vrugte of groente skoonmaak, skil of opsny;

(q) vleis, vis, pluimvee en ander rou voedselsoorte skoonmaak, sny of berei om dit te kook;

(r) voedselsoorte massameet en/of afmeet en/of verpak en/of verseel;

(b) any work in connection with the loading or unloading of—

(i) trucks or vehicles of the South African Transport Services; or

(ii) vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Transport Services; or

(c) any work in connection with the provisioning of aircraft;

(d) any work in connection with the guarding of premises or property for security reasons during building operations or structural alterations;

“experience” means the total period of employment in the Liquor and Catering Trade which an employee has had before or subsequent to the date of the commencement of this Agreement in the occupation in which he is employed;

“general service employee” means an employee whose occupation is not specifically defined elsewhere in these definitions and who is employed in one or more of the following occupations:

(a) Attending to the directing and parking of the cars of guests on arrival and departure and who may also collect parking fees;

(b) policing the premises for the purpose of detecting or preventing misdemeanours and ensuring that unauthorised persons do not enter the premises;

(c) receiving clothing or other articles from guests or customers for safekeeping in a cloakroom and being responsible for maintaining the cloakroom in a clean and tidy condition;

(d) delivering liquor, goods, parcels or messages on foot or by means of a manually or foot-propelled vehicle or by a motor-assisted or motor-driven bicycle or scooter with an engine capacity of 50cm³ or less;

(e) packing, unpacking and/or sorting bottles;

(f) stacking and/or removing bottles and boxes or other containers;

(g) washing glasses or bottles;

(h) working under supervision at a counter from or at which non-alcoholic refreshments and/or food and/or other goods are sold or served to customers: Provided that such work does not fall within the duties of a barman or clerical employee and that he is not required or permitted to accept payment, other than gratuities, from customers;

(i) receiving or delivering keys, messages, letters or parcels;

(j) carrying and/or moving baggage, utensils, tools, equipment, foodstuffs and other articles, other than carrying meals, liquor or refreshments to guests;

(k) running errands;

(l) cleaning premises, windows, baths, washbasins, toilets, utensils for cooking, eating or drinking, furniture, footwear, and/or other articles;

(m) dusting or tidying bedrooms, bathrooms, living-rooms and other residential parts of the premises;

(n) sweeping, polishing and/or cleaning floors, counters, shelves or other fixtures and fittings;

(o) removing refuse, ashes or slops;

(p) cleaning, peeling or cutting up fruit or vegetables;

(q) cleaning, cutting or preparing meat, fish, poultry and other raw foodstuffs for cooking;

(r) mass-measuring and/or measuring and/or packing and/or sealing foodstuffs;

- (s) roosterbrood, tee of soortgelyke drank maak;
- (t) vroeë oggendtee of soortgelyke drank, of warm water, aan gaste bedien;
- (u) beddens opmaak;
- (v) linnegoed en komberse in ontvangs neem, berg, hanteer of heelmaak;
- (w) kledingsstukke, materiaal of linnegoed wat aan die werkgewer of die gaste behoort, was en stryk, was, stryk, pars, stoom, droogskoonmaak of heelmaak;
- (x) gaste se bagasie in- of uitpak;
- (y) blommerangkikkings onder toesig versorg;
- (z) waterbottels, bekiers en blompotte vol of leeg maak;
- (aa) persele, hul inhoud, bagasie, pakkette of ander artikels bewaak, maar nie persele, geboue, toegange of ander eiendom snags bewaak nie;
- (ab) die klokkes of telefoonoprope beantwoord;
- (ac) handvoertuie stoot of trek;
- (ad) 'n motorvoertuigdrywer vergesel ten einde hom te help om bagasie, drank of ander goedere te hanteer;
- (ae) 'n hysbak bedien;
- (af) vure maak of in stand hou;
- (ag) diere of pluimvee versorg;
- (ah) tuinmaak, d.w.s. onder toesig plant, spit, hark, gras sny, snoei, sprei, meng, natmaak, vervoer;
- (ai) tennisbane, rolbalbane of ander sportterreine vir die gebruik van gaste regmaak;
- (aj) tuinmeubels uitsit en weer wegsit;
- (ak) swem- of sierbaddens skoonmaak en versorg;

en wat die pligte van 'n nagwag kan uitvoer wanneer laasgenoemde weekliks diensvry is en/of wat bagasie en persoonlike besittings in ontvangs kan neem en/of oppas as die portier afwesig is, en/of 'n skakelbordoperateur kan aflos as hy tydelik altesaam hoogstens vier uur op 'n dag afwesig is;

"faktotum" 'n werknemer wat geringe herstelwerk aan meubels, masjinerie of ander uitrusting doen of wat geringe herstel- of opknappingswerk, met inbegrip van verfwerk, aan geboue of kamers doen en stukke vensters, deure, toebehore, loodgieter- en elektriese uitrusting heelmaak, asook 'n werknemer wat paadjies, tuinmure, ens., bou en herstel;

"hoofkroegman" 'n kroegman wat aan die hoof staan van en toesig hou oor een of meer kroegmanne en wat daarvoor verantwoordelik is dat hul pligte gereël word en dat hulle dit op 'n doeltreffende wyse verrig;

"hoofkok" of "hoofsje" 'n kok of sjef wat aan die hoof staan van en toesig hou oor een of meer kokke of sjefs en wat daarvoor verantwoordelik is dat hul pligte gereël word en dat hulle dit op 'n doeltreffende wyse verrig;

"hoofkelner" 'n kelner wat aan die hoof staan van en toesig hou oor een of meer kelners en wat daarvoor verantwoordelik is dat hul pligte gereël word en dat hulle dit op 'n doeltreffende wyse verrig;

"Hotel-, Drank- en Spyseniersbedryf" die Bedryf wat uitgeoef word deur werkgewers en werknemers wanneer hulle, hetsy tydelik of permanent, sake doen op perseel waar drank verkoop word en in verband waarmee een of meer van die volgende lisensies of magtigings uitgereik kragtens die Drankwet, 1977, gehou moet word:

- Restaurantdranklisensie;
- hoteldranklisensie;

- (s) making toast, tea or similar beverages;
- (t) serving early morning tea or similar beverages, or hot water, to guests;
- (u) making beds;
- (v) receiving, storing, handling or repairing linen and blankets;
- (w) laundering, washing, ironing, pressing, steaming, dry-cleaning or mending articles of clothing, fabric or linen belonging to the employer or guests;
- (x) packing or unpacking guests' luggage;
- (y) handling and maintaining flower displays under supervision;
- (z) filling or emptying water bottles, jugs and vases;
- (aa) guarding premises, their contents, baggage, parcels or other articles other than guarding premises, buildings, entrances or other property by night;
- (ab) answering bells or telephone calls;
- (ac) pushing or pulling any manually propelled vehicle;
- (ad) accompanying a motor vehicle driver for the purpose of assisting him in the handling of baggage, liquor or other goods;
- (ae) operating a lift;
- (af) making or maintaining fires;
- (ag) tending animals or poultry;
- (ah) gardening, i.e. planting under supervision, digging, raking, mowing, trimming, spreading, mixing, watering, transporting;
- (ai) preparing tennis courts, bowling greens and other games areas for the use of the guests;
- (aj) setting out or gathering in garden furniture;
- (ak) cleaning and servicing swimming or ornamental pools;

and who may perform the duties of a night-watchman during the latter's weekly time-off and/or who may receive and/or attend to baggage and personal effects when the porter is absent and/or who may relieve a switchboard operator during temporary absences not exceeding four hours in the aggregate in any one day;

"handyman" means an employee who is employed in making minor repairs to furniture, plant or other equipment or minor repairs or renovations, including painting, to buildings or rooms and the mending of broken windows, doors, fittings, plumbing and electrical equipment and shall include an employee who is employed in the construction and repair of pathways and garden walls and the like;

"head barman" means a barman who is in charge of and supervises one or more barmen and who is responsible for the regulation and efficient performance by them of their duties;

"head cook" or "head chef" means a cook or chef who is in charge of and supervises one or more cooks or chefs and who is responsible for the regulation and efficient performance by them of their duties;

"head waiter" means a waiter who is in charge of and supervises one or more waiters and who is responsible for the regulation and efficient performance by them of their duties;

"Hotel, Liquor and Catering Trade" means the Trade carried on by employers and employees when conducting, whether temporarily or permanently, a business where the sale of liquor is carried on and in connection with which one or more of the following licences, issued under the Liquor Act, 1977, are required to be held:

- Restaurant liquor licence;
- hotel liquor licence;

kantienlisensie;
 wyn- en bierlisensie;
 teater- of sportgronde-dranklisensie;
 tydelike dranklisensie;
 laatuurgeleentheidslisensie;
 spesiale magtiging kragtens artikel 23;

“huishoudster” ’n werknemer wat een of meer van die volgende werksaamhede verrig;

(a) Toesig hou oor die uitrusting en versorging van die slaapkamers, woonkamers en ander gedeeltes van die perseel en/of oor die uitreiking van voorrade;

(b) toesig hou oor die rangskikking van blomme in die openbare vertrekke en/of gaste se slaapkamers;

(c) toesig hou oor die ontvangs, berging, hantering, herstel en/of was en stryk van linnegoed;

(d) toesig hou oor die bestelling, ontvangs, berging, uitreiking en hantering van voedselvoorrade en/of die bediening van voedsel vanuit die kombuis of ander gedeeltes van die perseel waarin dit berei word, na-gaan;

“motorvoertuigdrywer” ’n werknemer wat ’n krag-aangedrewe voertuig met meer as twee wiele en ’n enjin-kapasiteit van meer as 50 cm³ dryf met die doel om gaste en/of bagasie na of vanaf ’n bedryfsinrigting te vervoer en/of om goedere te vervoer, te trek of af te lewer en/of om drank aan klante af te lewer; en vir die toepassing van hierdie omskrywing omvat “dryf” alle tydperke wat daar gedryf word en alle tyd wat die drywer bestee aan werk in verband met die voertuig of om dit te laai of af te laai en alle tydperke wat daar van hom vereis word om ander pligte uit te voer of om gereed te wees om te dryf, maar omvat dit nie die pligte van ’n portier nie;

“nagportier” ’n portier wie se pligte vir die grootste gedeelte tussen 19:00 en 07:00 die volgende dag val en wat ligte etes of verversings kan berei en kan bedien aan gaste wat laat aankom of vroeg vertrek buite die gewone etenstye van die bedryfsinrigting;

“nagwag” ’n werknemer wie se diensure vir die grootste gedeelte tussen 19:00 en 07:00 die volgende dag val, wat persele, geboue, toegange, voertuie of ander eiendom bewaak en van wie daar daarbenewens vereis kan word om die pligte van ’n algemenedienstewerknemer uit te voer en om aandag aan gaste by hul aankoms of vertrek te bestee en te help om verversings aan hulle te bedien;

“deeltydse werknemer” ’n werknemer wat altesaam hoogstens vier uur op ’n dag in diens geneem word;

“portier” ’n werknemer wat een of meer van die volgende werksaamhede verrig:

(a) Passasiers by treine, vliegtuie of ander voertuie afhaal;

(b) reël vir die ontvangs, versending of berging van gaste se bagasie;

(c) kamersleutels in ontvangs neem, uitreik en bewaar;

(d) kaartjies bekom en/of namens die gaste besprekings doen vir reise, onthale of dergelike vermaaklik-hede;

(e) die skoonmaak van enige gedeelte of gedeeltes van die perseel inspekteer en daaroor toesig hou;

bar lisensie;

wine and malt liquor lisensie;

theatre or sports ground liquor lisensie;

temporary liquor lisensie;

late hours occasional lisensie;

an authority issued in terms of section 23;

“housekeeper” means an employee who is employed in one or more of the following occupations:

(a) Supervising the equipment and servicing of bedrooms, livingrooms and other parts of the premises, and/or the issuing of stores;

(b) supervising the arrangement of flowers in the public rooms and/or guest bedrooms;

(c) supervising the receiving, storing, handling, repairing and/or laundering of linen;

(d) supervising the ordering, receiving, storing, issuing and handling of food stores and/or checking the service of food from the kitchen or other parts of the premises in which it is prepared;

“motor vehicle driver” means an employee employed in driving any power-driven vehicle with more than two wheels and an engine capacity exceeding 50 cm³ for the purpose of conveying guests and/or baggage to or from an establishment and/or conveying, hauling or delivering goods and/or delivering liquor to customers; and for purposes of this definition “driving” shall include all periods of driving and any time spent by the driver on work connected with the vehicle or its loading or unloading and all periods during which he is required to perform other duties or be in readiness to drive but shall not include any of the duties of a porter;

“night porter” means a porter, the greater part of whose duties falls between 19:00 and 07:00 on the following day and who may prepare and serve light meals or refreshments to guests arriving late or departing early outside the normal mealtimes of the establishment;

“night-watchman” means an employee the greater part of whose hours of duty falls between 19:00 and 07:00 on the following day, who is employed in guarding premises, buildings, entrances, vehicles or other property and who may in addition be required to perform any of the duties of a general services employee and to attend to arriving or departing guests and assist in the serving of refreshments to them;

“part-time employee” means an employee who is employed for not more than four hours in the aggregate in any day;

“porter” means an employee who is employed in one or more of the following occupations:

(a) Meeting trains, aircraft or other conveyances;

(b) arranging for the receipt, despatch or storage of guests’ luggage;

(c) receiving, issuing and safeguarding room keys;

(d) obtaining tickets and/or making travel, entertainment or similar reservations on behalf of guests;

(e) inspecting and supervising the cleaning of any section or sections of the premises;

en wat daarbenewens gaste en/of hul bagasie na 'n bedryfsinrigting en daarvandaan kan vervoer, gaste kan ontvang as dit gewone ontvangsklerk afwesig is, telefoon-oproep kan beantwoord, 'n skakelbord kan bedien as die gewone operateur tydelik altesaam hoogstens vier uur op 'n dag afwesig is, of altesaam twee uur op 'n dag in die geval van 'n deeltydse portier, boodskappe kan ontvang en aflewer, 'n hysbak kan bedien en kan help om etes of verversings aan gaste te bedien;

"kelner" 'n werknemer wat tafels dek of afdek, etes of verversings vir gaste bedien of aandra, slaai, voorgeregte, toebroodjies, roosterbrood of tee en dergelike drankte berei en wat betaling vir sulke goedere van klante kan ontvang, maar omvat dit geen ander klas werknemer wat elders in hierdie klousule gemeld word nie selfs al is die bereiding van roosterbrood of die maak en bediening van tee en dergelike drankte deel van sodanige werknemer se pligte, en wat daarbenewens enigeen van die pligte van 'n wynkelner kan uitvoer en/of biljartafels en biljartuitrusting kan versorg en onderhou en kan help met die telling hou, afmerk en dergelike take;

"wynkelner" 'n werknemer wat drank, ligte verversings of rookbenodigdhede orals op die perseel bedien, uitgesonderd oor 'n kroeg-, dienskroeg- of buiteverkoop-toonbank, wat betaling vir sulke goedere van klante kan ontvang en van wie vereis kan word om die pligte van 'n kelner uit te voer.

(2) Behalwe waar hulle in klousules 3 en 4 van hierdie Ooreenkoms vermeld word, moet die uitdrukkings "kroegman", "kok", "sjef", "kelner" en "wynkelner" geag word 'n "hoofkroegman", "hoofkok", "hoofsjeff", "hoofkelner" en "hoofwynkelner" in te sluit

4. LONE

(1) Die minimum loon wat 'n werkgever aan elk van ondergenoemde klasse van sy werknemers moet betaal, (is) soos hieronder uiteengesit:

	<i>Tree in werking op datum van publikasie Per maand</i>
Kroegman:	
Eerste jaar ondervinding	312,80
Tweede jaar ondervinding	408,00
Daarna	600,30
Kok of Sjef:	
Eerste jaar ondervinding	266,00
Tweede jaar ondervinding	328,80
Daarna	391,30
Klerk:	
Eerste jaar ondervinding	307,50
Tweede jaar ondervinding	473,80
Daarna	556,40
Motorvoertuigdrywer	290,20
Algemenedienstewerknemer, Kelner, Wynkelner:	
Eerste ses maande	242,00
Daarna	266,00
Faktotum	347,40
Hoofkroegman	664,20
Hoofsjeff of Hoofkok	432,60
Hoofkelner	347,40
Huishoudster:	
Eerste jaar ondervinding	319,40
Daarna	391,30
Nagportier	347,40
Portier:	
Eerste jaar ondervinding	266,00
Tweede jaar ondervinding	295,50
Daarna	326,20
Nagwag	266,00

and who may, in addition, convey guests and/or their luggage to or from an establishment, receive guests in the absence of the regular reception clerk, answer telephone calls, operate a switchboard in the temporary absence of the regular operator for not more than four hours in the aggregate, or two hours in the aggregate in the case of part-time porter, in any one day, receive and deliver messages, operate a lift and assist in serving meals or refreshments to guests;

"waiter" means an employee who sets or clears tables, serves or carries meals or refreshments to guests, prepares salads, hors d'oeuvre, sandwiches, toast or tea and similar beverages and who may receive payment from customers for such articles but does not include any other class of employee specified elsewhere in this clause, notwithstanding that the preparation of toast or the making and serving of tea and similar beverages may form part of such employee's duties, and who may in addition perform any of the duties of a wine steward and/or care for and maintain billiard tables and billiards equipment and assist in scoring, making and other like functions;

"wine steward" means an employee who is employed in serving liquor, light refreshments or smoking requisites anywhere on the premises other than over a bar, service-bar or off-sales counter, who may receive payment for customers for such articles and who may be required to perform any of the duties of a waiter.

(2) Except where referred to in clauses 3 and 4 of this Agreement, the terms "barman", "cook", "chef", "waiter" and "wine steward" shall be deemed to include a "head barman", "head cook", "head chef", "head waiter" and "head wine steward", as the case may be.

4. WAGES

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

	<i>Effective from date of publication Per month</i>
Barman:	
First year of experience	312,80
Second year of experience	408,00
Thereafter	600,30
Cook or Chef:	
First year of experience	266,00
Second year of experience	328,80
Thereafter	391,30
Clerical employee:	
First year of experience	307,50
Second year of experience	473,80
Thereafter	556,40
Motor vehicle driver	290,20
General service employee, Waiter, Wine Steward:	
First six months	242,00
Thereafter	266,00
Handyman	347,40
Head barman	664,20
Head cook or Head Chef	432,60
Head waiter	347,40
Housekeeper:	
First year of experience	319,40
Thereafter	391,30
Night porter	347,40
Porter:	
First year of experience	266,00
Second year of experience	295,50
Thereafter	326,20
Night-watchman	266,00

(2) *Differensiële loon.*—'n Werknemer van wie vereis of wat toegelaat word om op 'n bepaalde dag vir 'n tydperk van minder as vier uur vir twee of meer werkkasse te werk waarvoor verskillende lone voorgeskryf word, moet vir die tyd wat hy by elke werkkas gewerk het betaal word teen minstens die tydkoers wat van toepassing is op daardie werkkas, maar sodanige werknemer mag nooit minder betaal word as die bedrag waarteen hy in diens geneem is nie.

(3) *Berekening van lone.*—(a) Die dagloon van 'n werknemer moet bereken word deur sy weekloon soos volg te deel:

(i) Deur ses in die geval van 'n werknemer wat vyf en 'n half dae per week werk;

(ii) deur vyf in die geval van 'n werknemer wat vyf dae per week werk.

(b) Die weekloon van 'n maandeliks besoldigde werknemer moet bereken word deur die maandloon deur vier en 'n derde te deel.

(c) Die uurloon van 'n werknemer moet bereken word deur sy weekloon te deel deur die getal weeklikse gewone werkure wat in klousule 7 vir so 'n werknemer voorgeskryf word.

(4) 'n Werkgever wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om vir vier uur of langer op 'n dag of benewens sy eie werk of in die plek daarvan werk van 'n ander klas te verrig waarvoor of—

(a) 'n hoër loon as dié van sy eie klas; of

(b) 'n stygende loonskaal wat uitloop op 'n hoër loon as dié van sy eie klas;

in subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag sodanige werknemer ten opsigte van die hele dag waarop hy sodanige werk verrig betaal teen dieselfde koers wat betaalbaar is aan 'n gekwalifiseerde werknemer wat dieselfde klas werk verrig, maar sodanige werknemer mag nooit minder betaal word as die loonskaal waarteen hy in diens geneem is nie.

5. BETALING VAN BESOLDIGING

(1) Die besoldiging van 'n werknemer, uitgesonderd 'n los werknemer, is verskuldig en moet in kontant of per tjek, of d.m.v. 'n bankwissel betaal word—

(a) maandeliks, in die geval van werknemers wat maandeliks betaal word, op die gewone betaaldag, wat nie later as die laaste werkdag van die maande moet wees nie;

(b) weekliks, in die geval van werknemers wat weekliks betaal word, op die gewone betaaldag, wat nie later as Vrydag moet wees nie;

Met dien verstande dat as die dienskontrak van 'n werknemer voor die gewone betaaldag van sodanige werknemer beëindig word, die besoldiging wat hom toekom, onmiddellik by diensbeëindiging aan hom betaal moet word.

(2) 'n Werkgever moet die besoldiging wat aan 'n los werknemer verskuldig is, by beëindiging van sy diens in kontant of per tjek aan hom betaal.

(3) Lone moet in 'n verseëelde koevert of houer wees waarop, of wat vergesel moet gaan van 'n staat waarop, gemeld word—

(a) die werknemer se naam en sy nommer op die betaalstaat;

(b) die getal ure wat die werknemer oortyd gewerk het;

(c) die getal ure wat die werknemer op 'n openbare vakansiedag gewerk het;

(d) die werknemer se loon;

(2) *Differential wages.*—An employee who on any day is required or allowed to perform two or more classes of work for any period of less than four hours for which different wages are prescribed, shall for the time worked at each such class of work be paid at not less than the time rate applicable to the class of work, but in no case shall such an employee be paid less than at the rate of wages for which he has been engaged.

(3) *Calculation of wages.*—(a) The daily wage of an employee shall be calculated by dividing his weekly wage as follows:

(i) By six in the case of an employee who works on five and a half days per week;

(ii) by five in the case of an employee who works on five days per week.

(b) The weekly wage of a monthly-paid employee shall be calculated by dividing the monthly wage by four and a third.

(c) The hourly wage of an employee shall be calculated by dividing his weekly wage by the number of the weekly ordinary hours of work prescribed for such employee in clause 7.

(4) An employer who requires or permits a member of one class of his employees to perform for four hours or longer in the aggregate on any day, either in addition to his own class of work or in substitution therefor work of another class for which either:

(a) a wage higher than that of his own class; or

(b) a rising scale of wages terminating in a wage higher than that of his own class;

is prescribed in subclause (1), shall pay such employee in respect of the whole day on which he performs at the same rate as that paid to a qualified employee doing the same class of work, but in no case shall such an employee be paid less than at the rate of wages for which he has been engaged.

5. PAYMENT OF REMUNERATION

(1) The remuneration of an employee, other than a casual employee, shall become due and be paid in cash or by cheque, bank/money transfer:

(a) In the case of monthly-paid employees, monthly, on the usual pay-day which shall be on a day not later than the last working day of the month;

(b) in the case of weekly-paid employees, weekly, on the usual pay-day which shall be not later than Friday:

Provided that if the contract of service of an employee is terminated before the usual pay-day of such employee, the remuneration due to him shall be paid immediately upon such termination.

(2) An employer shall pay the remuneration due to a casual employee in cash or by cheque on termination of his employment.

(3) The wages shall be contained in a sealed envelope or container on which shall be recorded or which shall be accompanied by a statement showing—

(a) the employee's name and pay-roll number;

(b) the number of overtime hours worked by the employee;

(c) the number of hours worked by the employee on a public holiday;

(d) the employee's wage;

(e) besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;

(f) besonderhede van enige bedrag wat afgetrek is;

(g) die werklike bedrag wat aan die werknemer betaal word; en

(h) die tydperk waarvoor die betaling geskied.

(4) Geen premium mag gevra of aanvaar word vir die opleiding van 'n werknemer nie.

(5) 'n Werkgewer mag nie van sy werknemer vereis om goedere van hom te koop nie.

(6) 'n Werkgewer mag nie sy werknemer boetes oplê of enige bedrae van sy werknemer se besoldiging aftrek nie: Met dien verstande dat hy die volgende kan aftrek:

(a) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, telkens wanneer 'n werknemer om 'n ander rede as op las of versoek van sy werkgever van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid;

(b) 'n bedrag vir 'n vakansie-, siekte-, versekerings-, voorsorg- of pensioenfonds;

(c) 'n bedrag vir bydrae tot die Raad se fondse in gevolge klousule 12 van hierdie Ooreenkoms;

(d) enige bedrag wat 'n werkgever regtens of kragtens of ingevolge 'n bevel van 'n bevoegde hof mag of moet aftrek;

(e) 'n bedrag vir ledegeld van die vakvereniging;

(f) enige bedrag wat deur 'n werkgever aan sy werknemer, soos skriftelik deur die werknemer aangevra, op sy besoldiging voorgeskiet is;

(g) wanneer 'n werknemer daartoe instem of daar ingevolge die Swartes (Stadsgebiede) Konsolidasiewet, 1945, van hom vereis word om kos en inwoning of kos of inwoning van sy werknemer aan te neem, 'n bedrag van hoogstens:

	<i>In die geval van 'n algemenedienste- werknemer of 'n nagwag</i>	<i>In die geval van alle ander werknemers</i>
	<i>Per maand</i>	<i>Per maand</i>
	R	R
Kos	24,00	35,00
Inwoning	8,00	15,00
Kos en inwoning	32,00	50,00

(Vir die toepassing van hierdie paragraaf beteken die uitdrukking "kos" die gereëelde verskaffing deur 'n werkgever van drie etes per dag, en niks in hierdie Ooreenkoms mag so uitgelê word dat dit 'n werkgever belet om 'n werknemer in diens te neem op die voorwaarde dat die werkgever hom van kos moet voorsien nie, en die werkgever se reg om die bedrag af te trek wat vir kos voorgeskryf word, word nie geraak nie indien die werknemer weier om gebruik te maak van die kos wat die werkgever aldus verskaf.);

(h) wanneer 'n werknemer nie gereëld van drie etes per dag voorsien word nie, hoogstens 20c per ete verskaf aan 'n algemenedienste-werknemer of nagwag, of 30c per ete verskaf aan enige ander klas werknemer: Met dien verstande dat niks in hierdie Ooreenkoms so uitgelê moet word dat dit 'n werkgever belet om 'n werknemer in diens te neem op die voorwaarde dat die werkgever hom van 'n ete of etes moet voorsien nie, en die werkgever se reg om die bedrag af te trek wat vir 'n ete of etes voorgeskryf word nie geraak word nie indien die werknemer weier om gebruik te maak van die ete of etes wat die werkgever aldus verskaf.

(e) the details of any other remuneration arising out of the employee's employment;

(f) the details of any deductions made;

(g) the actual amount paid to the employee; and

(h) the period in respect of which payment is made.

(4) No premium shall be charged or accepted for the training of an employee.

(5) No employee shall be required to purchase goods from his employer.

(6) An employer shall not levy any fines against his employee, nor shall he make any deduction from his employee's remuneration: Provided that he may make the following:

(a) Except where otherwise provided in this Agreement, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to the period of such absence;

(b) deductions for holiday, sick insurance, provident or pension funds;

(c) deduction of contributions to the Council funds in terms of clause 12 of this Agreement;

(d) where an employer is compelled by law or ordinance or legal process to make payments for or on behalf of an employee, a deduction of any such amount so paid;

(e) deduction for subscriptions to the trade union;

(f) deduction of any amount of remuneration advanced by an employer to his employee at the request of the employee, in writing;

(g) whenever an employee agrees or is required in terms of the Blacks (Urban Areas) Consolidation Act, 1945, to accept board and lodging or board or lodging from his employer, an amount not exceeding the following:

	<i>In the case of a general service employee or night- watchman</i>	<i>In the case of all other employees</i>
	<i>Per month</i>	<i>Per month</i>
	R	R
Board	24,00	35,00
Lodging	8,00	15,00
Board and lodging	32,00	50,00

(For the purposes of this paragraph the expression "board" shall mean the regular provision by an employer of three meals a day, and nothing in this Agreement shall be so construed as to prevent an employer from engaging an employee on condition that the employer provides him with board, and the employer's right to deduct the amount prescribed for board shall not be affected if the employee refuses to avail himself of the board that the employer so provides.);

(h) whenever an employee is not regularly supplied with three meals a day, a deduction not exceeding 20 cents for each meal supplied to a general service employee or night-watchman, or 30 cents for each meal supplied to any other class of employee: Provided that nothing in this Agreement shall be so construed as to prevent an employer from engaging an employee on condition that the employer provides him with a meal or meals, and the employer's right to deduct the amount prescribed for a meal or meals shall not be affected if the employee refuses to avail himself of the meal or meals that the employer so provides.

6. VERBODEN DIENS

Behalwe waar 'n hoër ouderdomsperk in die Drankwet, 1977, neergelê word, mag geen persoon onder die ouderdom van 16 jaar in diens geneem word nie.

7. WERKURE EN OORTYDWERK

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

- (a) 'n nagportier of 'n wag, 60 in 'n week;
- (b) 'n deeltydse werknemer, vier op 'n dag;
- (c) 'n los werknemer, agt en 'n half op 'n dag;
- (d) alle ander werknemers, 48 in 'n week.

(2) *Etenspouses.* — (a) 'n Werkgewer in 'n sewedaagse bedryfsinrigting moet aan elkeen van sy werknemers wat dan op diens is 'n etenspouse toestaan van minstens 30 minute wat begin binne die tyd vanaf een uur voor tot een uur na elke gewone etenstyd vir gaste in die bedryfsinrigting en daar mag nie vereis of toegelaat word dat 'n werknemer gedurende sodanige pouse enige werk verrig nie, en sodanige pouse vorm geen deel van die gewone werkure of oortyd nie.

(b) 'n Werkgewer in 'n sesdaagse bedryfsinrigting mag nie vereis of toelaat dat sy werknemer meer as vyf uur aaneen werk sonder 'n etenspouse van minstens een uur waarin sodanige werknemer nie verplig of toegelaat mag word om enige werk te verrig nie, en sodanige pouse vorm geen deel van die gewone werkure of oortyd nie.

(3) *Deeltydse werknemer.* — Behoudens subklousule (2) moet die gewone werkure van 'n deeltydse werknemer op enige dag agtereenvolgend wees.

(4) *Beperking van oortydwerk.* — 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om langer oortyd te werk nie as —

- (a) in die geval van 'n los werknemer, twee uur op 'n dag;
- (b) in die geval van enige ander werknemer, 10 uur in 'n week.

(5) *Betaling vir oortydwerk.* — 'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen minstens —

- (a) in die geval van 'n los werknemer, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer op 'n dag gewerk;
- (b) in die geval van enige ander werknemer, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer in 'n week gewerk.

(6) *Werkskof.* — Die gewone werkure en alle oortyd van 'n werknemer, uitgesonderd 'n deeltydse werknemer, moet voltooi word en alle etenspouses moet inbegrepe wees in 'n werkskof van hoogstens 14 uur op 'n dag: Met dien verstande dat die gemelde werkskof van 14 uur op hoogstens een dag in 'n week met hoogstens twee uur verleng mag word.

(7) *Vry periode.* — 'n Werkgewer moet aan sy werknemer, uitgesonderd 'n los werknemer of 'n deeltydse werknemer, 'n vry periode van 24 agtereenvolgende uur in elke week toestaan, en gedurende sodanige vry periode mag hy nie van sy werknemer vereis of hom toelaat om enige werk te doen nie: Met dien verstande dat 'n werkgewer in die plek van die vry periode aan die werknemer 'n bedrag van minstens dubbel sy dagloon kan betaal ten opsigte van elke sodanige periode wat nie toegestaan is nie.

(8) *Voorbehoudsbepalings.* — (a) Subklousules (2), (4), (6) en (7) is nie op 'n werknemer van toepassing nie terwyl hy noodwerk verrig.

6. PROHIBITED EMPLOYMENT

Except where a higher age limit is fixed under the Liquor Act, 1977, no person under the age of 16 years shall be employed in any establishment.

7. HOURS OF WORK AND OVERTIME

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

- (a) a night porter or a watchman, 60 in any week;
- (b) a part-time employee, four on any day;
- (c) a casual employee, eight and a half on any day;
- (d) every other employee, 48 in any week.

(2) *Meal intervals.* — (a) An employer in a seven-day establishment shall grant to each of his employees when on duty a meal interval of not less than 30 minutes commencing within the time from one hour before to one hour after each normal mealtime for guests in the establishment and during such interval an employee shall not be required or permitted to perform any work, and such interval shall not form part of the ordinary hours of work or overtime.

(b) An employer in a six-day establishment shall not require or permit an employee to work for more than five hours continuously without a meal interval of not less than one hour during which such employee shall not be required or permitted to perform any work and such interval shall not form part of the ordinary hours of work or overtime.

(3) *Part-time employee.* — Save as provided in subclause (2) the ordinary hours of work of a part-time employee on any day shall be consecutive.

(4) *Limitation of overtime.* — An employer shall not require or permit an employee to work overtime for more than —

- (a) in the case of a casual employee, two hours on any day;
- (b) in the case of every other employee, 10 hours in any week.

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

- (a) in the case of a casual employee, one and one third times his ordinary wage in respect of the total period so worked by such employee on any day;
- (b) in the case of any other employee, one and one third times his ordinary wage in respect of the total period so worked by such an employee in any week.

(6) *Spreadover.* — The ordinary hours of work and all overtime of any employee, other than a part-time employee, must be completed and all meal intervals must be included in a spreadover of not more than 14 hours on any day: Provided that on not more than one day in any week the said spreadover of 14 hours may be extended by not more than two hours.

(7) *Free period.* — An employer shall grant his employee, other than a casual employee or a part-time employee, a free period of 24 consecutive hours in every week and during such free period he shall not require or permit his employee to perform any work: Provided that an employer may, in lieu of granting his employee any such free period, pay such employee an amount of not less than double his daily wage in respect of each such period not granted.

(8) *Savings.* — (a) Subclauses (2), (4), (6) and (7) shall not apply to an employee while he is engaged on emergency work.

(b) Subklousule (2) is nie op 'n nagportier of 'n wag van toepassing nie.

(c) Hierdie klousule is nie van toepassing nie op 'n werknemer indien en solank sodanige werknemer gereeld 'n loon ontvang van minstens die bedrae bepaal in regulasie 2 (1) van die regulasies ingevolge die Wet op Basiese Diensvoorwaardes, 1983, soos van tyd tot tyd gewysig.

8. JAARLIKSE VERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooide tydperk van 12 maande diens by hom verlof toestaan, en die werknemer moet verlof neem van minstens 21 agtereenvolgende dae en die werkgewer moet sodanige werknemer ten opsigte van sodanige verlof minstens drie maal die weekloon betaal wat hy onmiddellik voor die aanvangsdatum van die verlof ontvang het.

(2) Die verlof by subklousule (1) voorgeskryf, moet toegestaan en geneem word op 'n tyd wat die werkgewer bepaal: Met dien verstande dat—

(a) as sodanige verlof nie eerder toegestaan en geneem is nie, dit, behoudens subklousule (3), so toegestaan en geneem moet word dat dit begin binne vier maande na voltooiing van die 12 maande diens waarop dit betrekking het; of, as die werkgewer en sy werknemer voor die verstryking van genoemde tydperk van vier maande skriftelik daartoe ooreengekom het, die werkgewer sodanige verlof aan die werknemer moet toestaan en die werknemer dit moet neem met ingang van 'n datum uiterlik twee maande na die verstryking van genoemde tydperk van vier maande;

(b) die verloftydperk nie moet saamval nie met—

(i) siekteverlof ingevolge klousule 9 of met afwesigheid van werk as gevolg van ongeskiktheid in die omstandighede in klousule 9 uiteengesit, van altesaam hoogstens 10 weke in enige tydperk van 12 maande;

(ii) 'n tydperk van kennisgewing van diensbeëindiging ingevolge klousule 10; of

(iii) 'n tydperk waartydens die werknemer militêre opleiding ondergaan of militêre diens doen ingevolge die Verdedigingswet, 1957;

(c) 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom toegestaan is gedurende die tydperk van 12 maande diens waarop die verloftydperk betrekking het, van sodanige verloftydperk kan aftrek.

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

(i) sodanige werknemer so 'n versoek rig hoogstens vier maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en

(ii) die werkgewer die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek tot minstens na verstryking van die verloftydperk bewaar.

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

(4) Die besoldiging ten opsigte van die verlof voorgeskryf by subklousule (1), gelees met subklousule (3), moet uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof betaal word of, op die skriftelike versoek van 'n werknemer, uiterlik op die eerste betaaldag van sodanige werknemer na die verstryking van die verlof.

(b) Subclause (2) shall not apply to a night porter or watchman.

(c) The provisions of this clause shall not apply to an employee if and for so long as such employee is in receipt of a regular wage at a rate of not less than the amounts specified in regulation 2 (1) of the regulations to the Basic Conditions of Employment Act, 1983, as amended from time to time.

8. ANNUAL LEAVE

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, leave in respect of each completed period of 12 months of employment with him and the employee shall take leave of not less than 21 consecutive days and the employer shall pay such employee in respect of such leave not less than three times the weekly wage which the employee was receiving immediately prior to the date on which the leave commenced.

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

(a) if such leave has not been granted and taken earlier, it shall, save as provided in subclause (3), be granted and taken so as to commence within four months after the completion of the 12 months of employment to which it relates, or if the employer and employee have agreed thereto, in writing, before the expiration of the said additional period of four months, the employer shall grant such leave to the employee and the employee shall take such leave as from a date not later than two months after the expiration of the said period of four months;

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

(i) sick leave in terms of clause 9 or absence from work as a result of incapacity in the circumstances set out in clause 9, amounting in the aggregate in any period of 12 months to not more than 10 weeks;

(ii) any period of notice of termination of employment in terms of clause 10; or

(iii) any period during which the employee undergoes military training or does military service under the Defence Act, 1957;

(c) an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at such employee's written request during the period of 12 months of employment to which the period of leave relates.

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

(i) the request is made by such employee not later than four months after the expiration of the first period of 12 months of employment to which the leave relates; and

(ii) the date of the receipt of the request is endorsed on the request over his signature by the employer, who shall retain the request at least until after the expiration of the period of leave.

(b) Subclause (2) shall *mutatis mutandis* apply to the leave referred to in this subclause.

(4) The remuneration in respect of the leave prescribed in subclause (1), read with subclause (3), shall be paid not later than the last work-day before the date of commencement of the leave or, at the written request of an employee, not later than the first pay-day of such employee after the expiration of the leave.

(5) Aan 'n werknemer wie se diens gedurende 'n dienstertmyn van 12 maande eindig voordat die verloftydperk voorgeskryf by subklousule (1) ten opsigte van so 'n termyn opge-loop het, moet daar by sodanige diensbeëindiging, benewens enige ander besoldiging wat aan hom verskuldig mag wees, vir elke voltooide maand van sodanige dienstertmyn 'n bedrag betaal word van minstens een vierde van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgewer ten opsigte van 'n verloftydperk wat hy ingevolge subklousule (2) (b) (iii) aan 'n werknemer toegestaan het, 'n eweredige bedrag kan aftrek: Voorts met dien verstande dat 'n werknemer—

(a) wat sy diens verlaat sonder om die kennis te gee en die kennisgewingstertmyn uit te dien wat by klousule 12 voorgeskryf word, tensy die werkgewer van sodanige kennisgewing afgesien het of tensy die werknemer sy werkgewer betaal het in plaas daarvan om aldus kennis te gee; of

(b) wat sy diens sonder 'n regsgeldige rede verlaat; of

(c) wat deur sy werkgewer sonder opsegging ontslaan word om 'n rede wat vir sodanige ontslag sonder opsegging regtens genoegsaam is;

uit hoofde van hierdie subklousule geregtig is net op die bedrag, as daar is, waarmee sy verlofkrediet die bedrag wat hy in plaas van kennisgewing aan sy werkgewer sou moes betaal het, te bowe gaan.

(6) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf by subklousule (1), gelees met subklousule (3), en wie se diens eindig voordat sodanige verlof toegestaan is, moet by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom toegestaan was.

(7) Vir die toepassing van hierdie klousule word die uitdrukking "diens" geag te omvat—

(a) 'n tydperk ten opsigte waarvan 'n werkgewer of 'n werknemer ingevolge klousule 9 'n werknemer of 'n werkgewer, na gelang van die geval, betaal in plaas van kennis te gee;

(b) 'n tydperk wat 'n werknemer afwesig is—

(i) met verlof ingevolge hierdie klousule;

(ii) met siekteverlof ingevolge klousule 9 of as gevolg van ongeskiktheid in die omstandighede uiteengesit in klousule 9 (4);

(iii) op las versoek van sy werkgewer;

en wel tot 'n totaal, in enige tydperk van 12 maande, van hoogstens 10 weke; en

(c) 'n tydperk wat 'n werknemer afwesig is vir militêre opleiding of diens ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om in 'n tydperk van 12 maande diens meer as vier maande van sodanige opleidings- of dienstydperk as diens te eis nie;

en word diens geag te begin—

(i) in die geval van 'n werknemer wat, voordat hierdie Ooreenkoms bindend geword het, kragtens enige wet op 'n tydperk van jaarlikse verlof geregtig geword het, op die datum waarop sodanige werknemer laas kragtens sodanige wet op verlof geregtig geword het;

(ii) in die geval van 'n werknemer wat, voordat hierdie Ooreenkoms bindend geword het, in diens was en op wie enige wet wat vir jaarlikse verlof voorsiening maak van toepassing was maar wat nog nie daarkragtens op 'n tydperk van verlof geregtig geword het nie, op die aanvangsdatum van sodanige diens;

(5) An employee whose employment terminates during any period of 12 months of employment before the period of leave prescribed in subclause (1) in respect of that period has accrued shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than one fourth of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of subclause (2) (b) (iii): Provided further that an employee—

(a) who leaves his employment without having given and served the period of notice prescribed in clause 12, unless the employer has waived such notice or the employee has paid the employer in lieu of notice; or

(b) who leaves his employment without cause recognised by law as sufficient; or

(c) who is dismissed by his employer without notice for any cause recognised by law as sufficient for such dismissal without notice;

shall be entitled by virtue of this subclause only to the amount, if any, by which his leave credit exceeds the amount he would have had to pay his employer in lieu of notice.

(6) An employee who has become entitled to a period of leave prescribed in subclause (1), read with subclause (3), and whose employment terminates before such leave has been granted, shall upon such termination be paid the amount he would have received in respect of the leave had the leave been granted to him as at the date of the termination.

(7) For the purposes of this clause, the expression "employment" shall be deemed to include—

(a) any period in respect of which an employer or an employee in terms of clause 9 pays an employee or employer, as the case may be, in lieu of notice;

(b) any period during which an employee is absent—

(i) on leave in terms of this clause;

(ii) on sick leave in terms of clause 9 or as a result of incapacity under the circumstances set out in clause 9 (4);

(iii) on the instructions or at the request of his employer;

amounting in the aggregate in any period of 12 months to not more than 10 weeks; and

(c) any period during which an employee is absent undergoing military training or service under the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment in any one period of 12 months more than four months of such period of training or service;

and employment shall be deemed to commence—

(i) in the case of an employee who had, before this Agreement became binding, become entitled to a period of annual leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;

(ii) in the case of an employee who was in employment before this Agreement became binding and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;

(iii) in die geval van enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgever in diens getree het of op die datum waarop hierdie Ooreenkoms bindend geword het, en wel op die jongste van die twee datums.

(d) (i) Behoudens klousule 5 (6), moet 'n werkgever, indien 'n werknemer nie op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Geloftedag of Kersdag werk nie, sy werknemer vir die maand waarin sodanige dag voorkom, minstens sy maandloon betaal.

(ii) Wanneer 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Geloftedag of Kersdag werk, moet sy werknemer behoudens klousule 5 (6) —

(aa) hom vir die maand waarin sodanige dag voorkom minstens sy maandloon betaal, plus sy dagloon ten opsigte van elke sodanige dag gewerk; of

(ab) hom ten opsigte van elke sodanige dag gewerk een bykomende dag by sy jaarlikse verlof toestaan en hom vir elke sodanige bykomende dag minstens sy dagloon betaal.

(iii) Hierdie klousule is nie van toepassing op 'n nagportier, 'n nagwag of 'n los werknemer nie.

9. SIEKTEVERLOF

(1) Behoudens subklousule (2) moet 'n werkgever aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof toestaan van altesaam minstens 24 werkdag gedurende elke siklus van 24 agtereenvolgende maande diens by hom, en moet hy sodanige werknemer ten opsigte van 'n tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat —

(i) 'n werknemer gedurende die eerste 24 agtereenvolgende maande diens nie op meer siekteverlof met volle betaling geregtig is nie as een werkdag ten opsigte van elke voltooide maand diens;

(ii) waar 'n werknemer ingevolge 'n wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

(iii) wanneer 'n werknemer gedurende die eerste siklus van 24 maande diens by dieselfde werkgever weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, is hy geregtig op betaling vir slegs die siekteverlof wat hom dan toekom; maar sy werkgever moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde siklus of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid uitbetaal vir sover die siekteverlof wat hom ten tyde van sodanige verstryking of beëindiging toekom, nog nie geneem is nie.

(2) 'n Werkgever kan, as 'n opskortende voorwaarde vir die betaling deur hom van 'n bedrag wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid van sy werk vir 'n tydperk van langer as drie agtereenvolgende dae, van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, wanneer 'n werknemer gedurende 'n tydperk van hoogstens agt weke by twee of meer geleenthede betaling ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgever gedurende die tydperk van agt weke onmiddellik na die laaste sodanige geleentheid van hom kan vereis om so 'n sertifikaat ten opsigte van enige afwesigheid voor te lê.

(3) Vir die toepassing van hierdie klousule —

(a) word die uitdrukking "diens" geag te omvat;

(i) enige tydperk wat 'n werknemer afwesig is;

(aa) met verlof ingevolge klousule 8;

(ab) op las of versoek van sy werkgever;

(ac) met siekteverlof ingevolge subklousule (1);

(iii) in the case of any other employee, on the date on which such employee entered his employer's service or on the date on which this Agreement became binding, whichever is the later.

(d) (i) Subject to the provisions of clause 5 (6), if an employee does not work on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, his employer shall pay him for the month in which such day falls not less than his monthly wage.

(ii) Whenever an employee works on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day his employer shall, save as is provided in clause 5 (6) —

(aa) pay him for the month in which such day falls not less than his monthly wage, plus his daily wage in respect of each such day worked; or

(ab) grant him in respect of each such day worked one extra day of annual leave and pay him in respect of each such extra day not less than his daily wage.

(iii) This clause shall not apply to a night porter, a night-watchman or a casual employee.

9. SICK LEAVE

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity not less than 24 work-days' leave in the aggregate during each cycle of 24 consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this subclause not less than the wage he would have received had he worked during such period: Provided that —

(i) in the first 24 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than one work-day in respect of each completed month of employment;

(ii) where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment fee in respect of absence owing to incapacity in terms of this clause;

(iii) where, during the first cycle of 24 months of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid only in respect of any such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiration of the said cycle of employment or on termination of employment before such expiration, pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such expiration or termination, had not been taken.

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

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

(a) "employment" shall be deemed to include —

(i) any period during which an employee is absent;

(aa) on leave in terms of clause 8;

(ab) on the instructions or at the request of his employer;

(ac) on sick leave in terms of subclause (1);

en wat in enige tydperk van 12 maande altesaam hoogstens 10 weke beloop; en

(ii) enige tydperk wat 'n werknemer afwesig is vir militêre opleiding of diens ingevolge die Verdedigingswet, 1957:

Met dien verstande dat 'n werknemer nie geregtig is om in 'n tydperk van 12 maande diens meer as vier maande van sodanige militêre opleidings- of dienstydperk as diens te eis nie; en word 'n tydperk van diens by dieselfde werkgever onmiddellik voordat hierdie Ooreenkoms bindend geword het, vir die toepassing van hierdie klousule geag diens ingevolge hierdie Ooreenkoms te wees, en word alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende sodanige tydperk verleen is, geag ingevolge hierdie Ooreenkoms verleen te wees;

(b) beteken "ongeskiktheid" onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeluk of vergoedingspligtige siekte waarvoor vergoeding kragtens die Ongevallewet, 1941, betaalbaar is, slegs as ongeskiktheid beskou moet word gedurende 'n tydperk ten opsigte waarvan geen ongeskiktheidsbetaling ingevolge daardie wet betaalbaar is nie.

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

(a) op 'n werknemer op wie se skriftelike versoek 'n werkgever bydraes wat minstens gelyk is aan die wat die werknemer self bydra, aan 'n fonds of organisasie betaal wat die werknemer aanwys en wat die werknemer waarborg dat, in geval van sy ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir 24 werkdade in elke siklus van 24 maande diens aan hom betaal sal word, behalwe dat, gedurende die eerste 24 maande wat die werknemer bydraes betaal, die gewaarborgde koers verlaag kan word maar nie tot minder nie as een dag vir elke voltooide maand diens;

(b) ten opsigte van 'n tydperk van ongeskiktheid van 'n werknemer waarvoor die werkgever ingevolge 'n ander wet die werknemer minstens sy volle loon moet betaal.

10. BEËINDIGING VAN DIENSKONTRAK

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

(a) gedurende die eerste vier weke diens, minstens een werkdag;

(b) na die eerste vier weke diens, een week;

vooraf kennis van beëindiging van die kontrak gee, of 'n werkgever of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgever, na gelang van die geval, die volgende te betaal:

(i) In die geval van een werkdag kennisgewing, die dagloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

(ii) in die geval van een week kennisgewing, die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

Met dien verstande dat—

(i) die reg van 'n werkgever of 'n werknemer om die kontrak sonder kennisgewing te beëindig om 'n rede wat regtens as voldoende erken word;

amounting in the aggregate, in any period of 12 months, to not more than 10 weeks; and

(ii) any period during which an employee is absent undergoing military training or rendering service under the Defence Act, 1957:

Provided that an employee shall not be entitled to claim as employment in any one period of 12 months' employment more than four months of such period of military training or service; and any period of employment which an employee has had with the same employer immediately before this Agreement became binding shall, for the purposes of this clause, be deemed to be employment under this Agreement and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Agreement;

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

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

(a) to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause the payment to him of not less than in the aggregate the equivalent of his wage for 24 work-days in each cycle of 24 months of employment, except that during the first 24 months of the payment of contributions by the employee the guaranteed rate may be reduced to not less than the rate of one day for each completed month of service;

(b) in respect of any period of incapacity of an employee for which the employer is required by any other law to pay the employee not less than his full wages.

10. TERMINATION OF CONTRACT OF EMPLOYMENT

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

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

(b) one week's notice after the first four weeks of employment;

of termination of contract, or an employer or employee may terminate the contract without notice by paying the employee or the employer, as the case may be, in lieu of such notice, in the case of—

(i) one work-day's notice, the daily wage which the employee is receiving at the time of such termination;

(ii) a week's notice, the weekly wage which the employee is receiving at the time of such termination:

Provided that this shall not affect—

(i) the right of an employer or an employee to terminate the contract without notice for a cause recognised by law as sufficient;

(ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir albei partye ewe lank is en wat langer is as die in hierdie klousule voorgeskryf;

(iii) die werking van 'n verbeuring of boetes wat regtens van toepassing mag wees op 'n werknemer wat dros; nie hierdeur geraak word nie.

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

(3) Die kennis is subklousule (1) voorgeskryf kan op enige werkdag gegee word: Met dien verstande dat—

(i) die kennisgewingstermyn nie mag saaval nie met en kennis ook nie gegee mag word nie gedurende 'n werknemer se afwesigheid—

(aa) met verlof ingevolge klousule 8;

(ab) met militêre diens;

(ii) kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid met siekteverlof toegestaan ingevolge klousule 9 of as gevolg van ongeskiktheid in die omstandighede in klousule 9 uiteengesit;

van altesaam, ten opsigte van afwesighede in paragrawe (i) (aa) en (ii) bedoel, hoogstens 10 weke in 'n tydperk van 12 maande.

(4) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, kan 'n werkgewer, in die geval waar 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder om kennis te gee en sonder om die kennisgewingstermyn uit te dien of sonder om sy werkgewer te betaal in plaas van kennis te gee, uit geld wat hy sodanige werkgewer uit hoofde van enige bepaling van hierdie Ooreenkoms skuld, hom 'n bedrag toe-eien van hoogstens die wat sodanige werknemer hom sou moes betaal het in plaas van kennis te gee: Met dien verstande dat, wanneer 'n werkgewer hom 'n bedrag aldus toegeëien het in plaas van kennisgewing, daar hy die toepassing van hierdie klousule geag moet word dat die werknemer die werkgewer betaal het in plaas van kennis te gee.

11. VRYSTELLING

(1) Die Raad kan vrystelling verleen van enigeen van die bepalinge van hierdie Ooreenkoms.

(2) Die Raad moet ten opsigte van iemand aan wie vrystelling kragtens subklousule (1) van hierdie klousule verleen word, die voorwaardes stel waarop die vrystelling verleen word en die termyn waarvoor die vrystelling van krag is: Met dien verstande dat die Raad na goeë dunks 'n vrystellingsertifikaat kan intrek met een week skriftelike kennisgewing aan die betrokke persoon, hetsy die tydperk waarvoor die vrystelling verleen is, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elkeen aan wie vrystelling kragtens subklousule (1) van hierdie klousule verleen word, 'n vrystellingsertifikaat uitreik, deur die Voorster of deur hom onderteken, waarin die volgende vermeld word:

(a) Volle name van die betrokke persoon;

(b) die bepalinge van die Ooreenkoms waarvan vrystelling verleen word;

(c) die voorwaardes vasgestel ooreenkomstig die bepalinge van subklousule (2) van hierdie klousule waarop sodanige vrystelling verleen word, en

(d) die termyn waarvoor die vrystelling van krag is.

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than prescribed in this clause;

(iii) the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts.

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

(3) The notice prescribed in subclause (1) may be given on any work-day: Provided that—

(i) the period of notice shall not run concurrently with, nor shall notice be given during an employee's absence—

(aa) on leave granted in terms of clause 8;

(ab) on military service;

(ii) notice shall not be given during an employee's absence on sick leave granted in terms of clause 9 or owing to incapacity in the circumstances set out in clause 9;

amounting in the aggregate, in respect of absences referred to in paragraphs (i) (aa) and (ii), to not more than 10 weeks in any period of 12 months.

(4) Notwithstanding anything to the contrary in this Agreement, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may, from any moneys which he owes such employee by virtue of any provision of this Agreement, appropriate to himself an amount of not more than that which such employee would have had to pay him in lieu of notice: Provided that where an employer has so appropriated an amount in lieu of notice, it shall be deemed for the purposes of this clause that the employee paid the employer in lieu of notice.

11. EXEMPTIONS

(1) The Council may grant exemption from any of the provisions of this Agreement.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of subclause (1) of this clause, the conditions subject to which such exemption is granted and the period during which such exemption shall operate: Provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption whether or not the period for which the exemption was granted, has expired.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of subclause (1) of this clause a licence of exemption signed by the Chairman and himself, setting out—

(a) the full names of the person concerned;

(b) the provisions of the Agreement from which exemption is granted;

(c) the conditions fixed in accordance with the provisions of subclause (2) of this clause on which such exemption is granted; and

(d) the period during which such exemption shall operate.

(4) Die Sekretaris van die Raad moet —

- (a) alle sertifikate wat uitgereik word in volgorde nommer;
- (b) van elke sertifikaat wat uitgereik word 'n kopie bewaar;
- (c) as vrystelling aan 'n werknemer verleen word, 'n kopie van die sertifikaat aan die betrokke werkgewer stuur; en
- (d) aan Die Hoof: Mannekragsentrum, Departement van Mannekrag, Posbus 312, Oos-Londen, 'n kopie van elke vrystellingsertifikaat stuur.

12. UITGAWES VAN DIE RAAD

(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer van die loon van elke werknemer die volgende bedrae aftrek:

25 sent per week in die geval van alle werknemers wat in daardie week gewerk het of R1 per maand in die geval van alle werknemers wat in daardie maand gewerk het: Met dien verstande dat vir die toepassing van hierdie subklousule, daar geag word dat 'n werknemer gewerk het gedurende alle tydperke waarin hy van die werk afwesig was met verlof met besoldiging of siekteverlof met besoldiging soos in hierdie Ooreenkoms bepaal. By die bedrag aldus afgetrek, moet die werkgewer 'n gelyke bedrag voeg en voor of op die 15de dag van elke maand die totale bedrag aan die Sekretaris van die Raad, Posbus 21, Port Elizabeth, 6000, stuur.

13. UITLEG VAN OOREENKOMS

(1) Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is en hy kan vir die leiding van werkgewers en werknemers menings uitspreek wat nie met die bepalinge hiervan onbestaanbaar is nie.

(2) Geskille wat in verband met die uitleg van enigeen van die bepalinge van hierdie Ooreenkoms ontstaan, moet na die Raad verwys word vir 'n beslissing.

14. AGENTE

Die Raad moet een of meer gespesifiseerde persone as agente aanstel om te help met die toepassing van hierdie Ooreenkoms. Die Raad kan ingevolge artikel 62 van die Wet aansoek doen om die agent as aangewese agent te laat aanstel. 'n Aangewese agent kan 'n bedryfsinrigting binnegaan en 'n werkgewer of werknemer gedurende sodanige besoek ondervra en die registers nagaan betreffende lone betaal, tyd gewerk en besoldiging betaal vir oortyd, en dit is die plig van elke werkgewer en werknemer om sodanige agente toe te laat om sodanige navrae te doen en sodanige boeke en/of dokumente na te gaan en om sodanige persone te ondervra as wat nodig is om vas te stel of hierdie Ooreenkoms nagekom word.

15. HOU VAN REGISTERS. — TYD-, LOON- EN AANWESIGHEIDSREGISTERS

(1) Dit is die plig van elke werkgewer om 'n tyd- en loon-register te hou, en daarin moet die volle naam van die werknemer; of hy manlik of vroulik is; ras; beroep; daaglikse ure gewerk; bruto loon; aftrekkings, en netto totaal betaal, verskyn. (Sien voorbeeld van register soos per Aanhangsel B hierby aangeheg.)

16. REGISTRASIE VAN WERKGEWERS

(1) Elke werkgewer moet binne 'n maand na die inwerking-treding van hierdie Ooreenkoms, en elke werkgewer wat na daardie datum tot die Bedryf toetree, moet binne een maand na die aanvang van sy werksaamhede aan die Sekretaris van die Raad die inligting stuur soos uiteengesit in die voorgeskrewe vorm. (Aanhangsel C.)

(4) The Secretary of the Council shall —

- (a) number consecutively all licences issued;
- (b) retain a copy of each licence issued;
- (c) where exemption is granted to an employee, forward a copy of the licence to the employer concerned;
- (d) forward a copy of each licence of exemption to the Head: Manpower Centre, Department of Manpower, P.O. Box 312, East London.

12. EXPENSES OF THE COUNCIL

(1) For the purpose of meeting the expenses of the Council, every employer shall deduct from the wages of each employee —

25 cents per week in the case of all employees who have worked in that week or R1 per month in the case of all employees who have worked in that month: Provided that, for the purposes of this subclause, an employee shall be deemed to have worked during any period in which he is absent from work on paid leave or sick leave as provided in this Agreement. To the amount so deducted the employer shall add a like amount and forward the total sum no later than the 15th day of each month to the Secretary of the Council, P.O. Box 21, Port Elizabeth, 6000.

13. INTERPRETATION OF AGREEMENT

(1) The Council shall be the body responsible for the administration of this Agreement and may issue expressions of opinion not inconsistent with the provisions thereof for the guidance of employers and employees.

(2) Any disputes which may arise regarding the interpretation of any of the provisions of this Agreement shall be referred to the Council for a decision.

14. AGENTS

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. The Council may apply for the designation of such Agent in terms of section 62 of the Act. A designated agent may enter any establishment and question any employer or employee during the course of such inspection and inspect the record of wages paid, time worked and payments made for overtime, and it shall be the duty of every employer and employee to permit such agents to institute such enquiries and to examine such books and/or documents and to interrogate such persons as may be necessary for the purpose of ascertaining whether the terms of this Agreement are being observed.

15. KEEPING OF RECORDS. — TIME, WAGE AND ATTENDANCE REGISTERS

(1) It shall be the duty of every employer to keep a time and wage register and therein shall be inscribed the full name of the employee; whether male or female; race; occupation; daily hours worked; gross wage; deductions; nett total paid. (See example of register as per Annexure B attached.)

16. REGISTRATION OF EMPLOYERS

(1) Every employer shall, within one month from the date on which this Agreement comes into operation, and every employer entering the Trade after that date shall, within one month of commencement of operations by him, forward to the Secretary of the Council the information as set out in the prescribed form. (Annexure C.)

(2) Indien veranderings voorkom in die besonderhede wat ooreenkomstig subklousule (1) verstrek moet word, moet die werkgewer binne 10 dae nadat die veranderings ingetree het die Sekretaris van die Raad skriftelik daarvan in kennis stel.

(3) 'n Werkgewer moet aan die Sekretaris van die Raad sewe dae skriftelik kennis gee van sy voorneme om as werkgewer in die Bedryf te staak.

17. VOORRAADTEKORT

As daar 'n geskil ontstaan tussen 'n werknemer en sy werkgewer in verband met 'n beweerde tekort in die drankvoorraad waarvoor die genoemde werknemer verantwoordelik is, moet die Raad se aangewese agent, tesame met 'n verteenwoordiger van die vakvereniging, gemagtig wees om die geskil te ondersoek en te besleg.

18. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

'n Werkgewer moet aan sy werknemer uniforms, oorpakke of ander beskermende klere wat werknemers dra of wat hy kragtens enige wet of regulasie verplig is om aan sy werknemers te verskaf gratis en in 'n diensbare en skoon toestand hou, maar sodanige uniform, oorpak of beskermende klere bly die eiendom van die werkgewer: Met dien verstande dat 'n werkgewer sy werknemer benewens die loon in klousule 5 voorgeskryf 'n bedrag van R2 per maand kan betaal en dat die werknemer dan sy eie uniform, oorpak of ander beskermende klere moet verskaf wat dan die eiendom van die werknemer is en bly.

19. GEDRAGSKODE

Werkgewers en werknemers moet voldoen aan die gedragskode, soos deur die partye by die Ooreenkoms ooreengekom. 'n Kopie van hierdie gedragskode, soos van tyd tot tyd gewysig, moet gehou word by die kantoor van die Sekretaris van die Nywerheidsraad.

20. ULTRA VIRES KLOUSULE

Indien enigeen van die bepalings van hierdie Ooreenkoms *ultra vires* verklaar word deur 'n bevoegde hof, word die oorblywende bepalings van hierdie Ooreenkoms geag die Ooreenkoms te wees en bly dit van krag vir die onverstreke termyn van hierdie Ooreenkoms.

Namens die partye op hede die 29ste dag van Februarie 1989 te Oos-Londen onderteken.

G. VAN DER WALT,
Voorsitter.

G. JOHNSON,
Ondervoorsitter.

J. T. VIVIERS,
Sekretaris.

(2) In the event of a change in any of the particulars required to be furnished in pursuance of subclause (1), the employer shall within 10 days of such change give notice thereof in writing to the Secretary of the Council.

(3) An employer shall give seven days notice in writing to the Secretary of the Council of his intention to cease to be an employer in the Trade.

17. STOCK SHORTAGE

Should a dispute relating to an alleged shortage in the liquor stock under the control of an employee arise between the said employee and his employer, the Council's designated agent, together with a representative of the trade union being a party to this Agreement, shall have the authority to investigate and settle the dispute.

18. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

An employer shall supply and maintain in serviceable and clean condition, free of charge, any part of uniform, overall or other protective clothing which employees wear or which by any law or regulation he is compelled to provide for his employees, and any such uniform, overall or other protective clothing shall remain the property of the employer: Provided that an employer may pay to such employee, in addition to the wage prescribed for him in clause 5, the sum of R2 per month and such employee shall then provide his own uniform, overall or other protective clothing and it shall be and remain his property.

19. CODE OF CONDUCT

Employers and employees shall conform to the terms of the code of conduct agreed to by the parties to the Agreement. A copy of this code of conduct, as amended from time to time, shall be kept at the office of the Secretary to the Industrial Council.

20. ULTRA VIRES CLAUSE

Should any of the provisions of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of this Agreement shall be deemed to be the Agreement and shall remain in force for the unexpired period of this Agreement.

Signed at East London, on behalf of the parties, this 29th day of February 1989.

G. VAN DER WALT,
Chairman.

G. JOHNSON,
Vice-Chairman.

J. T. VIVIERS,
Secretary.

NYWERHEIDSRAAD VIR DIE HOTEL-, DRANK- EN SPYSENIERSBEDRYF: LANDDROSDISTRIK OOS-LONDEN

Foioe betaalbaar vir die tydperk

Alle werknemers	Blankes		Kleurlinge		Asiërs		Swartes		TOTAAL		Totale getal werknemers	Bedrag deur werkgewer verskuldig teen R1 per werknemer per maand		Bedrag deur werknemers verskuldig teen R1 per maand		Totale bedrag verskuldig aan die einde van elke maand			
	M	V	M	V	M	V	M	V	M	V		R	c	R	c	R	c		
Swartes									S.			R	c	R	c	R	c		
Kleurlinge									K.										
Asiërs									A.										
Blankes									B.										
Totaal:																			

Totaal aan Raad verschuldig:	
------------------------------	--

Week ending19...

Shift (a) to

Shift (b) to

Shift (c) to

If only one shift per day worked, state the ordinary hours of commencing and ceasing work, namely: to

[illegible]

AANHANGSEL C

**NYWERHEIDSRAAD VIR DIE HOTEL-, DRANK- EN SPYSENIERSBEDRYF:
LANDDROSDISTRIK OOS-LONDEN**

REGISTRASIE VAN ALLE WERKGEWERS EN KENNISGEWING VAN VERANDERINGE

(Hierdie vorm moet binne een maand na registrasie van die Hoofdooreenkoms teruggestuur word en daarna binne een maand vanaf die begin van 'n nuwe besigheid.)

Die Sekretaris, Nywerheidsraad: Hotel-, Drank- en Spyseniersbedryf, Oos-Londen, Posbus 21, Port Elizabeth, 6000.

Geagte,

Ooreenkomstig klousule 17 (1) van die Nywerheidsraad-ooreenkoms, verskaf ek hierby die volgende besonderhede in verband met die besigheid of die veranderinge van besonderhede:

1. Volle naam van besigheid.....	
2. Straatadres	
3. Posbusnommer	Telefoonnommer
4. Naam van eienaar/s.....	Telefoonnommer.....
Huisadres	
Naam van vennoot/e	Telefoonnommer.....
Huisadres	
Dui aan: Alleeneienaar	Vennootskap..... Maatskappy.....
Indien 'n maatskappy:	
(a) Geregistreerde naam.....	
(b) Adres van Hoofkantoor	
Soort besigheid: (Dui asseblief aan met 'n X waar toepaslik)	
Hotel	Met/Sonder dranklisensie.....
Restaurant	Meld tipe dranklisensie
	Met/Sonder dranklisensie.....
Drankwinkel	Meld tipe dranklisensie
Ander	
Getal werknemers: Blankes..... Kleurlinge.....	
Asiërs..... Swartes.....	
Aanvangsdatum van besigheid	
Datum.....	Naamtekening van werkgewer of gemagtigde persoon

ANNEXURE C

**INDUSTRIAL COUNCIL FOR THE HOTEL, LIQUOR AND CATERING TRADE:
MAGISTERIAL DISTRICT OF EAST LONDON**

REGISTRATION OF ALL EMPLOYERS AND SUBSEQUENT NOTIFICATION OF CHANGES

(This form must be remitted within one month of registration of the Main Agreement and thereafter within one month of commencement of new business.)

The Secretary, Industrial Council: Hotel, Liquor and Catering Trade, East London, P.O. Box 21, Port Elizabeth, 6000.

Dear Sir,

In accordance with clause 17 (1) of the Industrial Council Agreement, I, hereby furnish the following particulars in connection with the business or the changes of particulars:

1. Name of business in full	
2. Street address	
3. P.O. Box No	Telephone No.....
4. Name of owner/s	Telephone No
Home address	
Name of partner/s	Telephone No
Home address	
State whether: Sole owner	Partnership..... Company
If a company:	
(a) Registered name	
(b) Address of Head Office	
Type of business: (Please mark with an X where applicable)	
Hotel	With/Without liquor licence
Restaurant	State type of liquor licence held
	With/Without liquor licence
Liquor Store	State type of liquor licence held
Other	
Number of employees: Whites	Coloureds
Asians	Blacks
Date of commencement of business.....	
Date	Signature of employer or authorised person

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS- ONTWIKKELING

No. R. 1243

8 Junie 1990

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE KWALIFIKA- SIES WAT GENEESHERE EN TANDARTSE DIE REG OP REGISTRASIE VERLEEN

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het kragtens artikels 24 en 25 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

Woordomskrywing

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

- (i) "Aanhangsel" 'n aanhangsel by hierdie regulasies;
- (ii) "die Wet" die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet No. 56 van 1974),

en het enige uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis.

Kwalifikasies vir registrasie as geneesheer

2. (1) 'n Kwalifikasie genoem in Aanhangsel A verleen aan die besitter daarvan die reg op registrasie kragtens die Wet as 'n geneesheer indien hy voor of in verband met of na die verwerping van die betrokke kwalifikasie voldoen het aan die vereistes van subregulasies (2), (3) en (4).

(2) Niemand word as 'n geneesheer geregistreer nie, tensy die kwalifikasie bedoel in subregulasie (1), hetsy alleen of saam met 'n ander kwalifikasie, bewys dat die besitter daarvan die kwalifiserende eksamens in die kliniese dissiplines geslaag het.

(3) 'n Kwalifikasie bedoel in subregulasie (1) word vir registrasie erken alleen indien die studiekursus in professionele vakke vir 'n tydperk van minstens vyf akademiese jaar was en die laaste drie jaar van die professionele studie vir toelating tot die eksamens vir sodanige kwalifikasie gevolg is aan 'n universiteit of aan 'n skool vir geneeskunde in die land of staat waarin die kwalifikasie toegeken is: Met dien verstande dat—

(a) hierdie subregulasie nie van toepassing is nie op 'n kwalifikasie besit deur 'n persoon wat by die aanvang van sy professionele studie vir die betrokke kwalifikasie 'n Suid-Afrikaanse burger was;

(b) die vereiste betreffende die laaste drie jaar van die professionele studie nie van toepassing is nie op 'n kwalifikasie wat op 1 Januarie 1950 deur die raad erken is.

(4) 'n Kwalifikasie bedoel in subregulasie (1) wat na 1 November 1948 verwerf is, word vir registrasie erken indien die besitter daarvan tot voldoening van die raad bewys lewer dat hy voor of in verband met of na die verwerping van genoemde kwalifikasie opleiding as intern of soortgelyke opleiding ontvang het vir 'n totale tydperk van minstens 12 maande.

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 1243

8 June 1990

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

REGULATIONS RELATING TO THE QUALIFI- CATIONS ENTITLING MEDICAL PRACTITION- ERS AND DENTISTS TO REGISTRATION

The Minister of National Health and Population Development has, in terms of sections 24 and 25 of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974), on the recommendation of the South African Medical and Dental Council, made the regulations set out in the Schedule hereto.

SCHEDULE

Definitions

1. In these regulations, unless the context otherwise indicates—

- (i) "Annexure" means an annexure to these regulations;
- (ii) "the Act" means the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974),

and any expression to which a meaning has been assigned in the Act shall bear such meaning.

Qualifications for registration as medical practitioner

2. (1) Any qualification listed in Annexure A shall entitle the holder thereof to registration in terms of the Act as a medical practitioner if he has, before or in connection with or after the obtaining of the qualification concerned, complied with the requirements of subregulations (2), (3) and (4).

(2) No person shall be registered as a medical practitioner unless the qualification referred to in subregulation (1), whether singly or jointly with any other qualification, proves that the holder thereof has passed the qualifying examinations in the clinical disciplines.

(3) A qualification referred to in subregulation (1) shall be recognised for registration only if the course of study in professional subjects was for a period of at least five academic years and the last three years of the professional study for admission to the examinations for such qualification were taken at a university or medical school in the country or state in which the qualification was granted: Provided that—

(a) this subregulation shall not apply to a qualification held by a person who, at the commencement of his professional studies for the qualification concerned, was a South African citizen;

(b) the requirement pertaining to the last three years of the professional study shall not apply to a qualification recognised by the council on 1 January 1950.

(4) A qualification referred to in subregulation (1) obtained subsequent to 1 November 1948 shall be recognised for registration if the holder thereof furnishes proof to the satisfaction of the council that he has, before or in connection with or after obtaining such qualification, undergone training as an intern or similar training for a total period of at least 12 months.

Kwalifikasies vir registrasie as 'n tandarts

3. (1) 'n Kwalifikasie genoem in Aanhangsel B verleen aan die besitter daarvan die reg op registrasie kragtens die Wet as 'n tandarts indien hy voor of in verband met of na die verwerwing van die betrokke kwalifikasie voldoen het aan die vereistes van subregulasies (2) en (3).

(2) Niemand word as 'n tandarts geregistreer nie, tensy die kwalifikasie bedoel in subregulasie (1), hetsy alleen of saam met 'n ander kwalifikasie, bewys dat die besitter daarvan die kwalifiserende eksamens in die kliniese dissiplines geslaag het.

(3) 'n Kwalifikasie bedoel in subregulasie (1) word vir registrasie erken alleen indien die studiekursus in professionele vakke vir 'n tydperk van minstens vier akademiese jaar was en die laaste twee jaar van die professionele studie vir toelating tot die eksamens vir sodanige kwalifikasie gevolg is aan 'n universiteit of aan 'n tandheelkundige skool in die land of staat waarin die kwalifikasie toegeken is: Met dien verstande dat hierdie subregulasie nie van toepassing is nie op 'n kwalifikasie besit deur 'n persoon wat by die aanvang van sy professionele studie vir die betrokke kwalifikasie 'n Suid-Afrikaanse burger was.

Herroeping

4. Die regulasie afgekondig by Goewermentskennisgewing No. R. 1738 van 9 Augustus 1985 word hierby herroep.

AANHANGSEL A**GENEESHERE**

<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>
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REPUBLIEK VAN SUID-AFRIKA**Universiteit van Kaapstad:**

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Kaapstad
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Mediese Universiteit van Suider-Afrika:

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Medunsa
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Universiteit van Natal:

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Natal
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Universiteit van die Oranje-Vrystaat:

Baccalaureus in Geneeskunde	BM Oranje-Vrystaat
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Oranje-Vrystaat

Universiteit van Pretoria:

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Pret
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Universiteit van Stellenbosch:

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Stell
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Universiteit van die Witwatersrand:

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB BCh Witwatersrand
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BELGIË**Universiteit van Antwerpen:**

Doktor in Geneeskunde	MD Antwerpen
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Universiteit van Brussel:

Doktor in Geneeskunde	MD Brussel
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Qualifications for registration as dentist

3. (1) Any qualification listed in Annexure B shall entitle the holder thereof to registration in terms of the Act as a dentist if he has, before or in connection with or after obtaining the qualification concerned, complied with the requirements of subregulations (2) and (3).

(2) No person shall be registered as a dentist unless the qualification referred to in subregulation (1), whether singly or jointly with any other qualification, proves that the holder thereof has passed the qualifying examinations in the clinical disciplines.

(3) A qualification referred to in subregulation (1) shall be recognised for registration only if the course of study in professional subjects was for a period of at least four academic years and the last two years of the professional study for admission to the examinations for such qualification were taken at a university or a dental school in the country or state in which the qualification was granted: Provided that this subregulation shall not apply to a qualification held by a person who, at the commencement of his professional studies for the qualification concerned, was a South African citizen.

Withdrawal

4. The regulations published under Government Notice No. R. 1738 of 9 August 1985 are hereby withdrawn.

ANNEXURE A**MEDICAL PRACTITIONERS**

<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
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REPUBLIC OF SOUTH AFRICA**University of Cape Town:**

Bachelor of Medicine, Bachelor of Surgery	MB ChB Cape Town
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Medical University of Southern Africa:

Bachelor of Medicine, Bachelor of Surgery	MB ChB Medunsa
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University of Natal:

Bachelor of Medicine, Bachelor of Surgery	MB ChB Natal
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University of the Orange Free State:

Bachelor of Medicine	BM Orange Free State
Bachelor of Medicine, Bachelor of Surgery	MB ChB Orange Free State

University of Pretoria:

Bachelor of Medicine, Bachelor of Surgery	MB ChB Pret
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University of Stellenbosch:

Bachelor of Medicine, Bachelor of Surgery	MB ChB Stell
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University of the Witwatersrand:

Bachelor of Medicine, Bachelor of Surgery	MB BCh Witwatersrand
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BELGIUM**University of Antwerp:**

Doctor of Medicine	MD Antwerp
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University of Brussels:

Doctor of Medicine	MD Brussels
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<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>	<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
Universiteit van Ghent:		University of Ghent:	
Doktor in Geneeskunde	MD Ghent	Doctor of Medicine	MD Ghent
Universiteit van Leuven:		University of Liege:	
Doktor in Geneeskunde	MD Leuven	Doctor of Medicine	MD Liege
Universiteit van Luik:		University of Louvain:	
Doktor in Geneeskunde	MD Luik	Doctor of Medicine	MD Louvain
Sentrale Eksamenskommissie:		Central Examinations Commission:	
Doktor in Geneeskunde	MD Sentrale Eksa- menskom België	Doctor of Medicine	MD Central Exam Com Belgium
GROOT-BRITTANJE		GREAT BRITAIN	
Royal College of Surgeons of England:		Royal College of Surgeons of England:	
Lid	MRCS Eng LRCP Lond	Member	MRCS Eng LRCP Lond
Royal College of Physicians of London:		Royal College of Physicians of London:	
Lisensiaat		Licentiate	
Royal College of Physicians of Edinburgh:		Royal College of Physicians of Edinburgh:	
Lisensiaat	LRCP Edin LRCS Edin LRCPS Glasg	Licentiate	LRCP Edin LRCS Edin LRCPS Glasg
Royal College of Surgeons of Edinburgh:		Royal College of Surgeons of Edinburgh:	
Lisensiaat		Licentiate	
Royal College of Physicians and Surgeons of Glasgow:		Royal College of Physicians and Surgeons of Glasgow:	
Lisensiaat	LRCP Edin LRCS Edin LRFPS Glasg	Licentiate	LRCP Edin LRCS Edin LRFPS Glasg
Royal College of Physicians of Edinburgh:		Royal College of Physicians of Edinburgh:	
Lisensiaat		Licentiate	
Royal College of Surgeons of Edinburgh:		Royal College of Surgeons of Edinburgh:	
Lisensiaat		Licentiate	
Royal Faculty of Physicians and Surgeons of Glasgow:		Royal Faculty of Physicians and Surgeons of Glasgow:	
Lisensiaat		Licentiate	
Universiteit van Aberdeen:		University of Aberdeen:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Aberd	Bachelor of Medicine, Bachelor of Surgery	MB ChB Aberd
Universiteit van Birmingham:		University of Birmingham:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Birm	Bachelor of Medicine, Bachelor of Surgery	MB ChB Birm
Universiteit van Bristol:		University of Bristol:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Brist	Bachelor of Medicine, Bachelor of Surgery	MB ChB Brist
Universiteit van Cambridge:		University of Cambridge:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB BChir Camb	Bachelor of Medicine, Bachelor of Surgery	MB BChir Camb
Universiteit van Dundee:		University of Dundee:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Dundee	Bachelor of Medicine, Bachelor of Surgery	MB ChB Dundee
Universiteit van Durham:		University of Durham:	
Baccalaureus in Geneeskunde Baccalaureus in Chirurgie	MB BS Durh	Bachelor of Medicine, Bachelor of Surgery	MB BS Durh
Universiteit van Edinburgh:		University of Edinburgh:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Edin	Bachelor of Medicine, Bachelor of Surgery	MB ChB Edin
Universiteit van Glasgow:		University of Glasgow:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Glasg	Bachelor of Medicine, Bachelor of Surgery	MB ChB Glasg
Universiteit van Leeds:		University of Leeds:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie	MB ChB Leeds	Bachelor of Medicine, Bachelor of Surgery	MB ChB Leeds

<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>
Universiteit van Leicester:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB ChB Leicester
Universiteit van Liverpool:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB ChB Lpool
Universiteit van Londen:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB BS Lond
Universiteit van Manchester (Victoria University):	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB ChB Manc
Universiteit van Newcastle-upon-Tyne:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB BS Ncle
Universiteit van Nottingham:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB ChB Nottingham
Universiteit van Oxford:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	BM BCh Oxf
Universiteit van Sheffield:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB ChB Sheff
Universiteit van Southampton:	
Baccalaureus in Geneeskunde	BM Southampton
Universiteit van St Andrews:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB ChB St And
Universiteit van Wallis:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB BCh Wales

NOORD-IERLAND

Universiteit van Belfast (Queen's University):	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB BCh Belf

REPUBLIEK IERLAND

Universiteit van Dublin:	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB BCh Dubl
Lisensiaat in Geneeskunde, Lisensiaat in Chirurgie	LMed LCh Dubl
Universiteit van Ierland (National University):	
Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie.....	MB BCh N U Irel

AANHANGSEL B

TANDARTSE

<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>
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REPUBLIEK VAN SUID-AFRIKA

Mediese Universiteit van Suider-Afrika:	
Baccalaureus in Tandheelkundige Chirurgie	BChD Medunsa
Universiteit van Pretoria:	
Baccalaureus in Tandheelkundige Chirurgie	BChD Pret
Universiteit van Stellenbosch:	
Baccalaureus in Tandheelkunde	BChD Stell

<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
University of Leicester:	
Bachelor of Medicine, Bachelor of Surgery	MB ChB Leicester
University of Liverpool:	
Bachelor of Medicine, Bachelor of Surgery	MB ChB Lpool
University of London:	
Bachelor of Medicine, Bachelor of Surgery	MB BS Lond
University of Manchester (Victoria University):	
Bachelor of Medicine, Bachelor of Surgery	MB ChB Manc
University of Newcastle-upon-Tyne:	
Bachelor of Medicine, Bachelor of Surgery	MB BS Ncle
University of Nottingham:	
Bachelor of Medicine, Bachelor of Surgery	MB ChB Nottingham
University of Oxford:	
Bachelor of Medicine, Bachelor of Surgery	BM BCh Oxf
University of Sheffield:	
Bachelor of Medicine, Bachelor of Surgery	MB ChB Sheff
University of Southampton:	
Bachelor of Medicine	BM Southampton
University of St Andrews:	
Bachelor of Medicine, Bachelor of Surgery	MB ChB St And
University of Wales:	
Bachelor of Medicine, Bachelor of Surgery	MB BCh Wales

NORTHERN IRELAND

University of Belfast (Queen's University):	
Bachelor of Medicine, Bachelor of Surgery	MB BCh Belf

REPUBLIC OF IRELAND

University of Dublin:	
Bachelor of Medicine, Bachelor of Surgery	MB BCh Dubl
Licentiate in Medicine, Licentiate in Surgery	LMed LCh Dubl
University of Ireland (National University):	
Bachelor of Medicine, Bachelor of Surgery	MB BCh N U Irel

ANNEXURE B

DENTISTS

<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
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REPUBLIC OF SOUTH AFRICA

Medical University of Southern Africa:	
Bachelor of Dental Surgery	BChD Medunsa
University of Pretoria:	
Bachelor of Dental Surgery	BChD Pret
University of Stellenbosch:	
Bachelor of Dental Surgery	BChD Stell

<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>
Universiteit van Wes-Kaapland:	
Baccalaureus in Tandheelkundige Chirurgie	BChD Wes-Kaapland

Universiteit van die Witwatersrand:	
Baccalaureus in Tandheelkunde	BDS Witwatersrand
Baccalaureus in Tandheelkundige Wetenskap	BDS Witwatersrand

GROOT-BRITTANJE

Royal College of Surgeons of England:	
Lisensiaat in Tandheelkunde	LDS RCS Eng

Royal College of Surgeons of Edinburgh:	
Lisensiaat in Tandheelkunde	LDS RCS Edin

Royal College of Physicians and Surgeons of Glasgow:	
Lisensiaat in Tandheelkunde	LDS RCPS Glasg

Royal Faculty of Physicians and Surgeons of Glasgow:	
Lisensiaat in Tandheelkunde	LDS RFPS Glasg

Universiteit van Birmingham:	
Lisensiaat in Tandheelkunde	LDS Birm
Baccalaureus in Tandheelkunde	BDS Birm

Universiteit van Bristol:	
Lisensiaat in Tandheelkunde	LDS Brist
Baccalaureus in Tandheelkunde	BDS Brist

Universiteit van Dundee:	
Lisensiaat in Tandheelkunde	LDS Dundee
Baccalaureus in Tandheelkunde	BDS Dundee

Universiteit van Durham:	
Lisensiaat in Tandheelkunde	LDS Durh
Baccalaureus in Tandheelkunde	BDS Durh

Universiteit van Edinburgh:	
Baccalaureus in Tandheelkunde	BDS Edin

Universiteit van Glasgow:	
Baccalaureus in Tandheelkunde	BDS Glasg

Universiteit van Leeds:	
Lisensiaat in Tandheelkunde	LDS Leeds
Baccalaureus in Tandheelkunde	BChD Leeds

Universiteit van Liverpool:	
Lisensiaat in Tandheelkunde	LDS Lpool
Baccalaureus in Tandheelkunde	BDS Lpool

Universiteit van Londen:	
Baccalaureus in Tandheelkunde	BDS Lond

Universiteit van Manchester (Victoria University):	
Lisensiaat in Tandheelkunde	LDS Manc
Baccalaureus in Tandheelkunde	BDS Manc

Universiteit van Newcastle-upon-Tyne:	
Baccalaureus in Tandheelkunde	BDS Ncle

Universiteit van Sheffield:	
Lisensiaat in Tandheelkunde	LDS Sheff
Baccalaureus in Tandheelkunde	BDS Sheff

Universiteit van St Andrews:	
Lisensiaat in Tandheelkunde	LDS St And
Baccalaureus in Tandheelkunde	BDS St And

Universiteit van Wallis:	
Baccalaureus in Tandheelkunde	BDS Wales

<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
University of the Western Cape:	
Bachelor of Dental Surgery	BChD Western Cape
University of the Witwatersrand:	
Bachelor of Dental Science	BDS Witwatersrand
Bachelor of Dental Surgery	BDS Witwatersrand

GREAT BRITAIN

Royal College of Surgeons of England:	
Licentiate in Dental Surgery	LDS RCS Eng

Royal College of Surgeons of Edinburgh:	
Licentiate in Dental Surgery	LDS RCS Edin

Royal College of Physicians and Surgeons of Glasgow:	
Licentiate in Dental Surgery	LDS RCPS Glasg

Royal Faculty of Physicians and Surgeons of Glasgow:	
Licentiate in Dental Surgery	LDS RFPS Glasg

University of Birmingham:	
Licentiate in Dental Surgery	LDS Birm
Bachelor of Dental Surgery	BDS Birm

University of Bristol:	
Licentiate in Dental Surgery	LDS Brist
Bachelor of Dental Surgery	BDS Brist

University of Dundee	
Licentiate in Dental Surgery	LDS Dundee
Bachelor of Dental Surgery	BDS Dundee

University of Durham:	
Licentiate in Dental Surgery	LDS Durh
Bachelor of Dental Surgery	BDS Durh

University of Edinburgh:	
Bachelor of Dental Surgery	BDS Edin

University of Glasgow:	
Bachelor of Dental Surgery	BDS Glasg

University of Leeds:	
Licentiate in Dental Surgery	LDS Leeds
Bachelor of Dental Surgery	BChD Leeds

University of Liverpool:	
Licentiate in Dental Surgery	LDS Lpool
Bachelor of Dental Surgery	BDS Lpool

University of London:	
Bachelor of Dental Surgery	BDS Lond

University of Manchester (Victoria University):	
Licentiate in Dental Surgery	LDS Manc
Bachelor of Dental Surgery	BDS Manc

University of Newcastle-upon-Tyne:	
Bachelor of Dental Surgery	BDS Ncle

University of Sheffield:	
Licentiate in Dental Surgery	LDS Sheff
Bachelor of Dental Surgery	BDS Sheff

University of St Andrews:	
Licentiate in Dental Surgery	LDS St And
Bachelor of Dental Surgery	BDS St And

University of Wales:	
Bachelor of Dental Surgery	BDS Wales

Universiteit of eksaminerende
liggaam en kwalifikasie

Afkorting vir registrasie

NOORD-IERLAND

Universiteit van Belfast (Queen's
University):

Lisensiaat in Tandheelkunde LDS Belf
Baccalaureus in Tandheelkunde BDS Belf

REPUBLIEK VAN IERLAND

Royal College of Surgeons in Ireland:

Lisensiaat in Tandheelkunde LDS RCS Irel

Universiteit van Dublin:

Baccalaureus in Tandheelkunde BDS Sc Dubl

Universiteit van Ierland (National
University):

Baccalaureus in Tandheelkunde BDs N U Irel

University or examining authority
and qualification

Abbreviation for
registration

NORTHERN IRELAND

University of Belfast (Queen's
University):

Licentiate in Dental Surgery LDS Belf
Bachelor of Dental Surgery BDS Belf

REPUBLIC OF IRELAND

Royal College of Surgeons in Ireland:

Licentiate in Dental Surgery LDS RCS Irel

University of Dublin:

Bachelor of Dental Science BDS Sc Dubl

University of Ireland (National
University):

Bachelor of Dental Surgery DBs N U Irel

No. R. 1255

8 Junie 1990

WET OP VOEDINGSMIDDELS, SKOON-
HEIDSMIDDELS EN ONTSMETTINGSMIDDELS,
1972 (WET No. 54 VAN 1972)

TOEPASSING DEUR PLAASLIKE BESTUUR.—
STELLA

Ek, Elizabeth Hendrina Venter, Minister van
Nasionale Gesondheid en Bevolkingsontwikkeling,
magtig hierby kragtens artikel 23 (1) van die Wet op
Voedingsmiddels, Skoonheidsmiddels en Ontsmet-
tingsmiddels, 1972 (Wet No. 54 van 1972), die Munisi-
paliteit van Stella om binne sy regsgebied en deur
middel van sy behoorlik gemagtigde beamptes die toe-
paslike bepalings van genoemde Wet uit te voer.

E. H. VENTER,

Minister van Nasionale Gesondheid en
Bevolkingsontwikkeling.

No. R. 1256

8 Junie 1990

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN
TANDHEELKUNDIGE RAAD

REÛLS WAT DIE HANDELINGE OF VERSUIME
UITEENSIT TEN OPSIGTE WAARVAN TUG-
STAPPE DEUR DIE BEROEPSRAAD VIR SIEL-
KUNDE EN DIE RAAD GEDOEN KAN WORD

Die Minister van Nasionale Gesondheid en Bevol-
kingsontwikkeling het kragtens artikel 50 (2) van die
Wet op Geneesher, Tandartse en Aanvullende
Gesondheidsdiensberoep, 1974 (Wet No. 56 van
1974), die reëls goedgekeur wat deur die Suid-Afri-
kaanse Geneeskundige en Tandheelkundige Raad
kragtens artikel 50 (1) van die Wet uitgevaardig is en
wat in die Bylae hiervan uiteengesit word.

BYLAE

1. Die handelinge of versuime van 'n sielkundige,
psigometris of psigotegnikus uiteengesit in hierdie reëls
is handelinge of versuime ten opsigte waarvan tug-
stappe deur die Beroepsraad vir Sielkunde en die Raad
gedoen kan word.

No. R. 1255

8 June 1990

FOODSTUFFS, COSMETICS AND DISINFEC-
TANTS ACT, 1972 (ACT No. 54 OF 1972)

ENFORCEMENT BY LOCAL AUTHORITY.—
STELLA

I, Elizabeth Hendrina Venter, Minister of National
Health and Population Development, hereby
authorise, under section 23 (1) of the Foodstuffs,
Cosmetics and Disinfectants Act, 1972 (Act No. 54 of
1972), the Municipality of Stella to enforce the
pertinent provisions of the said Act within its area of
jurisdiction and through its duly authorised officers.

E. H. VENTER,

Minister of National Health and
Population Development.

No. R. 1256

8 June 1990

THE SOUTH AFRICAN MEDICAL AND
DENTAL COUNCIL

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

The Minister of National Health and Population
Development has, in terms of section 50 (2) of the
Medical, Dental and Supplementary Health Service
Professions Act, 1974 (Act No. 56 of 1974), approved
the rules made by the South African Medical and
Dental Council in terms of section 50 (1) of the Act and
set out in the Schedule hereto.

SCHEDULE

1. The acts or omissions by a psychologist, a psy-
chometrist or a psychotechnician set out in these rules
are the acts or omissions in respect of which disciplinary
steps may be taken by the Professional Board for Psy-
chology and the Council.

Adverteer

2. (1) *Inleiding:* Gesonde verhoudinge tussen sielkundiges, psigometriste en psigotegnici onderling en tussen hierdie beroepe is noodsaaklik vir die bevordering van die openbare aansien van die beroepe en dus van sielkundiges, psigometriste en psigotegnici (hierna sielkundiges genoem tensy anders vermeld) self. Handelinge waardeur 'n sielkundige sy diens direk aan die publiek adverteer of waardeur hy die aansien van 'n kollega (of ander geregistreerde persoon) benadeel, is strydig met dié uitgangspunt.

Die Beroepsraad en die Raad onderskryf die wenslikheid daarvan om die publiek in te lig oor aangeleenthede wat die breë belang dien, maar keur metodes af wat 'n sielkundige aanwend met die doel om homself of 'n ander sielkundige of 'n bepaalde inrigting, middel of tegniek te adverteer.

'n Sielkundige wat toelaat dat sy professionele menings in die lekepers of oor die radio of televisie bekendgemaak of aan 'n lekegehoor geopenbaar word, word persoonlik daarvoor verantwoordelik gehou dat sodanige bekendmaking of openbaarmaking wetenskaplik gefundeerd is en nie adverteer uitmaak nie.

Onder adverteer word verstaan die inlig van die lekepubliek by wyse van die media (pers, radio en televisie) oor die dienste wat geregistreerde sielkundiges en instansies deur hulle beman, lewer.

Met lekepubliek word bedoel diesulkes wat nie die akademiese en professionele agtergrond het om die waarde van die dienste wat geadverteer word te kan beoordeel nie. Die adverteer van dienste in wetenskaplike tydskrifte val ook in hierdie kategorie.

Die bekendstelling van dienste wat deur sielkundiges gelewer word, is egter noodsaaklik.

Onder bekendstelling word verstaan die beskikbaarstelling van inligting (mondeling of skriftelik) aan die nie-lekepubliek oor dienste wat gelewer kan word. Met nie-lekepubliek word bedoel diesulkes wat die nodige akademiese en professionele agtergrond het om die waarde van die dienste te evalueer.

Die beskikbaarstelling van feitelike inligting oor dienste wat gelewer kan word, aan geselekteerde gehore en individue aanwesig by kongresse, seminare, simposia en voorlesings en in organisasies, word nie as adverteer beskou nie.

Die persoon wie se dienste aldus bekend gestel word, word persoonlik daarvoor verantwoordelik gehou dat die bekendstelling in ooreenstemming met die voorgaande geskied.

Bekendstelling word dus nie as adverteer beskou nie.

(2) 'n Sielkundige wat homself met die oog op sy (direkte of indirekte, onmiddellike of uiteindelijke) professionele voordeel direk of indirek op enige wyse adverteer of die publikasie van enigiets wat 'n aanbeveling bevat van of die aandag vestig op sy professionele bekwaamheid, kennis, dienste of kwalifikasies, verkry, goedkeur of stilswyend toelaat. Die volgende handelinge word nie as adverteer beskou nie:

(a) Besoek aflê by of bekendstellingstukke stuur of skryf aan persone wat ingevolge die Wet geregistreer is, hospitale, universiteite, voorligtingsburo's en ander inrigtings waar geneeshere en sielkundiges as spanne fungeer, of professionele gekwalifiseerde persone in aanverwante beroepe;

Advertising

2. (1) *Introduction:* Sound mutual relationships between psychologists, psychometrists and psychotechnicians are essential for furthering the public esteem of the professions and therefore of psychologists, psychometrists and psychotechnicians (hereinafter referred to as psychologists unless otherwise stated) themselves. Acts by which a psychologist advertises his services directly to the public or by which he prejudices the esteem of a colleague (or other registered person) are contrary to this premise.

The Professional Board and the Council endorse the desirability of informing the public of matters in the general interest, but disapprove of methods adopted by a psychologist for the purpose of advertising himself or another psychologist or a particular institution, remedy or technique.

A psychologist who allows his professional opinions to be divulged in the lay press or on the radio or television or to be disclosed to a lay assembly will personally be held responsible that such divulgence or disclosure is scientifically founded and does not constitute advertising.

Under advertising is understood the informing of the lay public by means of the media (press, radio and television) of the services rendered by registered psychologists and institutions manned by them.

With lay public is meant those persons who do not have the necessary academic and professional background to judge the value of the services that are advertised. The advertising of services in scientific journals also fall under this category.

It is, however, necessary to divulge services that are rendered by psychologists.

Under divulgence is understood the placing of information (oral or written) at the disposal of the non-lay public concerning services that can be rendered. With non-lay public is meant those persons who have the necessary academic and professional background to evaluate the value of the services.

The placing of factual information concerning the services that can be rendered at the disposal of selected audiences and individuals at congresses, seminars, simposia and lectures and in organisations is not regarded as advertising.

The person whose services are thus divulged will be held personally responsible for ensuring that the divulgence occurs in accordance with the above-mentioned provision.

Divulgence is therefore not regarded as advertising.

(2) A psychologist advertising himself directly or indirectly in any manner with a view to his (direct or indirect, immediate or eventual) professional gain or procuring, sanctioning or acquiescing in the publication of matter commending or directing attention to his professional skill, knowledge, services or qualifications. The following acts shall not be regarded as advertising:

(a) Visiting or sending out material introducing himself or writing to persons registered in terms of the Act, hospitals, universities, guidance bureaux and other institutions where medical practitioners and psychologists function as a team, or professional qualified persons in related professions;

(b) mededelings aan bona fide-pasiënte of -kliënte waarin 'n adresverandering, die ontbinding van 'n vennootskap, of iets dergeliks gemeld word, in welke geval die mededelings die naam van die individuele pasiënt of kliënt aan wie dit gerig word, moet dra en in 'n koevert versend moet word;

(c) die publikasie in die amptelike telefoongids, in die gewone druk van dié publikasie, van die volgende besonderhede, naamlik sy naam en beroep en dié van sy vennoot, indien hy 'n vennoot het, sy huis- en spreekkameradres en een of meer telefoonnommers, asook spesiale telefoonnommers vir geval geen antwoord by die gewone nommers gekry word nie;

(d) die aanbring op koeverte van sy naam, sonder sy titel of enige kwalifikasie, en 'n adres waarheen die inhoud teruggestuur moet word indien onafgelewer;

(e) die publikasie van artikels in professionele tydskrifte en van wetenskaplike boeke vir gebruik deur die beroepe en deur studente in sielkunde, geneeskunde, tandheelkunde, verpleging en verwante beroepe, met vermelding van sy titel, naam en professionele kwalifikasies;

(f) die publikasie van nie-professionele boeke en nie-professionele artikels in die lekepers onder sy eie naam sonder vermelding van sy titel en professionele kwalifikasies;

(g) die bekendmaking in die lekepers of oor die radio of televisie, met vermelding van sy eie naam, of die uitspraak by wyse van lesings of toesprake voor 'n lekegehoor, van sy menings oor onderwerpe van professionele aard—

(i) deur 'n voltydse of deeltydse sielkundige handelende in sy amptelike hoedanigheid en waar sodanige publikasie bona fide deel van sy amptelike pligte is;

(ii) deur 'n beaampte van 'n sielkundige vereniging wat in sy amptelike hoedanigheid en ooreenkomstig opdragte van sodanige vereniging optree;

(iii) deur enige sielkundige oor aangeleenthede van suiwer akademiese aard, openbare gesondheid, die administrasie van sielkundige dienste, psigo-politieke aangeleenthede en dergelike aangeleenthede.

(Reël 2 moet saam met reëls 3, 4 en 6 gelees word.)

Besigheidsadvertensies

3. (1) Toelaat dat sy naam gebruik word in verband met advertensies van sielkundige toetse en/of instrumente en toestelle, of prosedures wat met sy beroep verband hou.

(2) Toelaat dat sy naam gebruik word as deel van die naam van 'n sielkundige praktyk uitgeoefen of bestuur deur 'n persoon wat nie as 'n sielkundige geregistreer is nie.

(3) Toelaat dat sy naam as sielkundige gepubliseer word in verband met advertensies of beroepe op die publiek ten behoeve van siektebystandsverenigings of dergelike handelsorganisasies.

(b) communications to bona fide patients or clients intimating a change of address, the dissolution of a partnership and the like, in which case the communications shall bear the name of the individual patient or client to whom they are addressed and shall be enclosed in an envelope;

(c) the publication in the official telephone directory, in the ordinary type of such publication, of the following particulars, namely his name and profession and that of his partner, if any, his home and consulting room address, and one or more telephone numbers and special telephone numbers in case of no reply from the usual numbers;

(d) the affixing on envelopes of his name, without his title or any qualification, and a return address in case of non-delivery;

(e) the publication of articles in professional journals and of scientific books for use by the professions and by students in psychology, medicine, dentistry, nursing and related professions, indicating his title, name and professional qualifications;

(f) the publication of non-professional books and non-professional articles in the lay press under his own name without indication of his title and professional qualifications;

(g) the divulgence in the lay press or on radio or television, under his own name, or expressing by means of addresses or lectures to a lay audience of his views on subjects of a professional nature—

(i) by any full-time or part-time psychologist acting in his official capacity and where such publication is a bona fide part of his official duties;

(ii) by any officer of a psychological association, acting in his official capacity and on the instructions of such association;

(iii) by any psychologist on matters of purely academic nature, public health, the administration of psychological services, psychopolitical matters, and similar matters.

(Rule 2 shall be read with rules 3, 4 and 6.)

Business advertisement

3. (1) Permitting his name to be used in connection with advertisements of psychological tests and/or instruments and appliances, or procedures relating to his profession.

(2) Permitting his name to be used as part of the name of a psychological practice carried on or managed by any person not registered as a psychologist.

(3) Permitting the publication of his name as a psychologist in connection with advertisements or appeals to the public on behalf of medical benefit societies or similar commercial organisations.

Naamplate

4. Die gebruik van een van die volgende middele om sy woonplek of spreekkamers aan te dui:

(a) 'n Naamplaat wat groter as 360×210 mm is of wat andersins nie voldoen aan die vereistes verder hierin gestel nie;

(b) 'n straatuithangbord;

(c) 'n naamplaat of letters op balkonne;

(d) 'n naamplaat of letters op vensters: Met dien verstande dat (in die geval van geboue waar geen fasiliteite bestaan of gerieflik verskaf kan word vir die aanbring van naamplate soos algemeen by die beroep in gebruik nie) 'n naamplaat wat in alle opsigte voldoen aan wat hierin voorgeskryf word, aangebring of geverf kan word op 'n spieëlglasvenster so na moontlik aan die sy aangrensend aan die bona fide-ingang van die gebou;

(e) 'n naamplaat op 'n buitemuur of pilaar wat deel uitmaak van 'n gebou maar nie van 'n bona fide-ingang van die gedeelte van die gebou waarin sy spreekkamer geleë is nie, sonder die spesiale toestemming van die Beroepsraad.

Opmerking: (i) Eenvoudige naamplate soos algemeen by die beroep in gebruik moet gebruik word. 'n Naamplaat mag nie meer as die sielkundige se naam, beroep, kwalifikasie (op sodanige wyse as wat die Beroepsraad toelaat), telefoonnommer(s) en spreekure bevat nie.

(ii) Hoogstens een naamplaat by elke ingang van 'n gebou en een aan die deur van die spreekkamer word toegelaat.

(iii) In die geval van okkupeerders van 'n groot gebou waar in die portaal en op die verskillende verdiepings spesiaal daarvoor voorsiening gemaak is om die huurders aan te dui, kan van dié fasiliteit gebruik gemaak word.

(iv) In groot geboue kan, indien nodig, 'n naamplaat wat net die naam van die sielkundige bevat, in die gang gebruik word ten einde die rigting vir pasiënte of kliënte aan te dui.

(v) In die geval van sielkundiges wat 'n praktyk oorneem of in die geval van die oorlyde of uitreding van 'n vennoot, is dit nie toelaatbaar om op die perseel of elders die naam of naamplaat of -plate van die voorganger of oorlede of uitgetrede vennoot vir 'n tydperk van langer as 12 maande vanaf die datum van oorname van die praktyk te gebruik nie. Gedurende hierdie tydperk van 12 maande moet die oorname van die praktyk aangedui word deur die woorde "Opvolger van".

(vi) In die geval van verhuising, kan die naam en die nuwe adres van die sielkundige op 'n redelike wyse vertoon bly vir 'n tydperk van hoogstens 12 maande.

(vii) Professionele naamplate word nie op enige plek toegelaat nie tensy 'n sielkundige werklik op sodanige plek woon of bona fide daar praktiseer.

Besoeke deur 'n sielkundige aan 'n ander plek as dié waar hy woonagtig is of praktiseer

5. Die uitoefen deur 'n sielkundige van 'n gereelde rondreispraktyk op 'n plek waar 'n ander sielkundige gevestig is, tensy hy in sy rondreispraktyk 'n volle en bevredigende diens aan sy pasiënte of kliënte lewer soortgelyk aan en teen dieselfde koste as die diens wat hy lewer in die gebied waar hy woonagtig is.

Name-plates

4. Using any of the following means to indicate his place of residence or consulting rooms:

(a) A name-plate larger than 360×210 mm or otherwise not conforming to the requirements hereinafter laid down;

(b) a street signboard;

(c) a name-plate or lettering on balconies;

(d) a name-plate or lettering on windows: Provided that (in the case of buildings where no facilities exist or can be conveniently made for affixing name-plates such as are in general use by the profession) a name-plate conforming in every other respect to that herein prescribed may be affixed to or painted on a plate-glass window as near as possible to the side adjacent to the bona fide entrance to such building;

(e) a name-plate on an outside wall or pillar which forms part of a building but not a bona fide entrance to that part of the building in which his consulting room is situated, without the special permission of the Professional Board.

Notes: (i) Plain name-plates such as are in general use by the profession shall be used. A name-plate shall not contain more than the psychologist's name, profession, qualification (in such manner as may be permitted by the Professional Board), his telephone number(s) and hours of consultation.

(ii) Not more than one name-plate at each entrance to a building and one on the door of the consulting room shall be allowed.

(iii) In the case of occupants of a large building where special provision is made in the entrance hall and on the various floors to indicate the tenants, it shall be permissible to make use of such provision.

(iv) In large buildings, if necessary, a name-plate with only the name of the psychologist may be used in the corridor for the direction of patients or clients.

(v) In the case of psychologists succeeding to a practice or in the case of the death or retirement of a partner it shall not be permissible to use on the premises or elsewhere the name or name-plate or plates of the predecessor or deceased or retired partner for a period exceeding 12 months from the date of succession to the practice. During this period of 12 months, succession to the practice shall be indicated by the words "Successor to".

(vi) In the case of removal, the name and new address of the psychologist may remain in reasonable evidence for a period not exceeding 12 months.

(vii) Professional name-plates shall not be allowed at any place unless a psychologist actually resides or bona fide practises at such place.

Visits by a psychologist to a place other than that at which he resides or practises

5. For a psychologist to carry on a regularly recurring itinerant practice at a place where another psychologist is established, unless his itinerant practice provides a full and satisfactory service to his patients or clients similar to and at the same cost as the service he provides in the area in which he is domiciled.

Briefhoofde en rekeningvorms

6. Die druk of briefhoofde en rekeningvorms van enige ander inligting as —

- (a) die sielkundige se naam;
- (b) sy titel, beroep en geregistreerde kwalifikasies in afgekorte vorm, en afkortings ten opsigte van akademiese kwalifikasies (uitgesonderd sielkundekwalifikasies) en ten opsigte van eregrade aan hom toegeken;
- (c) adresse en telefoonnommers; en
- (d) spreekure.

Werwing en lok van pasiënte of kliënte

7. Die werwing of lok van pasiënte of kliënte, hetsy persoonlik of deur bemiddeling van agente of op enige ander manier.

Gelde en kommissie

8. (1) Die betaal van kommissie aan enige persoon vir die aanbeveling van pasiënte of kliënte.

(2) Die ontvang van kommissie vir die aanbeveling van dienste of ware aan pasiënte of kliënte.

(3) Die verdeling van gelde (digotomie) met enige persoon wat nie eweredig deelgeneem het aan die dienste waarvoor die gelde gevorder word nie.

Verberging

9. (1) Iemand as assistent of *locum tenens* in diens neem wat nie as sielkundige, psigotegnikus of psigometris, na gelang van die geval, geregistreer is nie, of heimlik of anders saamwerk met iemand wat nie aldus geregistreer is nie, of met enige sodanige persoon in vennootskap tree.

(2) (a) Met 'n persoon wat nie ingevolge die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974, of die Wet op Aptekers, 1974, of die Wet op Verpleging, 1978, of die Wet op Maatskaplike Werkers, 1978, of die Wet op Tandtegnici, 1979, geregistreer is nie en wat 'n praktyk beoefen of op 'n gereelde grondslag 'n handeling verrig in verband met die diagnoseer, behandeling of voorkoming van liggaamlike of geestesgestremdhede, -ongesteldhede of -gebreke by enige ander persoon, in verband met sodanige praktyk of handeling konsulteer of sodanige persoon op enige manier in sodanige praktyk of met sodanige handeling help of bystaan, uitgesonderd in die geval van sodanige persone of organisasies as wat die Beroepsraad goedkeur.

(b) 'n Persoon wat ingevolge die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974, of die Wet op Aptekers, 1974, of die Wet op Verpleging, 1978, of die Wet op Maatskaplike Werkers, 1978, of die Wet op Tandtegnici, 1979, geregistreer is, op enige manier help of bystaan in enige onwettige praktyk of optrede van sodanige persoon.

(3) Die indiensneming van ongeregisteerde aanvullende gesondheidsdienspersoneel of die verwysing van pasiënte na sodanige ongeregisteerde personeel wanneer die dienste van geregisteerde aanvullende gesondheidsdienspersoneel beskikbaar is.

Opmerking: Ingeval 'n sielkundige in 'n ernstige noodgeval ingeroep word om 'n ongeregisteerde persoon te help, moet die sielkundige die geval onmiddellik aan die Beroepsraad rapporteer.

Letter-heads and account forms

6. The printing on letter-heads and account forms of any information other than —

- (a) the psychologist's name;
- (b) his title, profession and registered qualifications in abbreviated form, and abbreviations in respect of academic qualifications (other than psychological) and in respect of honorary degrees conferred on him;
- (c) addresses and telephone numbers; and
- (d) hours of consultation.

Canvassing and touting

7. Canvassing or touting for patients or clients, either personally or through agents or in any other manner.

Fees and commission

8. (1) Paying commission to any person for recommending patients or clients.

(2) Receiving commission in return for recommending services or wares to patients or clients.

(3) Sharing fees (dichotomy) with any person who has not taken a commensurate part in the services for which the fees are charged.

Covering

9. (1) Employing as an assistant or *locum tenens* any person not registered as a psychologist, psychometrist or psychotechnician, as the case may be, or acting in collusion or collaboration with any person not so registered, or entering into partnership with any such person.

(2) (a) Consulting with or in any way assisting, or supporting in his practice any person who is not registered in terms of the Medical, Dental and Supplementary Health Service Professions Act, 1974, or the Pharmacy Act, 1974, or the Nursing Act, 1978, or the Social Workers Act, 1978, or the Dental Technicians Act, 1979, and who is in a practice or who performs an act on a regular basis regarding the diagnosis, treatment or prevention of physical or mental disabilities, illnesses or defects in any other person, except in the case of such persons or organisations as the Professional Board may approve.

(b) Helping or supporting a person in any way in any illegal practice or conduct of such person registered in terms of the Medical, Dental and Supplementary Health Service Professions Act, 1974, or the Pharmacy Act, 1974, or the Nursing Act, 1978, or the Social Workers Act, 1978, or the Dental Technicians Act, 1979.

(3) Employing unregistered supplementary health service staff or referring patients to such unregistered staff where the services of registered supplementary health services staff are available.

Note: In the event of a psychologist's being called in a grave emergency to assist an unregistered person, the psychologist shall report the case to the Professional Board immediately.

Klubs, verenigings, ens.

10. Geldelike belang hê, hetsy by wyse van 'n vaste salaris of andersins, by sielkundige klinieke wat in die lekepers of by wyse van omsendbriewe of kaartjies of op enige ander wyse adverteer om pasiënte of kliënte te verkry.

Assosiasie met liefdadigheidsinrigtings

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

Tender

12. Tender vir 'n voltydse, deeltydse of enige ander soort aanstelling.

Supersessie

13. Die oorneem van 'n geval van 'n ander sielkundige tensy hy daarvan oortuig is dat die pasiënt of kliënt of die persoon in beheer van die geval sodanige sielkundige in kennis gestel het dat hy sy dienste nie langer nodig het nie.

Onbehoorlike verhinderings van 'n pasiënt of kliënt

14. Die verhinderings van 'n pasiënt of kliënt (of 'n persoon wat behoorlik ten behoeve van die pasiënt of kliënt optree) wat die advies of dienste van 'n ander praktisyn verlang.

Professionele reputasie van kollegas en ander geregistreerde persone

15. Die maak van toespelings, uitdruklik of by implikasie, op die eerbaarheid of professionele reputasie, bekwaamheid, kennis, dienste of kwalifikasies van enige ander persoon geregistreer ingevolge die Wet of ingevolge enige ander wet wat erkenning aan beroepe en professies verleen.

Professionele geheimhouding

16. Die bekendmaking van enige inligting, hetsy mondeling of skriftelik, aangaande 'n pasiënt of kliënt se aandoeninge, toestand of probleme wat nie bekendgemaak behoort te word nie, uitgesonderd met die uitdruklike toestemming van die pasiënt of kliënt of, in die geval van 'n minderjarige of 'n persoon gesertifiseer ingevolge die Wet op Geestesgesondheid, 1973, met die toestemming van sy ouer of voog of kurator, na gelang van die geval, of, in die geval van 'n pasiënt of kliënt wat oorlede is, met die toestemming van sy naasbestaande of die eksekuteur van sy boedel.

Opmerking: In 'n geregshof mag 'n sielkundige die reël van professionele geheimhouding net onder protes, in opdrag van die voorsittende regtelike amptenaar, verbreek.

Sertifikate

17. In sy professionele hoedanigheid 'n sertifikaat uitreik, tensy hy as gevolg van persoonlike waarneming daarvan oortuig is dat die feite daarin korrek vermeld is, of die volgende aantekening op die sertifikaat aanbring het: "Soos deur die pasiënt of kliënt aan my meegedeel."

Professionele aanstellings, uitgesonderd aanstellings kragtens die Staatsdienswet

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

Clubs, societies, etc.

10. Having a financial interest, whether by way of a fixed salary or otherwise, in psychological clinics which advertise for patients or clients in the lay press or by circular or card or in any other way.

Association with charitable institutions

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

Tendering

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

Supersession

13. Taking over the case of another psychologist unless satisfied that the patient or client or person in charge of the case has notified such psychologist that he no longer requires his services.

Improperly impeding a patient or client

14. Impeding a patient or client (or a person properly acting on behalf of the patient or client) who desires to obtain the opinion or services of another practitioner.

Professional reputation of colleagues and other registered persons

15. Casting reflections explicitly or implicitly upon the probity or professional reputation, skill, knowledge, services or qualifications of any other person registered under the Act, or under any other act giving recognition to professions.

Professional secrecy

16. Divulging verbally or in writing any information which ought not to be divulged regarding the ailments, condition or problems of a patient or client, except with the express consent of the patient or client or, in the case of a minor or a person certified in terms of the Mental Health Act, 1973, with the consent of his parent or guardian or curator, as the case may be, or in the case of a deceased patient or client, with the consent of his next of kin or the executor of his estate.

Note: In a court of law, professional secrecy may be contravened only under protest after direction from the presiding judicial officer.

Certificates

17. Granting a certificate in his professional capacity unless he is satisfied from personal observation that the facts are correctly stated therein, or has qualified the certificate by writing the words "As I am informed by the patient or client."

Professional appointments, other than appointments made under the Public Service Act

18. Permitting or suffering his name, profession, qualifications or address to appear on cards, handbills, pamphlets or notifications of any kind which refer in any way to his holding the said appointment: Provided that a psychologist shall not be deemed to have committed a breach of this rule if a benefit society notifies its members that psychological services have been arranged, details of which are available on application.

Geheime middels, ens.

19. In die beoefening van sy beroep as sielkundige gebruik maak van —

(a) enige vorm van toetsing, behandeling, procedure, apparaat of tegniese proses wat geheim is of wat voorgegee word geheim te wees;

(b) enige procedure of apparaat wat by ondersoek blyk nie in staat te wees om te voldoen aan die aansprake wat ten opsigte daarvan gemaak word nie.

Spreekkamers

20. Spreek- of wagkamers deel met persone wat nie as sielkundiges, psigotegnici of psigometriste, na gelang van die geval, geregistreer is nie: Met dien verstande dat spreek- en wagkamers met die toestemming van die Beroepsraad met ander persone wat by die Raad geregistreer is, gedeel kan word.

Opmerking: Persone geregistreer ingevolge die Wet kan egter met die toestemming van die Beroepsraad van gemeenskaplike spreek- of wagkamers gebruik maak onder die uitdruklike verstandhouding dat hulle nie in vennootskap mag praktiseer nie.

Wetlike pligte van die Raad

21. Enige opsetlike handeling of versuim wat verhinder, of wat daarop bereken is om te verhinder, dat die Raad of die Beroepsraad of die registrateur sy wetlike pligte uitvoer.

Verrigting van professionele handelinge deur sielkundiges

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

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

(3) Die diagnosering van 'n klaarblyklik fisiese siekte by 'n persoon, uitgesonderd met medewerking van 'n span waarvan minstens een lid 'n geneesheer is.

(4) Die gebruik maak van medisyne of chirurgie by die ondersoek of behandeling van 'n persoon, of aanbeveling by pasiënte of kliënte om medikasie wat deur 'n geneesheer voorgeskryf is, te verander, te verminder of te staak.

Verrigting van professionele handelinge deur psigotegnici

23. 'n Geregistreerde psigotegnikus in enige kategorie mag nie —

(a) as sy eie werkgewer sy beroep beoefen nie;

(b) toetse wat as C-vlaktoetse deur die Toetskommissie van die Republiek van Suid-Afrika geklassifiseer is, gebruik nie;

(c) toetse wat as B-vlaktoetse deur die Toetskommissie van die Republiek van Suid-Afrika geklassifiseer is, gebruik nie, uitgesonderd onder leiding en toesig of in diens van geregistreerde sielkundiges: Met dien verstande dat psigotegnici in die kategorie bedryfpsigotegniek in konsultasie met en met die skriftelike magtiging van 'n geregistreerde sielkundige sodanige toetse mag toepas en die bepaalde afsnypunt mag meedeel, waar die afsnypunte van die betrokke toetse deur 'n geregistreerde sielkundige bepaal is;

Secret remedies, etc.

19. Making use in the conduct of his profession as a psychologist —

(a) of any form of testing, treatment, procedure, apparatus or technical process which is secret or is claimed to be secret;

(b) of any procedure or apparatus which proves upon investigation to be incapable of fulfilling the claims made in regard to it.

Consulting rooms

20. Sharing consulting or waiting rooms with persons not registered as psychologists, psychotechnicians or psychometrists, as the case may be: Provided that consulting and waiting rooms may, with the consent of the Professional Board, also be shared with other persons who are registered with the Council.

Note: Persons registered in terms of the Act may however, with the consent of the Professional Board, make use of joint consulting or waiting rooms on the explicit understanding that they shall not practise in partnership.

Council's statutory duties

21. Any wilful act or omission which prevents or is calculated to prevent the Council or the Professional Board or the registrar from carrying out its/his statutory duties.

Performance of professional acts by psychologists

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

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

(3) Diagnosing a person's evident physical illness, except in co-operation with a team of which at least one member is a medical practitioner.

(4) Making use of medicine or surgery in the examination or treatment of a person or recommending patients or clients to change, decrease or stop medication prescribed by a medical practitioner.

Performance of professional acts by psychotechnicians

23. A registered psychotechnician in any category may not —

(a) carry on his profession as his own employer;

(b) use tests classified as C-level tests by the Test Commission of the Republic of South Africa;

(c) use tests classified as B-level tests by the Test Commission of the Republic of South Africa, except under the direction and supervision or in the employ of registered psychologists: Provided that psychotechnicians in the category of industrial psychotechnics may, in consultation with and with the written authorisation of a registered psychologist, administer such tests and disclose the specific cut-off point, where the cut-off points of the tests concerned have been determined by a registered psychologist;

(d) 'n diagnose op sy eie maak of 'n geval terapeuties behandel nie;

(e) van verdowingsmiddels, medisyne of chirurgie by die ondersoek van 'n persoon gebruik maak nie.

Uitbuiting

24. Toelaat dat hy uitgebuit word op 'n manier wat nadelig is vir die openbare of professionele belang.

25. Die reëls afgekondig by Goewermentskennisgewing No. R. 1856 van 16 September 1977, soos gewysig by Goewermentskennisgewings Nos. R. 1041 van 26 Mei 1978 en R. 2596 van 12 Desember 1986, word hierby herroep.

(d) make an independent diagnosis or treat a case therapeutically;

(e) apply drugs, medicines or surgery in the examination of any person.

Exploitation

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

25. The rules published under Government Notice No. R. 1856 of 16 September 1977, as amended by Government Notices Nos. R. 1041 of 26 May 1978 and R. 2596 of 12 December 1986, are hereby withdrawn.

Spaar 'n druppel — en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad



Save a drop — and save a million

Water conservation is very important to the community and industry to ensure their survival. So save water!

BELANGRIK!!

Plasing van tale:

Staatskoerante

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* jaarliks geskied met die eerste uitgawe in Oktober.
2. Vir die tydperk 1 Oktober 1989 tot 30 September 1990 word Afrikaans EERSTE geplaas.
3. Hierdie reëling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.*

—oOo—

IMPORTANT!!

Placing of languages:

Government Gazettes

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be effected annually from the first issue in October.
2. For the period 1 October 1989 to 30 September 1990, Afrikaans is to be placed FIRST.
3. This arrangement is in conformity with Gazettes containing Act of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. *It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.*

BELANGRIKE AANKONDIGING*Sluitingstye VOOR VAKANSIEDAE vir***WETLIKE KENNISGEWINGS
GOEWERMENTSKENNISGEWINGS 1990***Die sluitingstyd is stiptelik 15:00 op die volgende dae:*

- ▶ **29 Maart**, Donderdag, vir die uitgawe van Donderdag **5 April**
- ▶ **4 April**, Woensdag, vir die uitgawe van Donderdag **12 April**
- ▶ **11 April**, Woensdag, vir die uitgawe van Vrydag **20 April**
- ▶ **26 April**, Donderdag, vir die uitgawe van Vrydag **4 Mei**
- ▶ **17 Mei**, Donderdag, vir die uitgawe van Vrydag **25 Mei**
- ▶ **23 Mei**, Woensdag, vir die uitgawe van Vrydag **1 Junie**
- ▶ **4 Oktober**, Donderdag, vir die uitgawe van Vrydag **12 Oktober**
- ▶ **18 Desember**, Dinsdag, vir die uitgawe van Vrydag **28 Desember**
- ▶ **21 Desember**, Vrydag, vir die uitgawe van Vrydag **4 Januarie**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n APARTE Staatskoerant verlang word moet die kopie drie kalenderweke voor publikasie ingedien word

IMPORTANT ANNOUNCEMENT*Closing times PRIOR TO PUBLIC HOLIDAYS for***LEGAL NOTICES
GOVERNMENT NOTICES 1990***The closing time is 15:00 sharp on the following days:*

- ▶ **29 March**, Thursday, for the issue of Thursday **5 April**
- ▶ **4 April**, Wednesday, for the issue of Thursday **12 April**
- ▶ **11 April**, Wednesday, for the issue of Friday **20 April**
- ▶ **26 April**, Thursday, for the issue of Friday **4 May**
- ▶ **17 May**, Thursday, for the issue of Friday **25 May**
- ▶ **23 May**, Wednesday, for the issue of Friday **1 June**
- ▶ **4 October**, Thursday, for the issue of Friday **12 October**
- ▶ **18 December**, Tuesday, for the issue of Friday **28 December**
- ▶ **21 December**, Friday, for the issue of Friday **4 January**

Late notices will be published in the subsequent issue. If, under special circumstances, a late notice is being accepted, a double tariff will be charged

The copy for a SEPARATE Government Gazette must be handed in not later than three calendar weeks before date of publication

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