

REPUBLIEK
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No. 15274

PROKLAMASIES

van die

Staatspresident

van die Republiek van Suid-Afrika

No. R. 113, 1993

TOEPASSING VAN DIE WET OP DIE OPGRADERING VAN GRONDBESITREGTE, 1991, IN QWAQWA

Kragtens die bevoegdheid my verleen by artikel 25 (1) van die Wet op die Opgradering van Grondbesitregte, 1991 (Wet No. 112 van 1991), verklaar ek hierby gemelde Wet met ingang van **1 Desember 1993** in die gebied ten opsigte waarvan QwaQwa by Proklamasie No. R. 203 van 1974 tot 'n selfregerende gebied verklaar is, van toepassing.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Agste dag van November Eenduisend Negehoenderd Drie-en-negentig.

F. W. DE KLERK,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

A. FOURIE,
Minister van die Kabinet.

No. R. 114, 1993

TOEPASSING VAN DIE WET OP DIE OPGRADERING VAN GRONDBESITREGTE, 1991, IN GAZANKULU

Kragtens artikel 25 (1) van die Wet op die Opgradering van Grondbesitregte, 1991 (Wet No. 112 van 1991), verklaar ek hierby gemelde Wet met ingang van

PROCLAMATIONS

by the

State President

of the Republic of South Africa

No. R. 113, 1993

APPLICATION OF THE UPGRADING OF LAND TENURE RIGHTS ACT, 1991, IN QWAQWA

Under the powers vested in me by section 25 (1) of the Upgrading of Land Tenure Rights Act, 1991 (Act No. 112 of 1991), I hereby declare the said Act to be applicable with effect from **1 December 1993** in the area in respect of which Qwaqwa was declared a self-governing territory by Proclamation, No. R. 203 of 1974.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Eighth day of November, One thousand Nine hundred and Ninety-three.

F. W. DE KLERK,
State President.

By Order of the State President-in-Cabinet:

A. FOURIE,
Minister of the Cabinet.

No. R. 114, 1993

APPLICATION OF THE UPGRADING OF LAND TENURE RIGHTS ACT, 1991, IN GAZANKULU

Under section 25 (1) of the Upgrading of Land Tenure Rights Act, 1991 (Act No. 112 of 1991), I hereby declare the said Act to be applicable with effect

1 Desember 1993 in die gebied ten opsigte waarvan die Gazankulu- Wetgewende Vergadering by Proklamasie No. R. 15 van 1973 tot 'n selfregerende gebied verklaar is, van toepassing.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Agste dag van November Eenduisend Negehoonderd Drie-en-negentig.

F. W. DE KLERK,

Staatspresident.

Op las van die Staatspresident-in-Kabinet:

A. FOURIE,

Minister van die Kabinet.

GOEWERMENSKENNISGEWINGS

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2253 **26 November 1993**

WET OP ONDERWYSAANGELEENTHEDE
(VOLKSRAAD), 1988

WYSIGING VAN REGULASIES BETREFFENDE
AANSTELLINGS EN DIENSVOORWAARDES VAN
ONDERWYSERS IN DIENS BY DEPARTEMENTELE
INRIGTINGS

Die Minister van Onderwys en Kultuur het kragtens artikel 112, saamgelees met artikels 67 en 68, van die Wet op Onderwysaangeleentheid (Volksraad), 1988 (Wet No. 70 van 1988), die regulasies afgekondig by Goewermenskennisgewing No. R. 693 van 30 Maart 1990 soos gewysig deur Goewermenskennisgewing No. R. 290 van 24 Januarie 1992, Goewermenskennisgewing No. R. 972 van 3 April 1992 en Goewermenskennisgewing No. R. 1871 van 10 Julie 1992, gewysig deur regulasie 16 met die volgende regulasie te vervang:

16. Mediese hulp

Die bepalings van regulasie A15 van die Staatsdiensregulasies en Hoofstuk DIX van die Staatsdienspersoneelkode uitgevaardig kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), asook enige interpretasie, beslissing, reëling of voorskrif deur die Kommissie vir Administrasie met betrekking tot mediese bystand ten opsigte van beamptes en werknemers in die Onderwys, is *mutatis mutandis* van toepassing op onderwysers in diens by departementele inrigtings: Met dien verstande dat 'n verwysing daarin na 'n aanbeveling van die Kommissie vir dié doel geag word 'n verwysing te wees na die goedkeuring van die Minister en 'n verwysing daarin na die Departementshoof geag word 'n verwysing te wees na die Onderwyshoof.

from **1 December 1993** in the area in respect of which the Gazankulu Legislative Assembly was declared a self-governing territory by Proclamation, No. R. 15 of 1973.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Eighth day of November, One thousand Nine hundred and Ninety-three.

F. W. DE KLERK,

State President.

By Order of the State President-in-Cabinet:

A. FOURIE,

Minister of the Cabinet.

GOVERNMENT NOTICES

ADMINISTRATION: HOUSE OF ASSEMBLY

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2253 **26 November 1993**

EDUCATION AFFAIRS ACT
(HOUSE OF ASSEMBLY), 1988

AMENDMENT OF REGULATIONS RELATING TO
THE APPOINTMENT AND CONDITIONS OF SER-
VICE OF TEACHERS EMPLOYED AT DEPART-
MENTAL INSTITUTIONS

The Minister of Education and Culture has under section 112, read with sections 67 and 68, of the Education Affairs Act (House of Assembly), 1988 (Act No. 70 of 1988), amended the regulations promulgated by Government Notice No. R. 693 of 30 March 1990 as amended by Government Notice No. R. 290 of 24 January 1992, Government Notice No. R. 972 of 3 April 1992 and Government Notice No. R. 1871 of 10 July 1992, by substituting regulation 16 by the following regulation:

16. Medical aid

The provisions of regulation A15 of the Public Service Regulations and Chapter DIX of the Civil Service Personnel Code promulgated under the Public Service Act, 1984 (Act No. 111 of 1984), as well as any interpretation, decision, ruling or direction by the Commission for Administration concerning medical aid in respect of officers and employees in Education, shall *mutatis mutandis* apply to teachers employed at departmental institutions: Provided that a reference therein to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Minister and a reference therein to the Head of the Department be deemed to be a reference to the Head of Education.

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2254 26 November 1993

WET OP ONDERWYSAANGELEENTHEDE (VOLKSRAAD), 1988

WYSIGING VAN REGULASIES BETREFFENDE AANSTELLINGS EN DIENSVORWAARDES VAN PERSONE ANDERS AS ONDERWYSERS, AANGE-
STEL BY DEPARTEMENTELE INRIGTINGS

Die Minister van Onderwys en Kultuur het kragtens artikel 112, saamgelees met artikels 67 en 68, van die Wet op Onderwysaangeleentheid (Volksraad), 1988 (Wet No. 70 van 1988), die regulasies afgekondig by Goewermentskennigsewing No. R. 694 van 30 Maart 1990, gewysig deur regulasie 10 met die volgende regulasie te vervang:

10. Mediese hulp

Die bepalings van regulasie A15 van die Staatsdiensregulasies en Hoofstuk DIX van die Staatsdienspersoneelkode uitgevaardig kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), asook enige interpretasie, beslissing, reëling of voorskrif deur die Kommissie vir Administrasie met betrekking tot mediese bystand ten opsigte van beampies en werknemers in die Onderwys, is *mutatis mutandis* van toepassing op persone anders as onderwysers in diens by departementele inrigtings: Met dien verstande dat 'n verwysing daarin na 'n aanbeveling van die Kommissie vir dié doel geag word 'n verwysing te wees na die goedkeuring van die Minister en 'n verwysing daarin na die Departementshoof geag word 'n verwysing te wees na die Onderwys-
hoof.

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2255 26 November 1993

WET OP ONDERWYSAANGELEENTHEDE (VOLKSRAAD), 1988

WYSIGING VAN REGULASIES BETREFFENDE DIENSVORWAARDES VAN ONDERWYSERS BY STAATSONDERSTEUNDE SKOLE

Die Minister van Onderwys en Kultuur het kragtens artikel 112, saamgelees met artikels 96A en 97, van die Wet op Onderwysaangeleentheid (Volksraad), 1988 (Wet No. 70 van 1988), die regulasies afgekondig by Goewermentskennigsewing No. R. 695 van 30 Maart 1990 soos gewysig deur Goewermentskennigsewing No. R. 292 van 24 Januarie 1992, Goewermentskennigsewing No. R. 1872 van 10 Julie 1992 en Goewermentskennigsewing No. R. 3396 van 24 Desember 1992, gewysig deur regulasie 9 met die volgende regulasie te vervang:

9. Mediese hulp

Die bepalings van regulasie A15 van die Staatsdiensregulasies en Hoofstuk DIX van die Staatsdienspersoneelkode uitgevaardig kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), asook enige interpretasie, beslissing, reëling of voorskrif deur die Kommissie vir Administrasie met betrekking tot

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2254 26 November 1993

EDUCATION AFFAIRS ACT (HOUSE OF ASSEMBLY), 1988

AMENDMENT OF REGULATIONS RELATING TO THE APPOINTMENT AND CONDITIONS OF SERVICE OF PERSONS OTHER THAN TEACHERS, APPOINTED AT DEPARTMENTAL INSTITUTIONS

The Minister of Education and Culture has under section 112, read with sections 67 and 68, of the Education Affairs Act (House of Assembly), 1988 (Act No. 70 of 1988), amended the regulations promulgated by Government Notice No. R. 694 of 30 March 1990, by substituting regulation 10 by the following regulation:

10. Medical aid

The provisions of regulation A15 of the Public Service Regulations and Chapter DIX of the Civil Service Personnel Code promulgated under the Public Service Act, 1984 (Act no. 111 of 1984), as well as any interpretation, decision, ruling or direction by the Commission for Administration concerning medical aid in respect of officers and employees in Education, shall *mutatis mutandis* apply to persons other than teachers employed at departmental institutions: Provided that a reference therein to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Minister and a reference therein to the Head of Department be deemed to be a reference to the Head of Education.

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2255 26 November 1993

EDUCATION AFFAIRS ACT (HOUSE OF ASSEMBLY), 1988

AMENDMENT OF REGULATIONS RELATING TO THE CONDITIONS OF SERVICE OF TEACHERS AT STATE-AIDED SCHOOLS

The Minister of Education and Culture has under section 112, read with sections 96A and 97, of the Education Affairs Act (House of Assembly), 1988 (Act No. 70 of 1988), amended the regulations promulgated by Government Notice No. R. 695 of 30 March 1990 as amended by Government Notice No. R. 292 of 24 January 1992, Government Notice No. R. 1872 of 10 July 1992 and Government Notice No. R. 3396 of 24 December 1992, by substituting regulation 9 by the following regulation:

9. Medical aid

The provisions of regulation A15 of the Public Service Regulations and Chapter DIX of the Civil Service personnel Code promulgated under the Public Service Act, 1984 (Act No. 111 of 1984), as well as any interpretation, decision, ruling or direction by the Commission for Administration concerning medical aid in

mediese bystand ten opsigte van beamptes en werknemers in die Onderwys, is *mutatis mutandis* van toepassing op onderwysers in diens by Staatsondersteunde Skole: Met dien verstande dat 'n verwysing daarin na 'n aanbeveling van die Kommissie vir dié doel geag word 'n verwysing te wees na die goedkeuring van die Minister en 'n verwysing daarin na die Departementshoof geag word 'n verwysing te wees na die Onderwyshoof.

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2256 26 November 1993

WET OP ONDERWYSAANGELEENTHEDE (VOLKSRAAD), 1988

WYSIGING VAN REGULASIES BETREFFENDE DIENSVOORWAARDES VAN PERSONE ANDERS AS ONDERWYSERS, IN DIENS BY STAATSONDERSTEUNDE SKOLE

Die Minister van Onderwys en Kultuur het kragtens artikel 112, saamgelees met artikels 96A en 97, van die Wet op Onderwysaangeleentheid (Volksraad), 1988 (Wet No. 70 van 1988), die regulasies afgekondig by Goewermentskennisgewing No. R. 696 van 30 Maart 1990 soos gewysig deur Goewermentskennisgewing No. R. 293 van 24 Januarie 1992, gewysig deur regulasie 9 met die volgende regulasie te vervang:

9. Mediese hulp

Die bepalings van regulasie A15 van die Staatsdiensregulasies en Hoofstuk DIX van die Staatsdienspersoneelkode uitgevaardig kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), asook enige interpretasie, beslissing, reëling of voorskrif deur die Kommissie vir Administrasie met betrekking tot mediese bystand ten opsigte van beamptes en werknemers in die Onderwys, is *mutatis mutandis* van toepassing op persone anders as onderwysers in diens by Staatsondersteunde Skole: Met dien verstande dat 'n verwysing daarin na 'n aanbeveling van die Kommissie vir dié doel geag word 'n verwysing te wees na die goedkeuring van die Minister en 'n verwysing daarin na die Departementshoof geag word 'n verwysing te wees na die Onderwyshoof.

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2257 26 November 1993

WET OP TEGNIESE KOLLEGES, 1981

WYSIGING VAN DIE REGULASIES BETREFFENDE AANSTELLING EN DIENSVOORWAARDES VAN BEAMPTES EN WERKNEMERS IN DIENS IN ONDERWYSPORTE BY TEGNIESE KOLLEGES

Die Minister van Onderwys en Kultuur het kragtens artikel 39, saamgelees met artikel 9, van die Wet op Tegniese Kolleges, 1981 (Wet No. 104 van 1981), die

respect of officers and employees in Education, shall *mutatis mutandis* apply to teachers employed at State-aided Schools: Provided that a reference therein to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Minister and a reference therein to the Head of the Department be deemed to be a reference to the Head of Education.

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2256 26 November 1993

EDUCATION AFFAIRS ACT (HOUSE OF ASSEMBLY), 1988

AMENDMENT OF REGULATIONS RELATING TO THE CONDITIONS OF SERVICE OF PERSONS OTHER THAN TEACHERS, EMPLOYED AT STATE-AIDED SCHOOLS

The Minister of Education and Culture has under section 112, read with sections 96A and 97, of the Education Affairs Act (House of Assembly), 1988 (Act No. 70 of 1988), amended the regulations promulgated by Government Notice No. R. 696 of 30 March 1990 as amended by Government Notice No. R. 293 of 24 January 1992, by substituting regulation 9 by the following regulation:

9. Medical aid

The provisions of regulation A15 of the Public Service Regulations and Chapter DIX of the Civil Service personnel Code promulgated under the Public Service Act, 1984 (Act No. 111 of 1984), as well as any interpretation, decision, ruling or direction by the Commission for Administration concerning medical aid in respect of officers and employees in Education, shall *mutatis mutandis* apply to persons other than teachers employed at State-aided Schools: Provided that a reference therein to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Minister and a reference therein to the Head of the Department be deemed to be a reference to the Head of Education.

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2257 26 November 1993

TECHNICAL COLLEGES ACT, 1981

AMENDMENT OF REGULATIONS RELATING TO THE APPOINTMENT AND CONDITIONS OF SERVICE OF OFFICERS AND EMPLOYEES EMPLOYED IN TEACHING POSTS AT TECHNICAL COLLEGES

The Minister of Education and Culture has under section 39, read with section 9, of the Technical Colleges Act, 1981 (Act No. 104 of 1981), amended the

regulasies afgekondig by Goewermentskennisgewing No. R. 901 van 26 April 1991 gewysig deur regulasie 10 met die volgende regulasie te vervang:

10. Mediese hulp

Die bepalings van regulasie A15 van die Staatsdiensregulasies en Hoofstuk DIX van die Staatsdienspersoneelkode uitgevaardig kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), asook enige interpretasie, beslissing, reëling of voorskrif deur die Kommissie vir Administrasie met betrekking tot mediese bystand, is *mutatis mutandis* van toepassing op beamptes en werknemers in diens in onderwysposte by Tegniese Kolleges: Met dien verstande dat 'n verwysing daarin na 'n aanbeveling van die Kommissie vir dié doel geag word 'n verwysing te wees na die goedkeuring van die Minister en 'n verwysing daarin na die Departementshoof geag word 'n verwysing te wees na die Onderwyshoof.

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2258

26 November 1993

WET OP TEGNIESE KOLLEGES, 1981

WYSIGING VAN DIE REGULASIES BETREFFENDE AANSTELLING EN DIENSVOORWAARDES VAN BEAMPTES EN WERKNEMERS IN DIENS IN ANDER POSTE AS ONDERWYSPOSTE BY TEGNIESE KOLLEGES

Die Minister van Onderwys en Kultuur het kragtens artikel 39, saamgelees met artikel 9, van die Wet op Tegniese Kolleges, 1981 (Wet No. 104 van 1981), die regulasies afgekondig by Goewermentskennisgewing No. R. 902 van 26 April 1991 gewysig deur regulasie 8 met die volgende regulasie te vervang:

8. Mediese hulp

Die bepalings van regulasie A15 van die Staatsdiensregulasies en Hoofstuk DIX van die Staatsdienspersoneelkode uitgevaardig kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), asook enige interpretasie, beslissing, reëling of voorskrif deur die Kommissie vir Administrasie met betrekking tot mediese bystand, is *mutatis mutandis* van toepassing op beamptes en werknemers in diens in ander poste as onderwysposte by Tegniese Kolleges: Met dien verstande dat 'n verwysing daarin na 'n aanbeveling van die Kommissie vir dié doel geag word 'n verwysing te wees na die goedkeuring van die Minister en 'n verwysing daarin na die Departementshoof geag word 'n verwysing te wees na die Onderwyshoof.

regulations promulgated by Government Notice No. R. 901 of 26 April 1991, by substituting regulation 10 by the following regulation:

10. Medical aid

The provisions of regulation A15 of the Public Service Regulations and Chapter DIX of the Civil Service Personnel Code promulgated under the Public Service Act, 1984 (Act No. 111 of 1984), as well as any interpretation, decision, ruling or direction by the Commission of Administration concerning medical aid, shall *mutatis mutandis* apply to officers and employees employed in teaching posts at Technical Colleges: Provided that a reference therein to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Minister and a reference therein to the Head of the Department be deemed to be a reference to the Head of Education.

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2258

26 November 1993

TECHNICAL COLLEGES ACT, 1981

AMENDMENT OF REGULATIONS RELATING TO THE APPOINTMENT AND CONDITIONS OF SERVICE OF OFFICERS AND EMPLOYEES EMPLOYED IN POSTS OTHER THAN TEACHING POSTS AT TECHNICAL COLLEGES

The Minister of Education and Culture has under section 39, read with section 9, of the Technical Colleges Act, 1981 (Act No. 104 of 1981), amended the regulations promulgated by Government Notice No. R. 902 of 26 April 1991, by substituting regulation 8 by the following regulation:

8. Medical aid

The provisions of regulation A15 of the Public Service Regulations and Chapter DIX of the Civil Service Personnel Code promulgated under the Public Service Act, 1984 (Act No. 111 of 1984), as well as any interpretation, decision, ruling or direction by the Commission of Administration concerning medical aid, shall *mutatis mutandis* apply to officers and employees employed in other posts than teaching posts at Technical Colleges: Provided that a reference therein to a recommendation of the Commission shall for this purpose be deemed to be a reference to the approval of the Minister and a reference therein to the Head of the Department be deemed to be a reference to the Head of Education.

DEPARTEMENT VAN ONDERWYS EN KULTUUR

No. R. 2259 **26 November 1993**

NATALSE ONDERWYSORDONNANSIE, 1969

WYSIGING VAN DIE REGULASIES: ONDERWYS: DIENSVOORWAARDES VAN BLANKE ONDERWYSERS IN STAATSKOLE

Die Minister van Onderwys en Kultuur het kragtens artikel 83 van die Natalse Onderwysordonnansie (Ordonnansie No. 46 van 1969), die Regulasies: Onderwys: Diensvoorwaardes van Blanke onderwysers in Staatskole gewysig deur Deel F met die volgende deel te vervang:

DEEL F

MEDIESE HULPSKEMA

Die regulasies en voorskrifte wat in verband met mediese hulp, van tyd tot tyd, op persone in die Staatsdiens van toepassing is, is *mutatis mutandis* van toepassing met betrekking tot beamptes en werknemers op die algemene diensstaat.

DEPARTEMENT VAN FINANSIES

No. R. 2231 **26 November 1993**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REGULASIES (No. MR/92)

Kragtens artikel 120 van die Doeane- en Aksynswet, 1964, word die regulasies gepubliseer by Goewermentskennisgewing No. R. 1770 van 5 Oktober 1973 gewysig in die mate in die Bylae hiervan aangetoon.

T. G. ALANT,

Adjunkminister van Finansies.

BYLAE

Deur in die Tweede Bylae die bestaande vorm DA 67 deur die vorm in die Aanhangsel hierby aangetoon te vervang.

Opmerking: Die vorm DA 67 word gewysig deur die woord "verkoopbelasting" met die uitdrukking "BTW" te vervang.

DEPARTMENT OF EDUCATION AND CULTURE

No. R. 2259 **26 November 1993**

NATAL EDUCATION ORDINANCE, 1969

AMENDMENT OF THE REGULATIONS: EDUCATION: CONDITIONS OF SERVICE OF WHITE TEACHERS IN STATE SCHOOLS

The Minister of Education and Culture has under section 83 of the Natal Education Ordinance (Ordinance No. 46 of 1969), amended the Regulations: Education: Conditions of Service of White teachers in State Schools, by substituting Part F by the following part:

PART F

MEDICAL AID SCHEME

The regulations and rules concerning medical aid which from time to time apply to persons in the Civil Service, shall *mutatis mutandis* apply to officers and employees on the general establishment.

DEPARTMENT OF FINANCE

No. R. 2231 **26 November 1993**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF REGULATIONS (No. MR/92)

Under section 120 of the Customs and Excise Act, 1964, the regulations published in Government Notice No. R. 1770 of 5 October 1973 are amended to the extent set out in the Schedule hereto.

T. G. ALANT,

Deputy Minister of Finance.

SCHEDULE

By the substitution in the Second Schedule for the existing form DA 67 of the form shown in the Annexure hereto.

Note: The form DA 67 is amended by the substitution for the words "Sales tax", of the expression "VAT".

DA 67

[illegible]

DA 67

Total

STATSKOERANT, 26 NOVEMBER 1993

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 2265 26 November 1993

WYSIGING VAN DIE SUIKERNYWERHEID- OOREENKOMS

Ek, David de Villiers Graaff, Adjunkminister van Handel en Nywerheid, handelende namens en in opdrag van die Minister van Handel en Nywerheid, publiseer hierby ingevolge artikel 4 (1) (c) van die Suikerwet, 1978 (Wet No. 9 van 1978), die wysiging van die Suikernywerheidsooreenkoms in die Bylae vervat wat kragtens en ooreenkomstig die bepalings van artikel 4 (1) (b) van genoemde Wet deur my aangebring is.

D. DE V. GRAAFF,

Adjunkminister van Handel en Nywerheid.

BYLAE

Definisie

1. In hierdie Bylae beteken "die Ooreenkoms" die Suikernywerheidsooreenkoms, gepubliseer in Goewermentskennisgewing No. R. 858 van 27 April 1979, soos gewysig deur Goewermentskennisgewings Nos. R. 1941 van 31 Augustus 1979, R. 2435 van 2 November 1979, R. 310 van 22 Februarie 1980, R. 864 van 25 April 1980, R. 905 van 2 Mei 1980, R. 1623 van 8 Augustus 1980, R. 1933 van 19 September 1980, R. 2041 van 3 Oktober 1980, R. 2514 van 5 Desember 1980, R. 255 van 13 Februarie 1981, R. 1185 van 5 Junie 1981, R. 2277 van 23 Oktober 1981, R. 2468 van 13 November 1981, R. 252 van 12 Februarie 1982, R. 1906 van 3 September 1982, R. 9 van 7 Januarie 1983, R. 852 van 29 April 1983, R. 1489 van 8 Julie 1983, R. 1740 van 5 Augustus 1983, R. 146 van 3 Februarie 1984, R. 261 van 17 Februarie 1984, R. 599 van 30 Maart 1984, R. 2827 van 28 Desember 1984, R. 1071 van 17 Mei 1985, R. 202 van 7 Februarie 1986, R. 463 van 14 Maart 1986, R. 792 van 25 April 1986, R. 793 van 25 April 1986, R. 1260 van 27 Junie 1986, R. 1628 van 1 Augustus 1986, R. 2075 van 26 September 1986, R. 636 van 27 Maart 1987, R. 1557 van 17 Julie 1987, R. 1971 van 11 September 1987, R. 558 van 25 Maart 1988, R. 637 van 8 April 1988, R. 722 van 15 April 1988, R. 1026 van 27 Mei 1988, R. 1103 van 10 Junie 1988, R. 1617 van 12 Augustus 1988, R. 1947 van 23 September 1988, R. 374 van 3 Maart 1989, R. 1325 van 23 Junie 1989, R. 1326 van 23 Junie 1989, R. 2057 van 29 September 1989, R. 2432 van 11 Oktober 1991, R. 3171 van 27 Desember 1991, R. 3161 van 20 November 1992, R. 3306 van 11 Desember 1992, R. 530 van 2 April 1993, R. 1372 van 30 Julie 1993 en R. 1373 van 30 Julie 1993.

Wysiging van Bylae B van die Ooreenkoms

2. Bylae B van die Ooreenkoms word hierby gewysig deur in paragraaf 8 item (a) van subparagraaf (2) deur die volgende item te vervang:

"(a) Die voorkeureis teen die geagte netto verdeelbare opbrengs is die totaal van die B-poel vaste meul- en kweekkoste wat aan die B-poel toegewys is in verhouding tot die werklike hoeveelheid B-poel suiker, op die wyse van tyd tot tyd

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 2265 26 November 1993

AMENDMENT OF THE SUGAR INDUSTRY AGREEMENT

I, David de Villiers Graaff, Deputy Minister of Trade and Industry, acting on behalf and by direction of the Minister of Trade and Industry, hereby, in terms of section 4 (1) (c) of the Sugar Act, 1978 (Act No. 9 of 1978), publish the amendment of the Sugar Industry Agreement, contained in the Schedule, which has, under and in accordance with the provisions of section 4 (1) (b) of the said Act, been made by me.

D. DE V. GRAAFF,

Deputy Minister of Trade and Industry.

SCHEDULE

Definition

1. In this Schedule "the Agreement" means the Sugar Industry Agreement, published under Government Notice No. R. 858 of 27 April 1979, as amended by Government Notices Nos. R. 1941 of 31 August 1979, R. 2435 of 2 November 1979, R. 310 of 22 February 1980, R. 864 of 25 April 1980, R. 905 of 2 May 1980, R. 1623 of 8 August 1980, R. 1933 of 19 September 1980, R. 2041 of 3 October 1980, R. 2514 of 5 December 1980, R. 255 of 13 February 1981, R. 1185 of 5 June 1981, R. 2277 of 23 October 1981, R. 2468 of 13 November 1981, R. 252 of 12 February 1982, R. 1906 of 3 September 1982, R. 9 of 7 January 1983, R. 852 of 29 April 1983, R. 1489 of 8 July 1983, R. 1740 of 5 August 1983, R. 146 of 3 February 1984, R. 261 of 17 February 1984, R. 599 of 30 March 1984, R. 2827 of 28 December 1984, R. 1071 of 17 May 1985, R. 202 of 7 February 1986, R. 463 of 14 March 1986, R. 792 of 25 April 1986, R. 793 of 25 April 1986, R. 1260 of 27 June 1986, R. 1628 of 1 August 1986, R. 2075 of 26 September 1986, R. 636 of 27 March 1987, R. 1557 of 17 July 1987, R. 1971 of 11 September 1987, R. 558 of 25 March 1988, R. 637 of 8 April 1988, R. 722 of 15 April 1988, R. 1026 of 27 May 1988, R. 1103 of 10 June 1988, R. 1617 of 12 August 1988, R. 1947 of 23 September 1988, R. 374 of 3 March 1989, R. 1325 of 23 June 1989, R. 1326 of 23 June 1989, R. 2057 of 29 September 1989, R. 2432 of 11 October 1991, R. 3171 of 27 December 1991, R. 3161 of 20 November 1992, R. 3306 of 11 December 1992, R. 530 of 2 April 1993, R. 1372 of 30 July 1993 and R. 1373 of 30 July 1993.

Amendment of Schedule B to the Agreement

2. Schedule B to the Agreement is hereby amended by the substitution in paragraph 8 for item (a) of sub-paragraph (2) of the following item:

"(a) The first charge against deemed B-Pool net divisible proceeds shall be the total of the B-Pool fixed costs of milling and growing apportioned to the B-Pool, in relation to the actual quantity of B-Pool sugar, in the manner

deur die Suikervereniging goedgekeur; en die totaal van die B-poel veranderlike meul- en kweekkoste wat aan die B-poel toegewys is in verhouding tot die geagte hoeveelheid B-poel suiker, op die wyse van tyd tot tyd deur die Suikervereniging goedgekeur.”.

KANTOOR VAN DIE KOMMISSIE VIR ADMINISTRASIE

No. R. 2245

26 November 1993

BYLAE

Hierby word vir algemene inligting bekendgemaak dat die Staatspresident kragtens artikel 35 (1) van die Staatsdienswet, 1984 (Wet No. 111 van 1984), die ondergemelde regulasies uitgevaardig het:

Die Staatsdiensregulasies gepubliseer by Goewermentskennisgewing No. 2047 van 11 Desember 1959, soos gewysig, word hierby verder gewysig deur—

- (a) in regulasie A1.1 die woordskrywings van die woorde “herberg”, “kamptoele” en “verblyf-toele” te skrap; en
- (b) die bestaande Hoofstukke D en G in die geheel te vervang deur die volgende nuwe Hoofstukke D en G:

“HOOFSTUK D

VERBLYFUITGAWES

- D1 'n Beampte of werknemer wat in staatsbelang van sy hoofkwartier in amptelike diens afwesig is, kan binne die raamwerk van die voorsienings en die maatreëls wat die Kommissie aanbeveel, gekompenseer word ten opsigte van verblyfuitgawes wat hy gedurende sodanige tydperk van afwesigheid aangaan.
- D2 As daar omstandighede ontstaan wat 'n afwyking van die voorsienings en maatreëls in regulasie D1 bedoel regverdig, kan die Kommissie aanbeveel dat alternatiewe voorsienings en maatreëls in die verband toegepas word.”.

“HOOFSTUK G

AMPTELIKE DIENSURE, WERKWEKE EN OORTYDBESOLDIGING

Amptelike diensure

- G1.1 Die departementshoof bepaal die diensure waartydens 'n beampte of 'n voltydse of deeltydse werknemer by sy werkplek vir diens aanwesig moet wees, onderworpe daaraan dat—
 - (a) in die geval van 'n beampte of voltydse werknemer, 'n minimum van 40 diensure per week gelewer moet word; en
 - (b) in die geval van 'n deeltydse werknemer, sodanige bepaling geskied aan die hand van die grondslag waarop so 'n werknemer in verhouding tot 'n voltydse werknemer in diens geneem en besoldig word en die resultaat daarvan die minimum diensure verteenwoordig wat 'n deeltydse werknemer moet lewer.

approved by the Sugar Association from time to time; and the total of the B-Pool variable costs of milling and growing apportioned to the B-Pool in relation to the deemed quantity of B-Pool sugar, in the manner approved by the Sugar Association from time to time.”.

OFFICE OF THE COMMISSION FOR ADMINISTRATION

No. R. 2245

26 November 1993

ANNEXURE

For general information it is hereby notified that the State President has, under the powers vested in him by section 35 (1) of the Public Service Act, 1984 (Act No. 111 of 1984), issued the following regulations:

The Public Service Regulations, published under Government Notice No. 2047 of 11 December 1959, as amended, are hereby further amended by—

- (a) deleting the definitions of the words “accommodation”, “camp allowance” and “subsistence allowance” in regulation A1.1; and
- (b) by substituting the following new Chapters D and G as a whole for the existing Chapters D and G:

“CHAPTER D

ACCOMMODATION EXPENDITURE

- D1 An officer or employee who, in the interest of the state, is absent from his headquarters on official duty, may be compensated for the accommodation expenditure incurred by him during such a period within the framework of the provisions and measures which the Commission recommends.
- D2 If circumstances arise which justify deviation from the provisions and the measures mentioned in regulation D1, the Commission may recommend that alternative provisions and measures be applied.”.

“CHAPTER G

OFFICIAL HOURS OF ATTENDANCE, WORKING WEEKS AND OVERTIME REMUNERATION

Official hours of attendance

- G1.1 The head of a department determines the hours of attendance during which an officer or a full-time or part-time employee must be present at his place of work for duty, provided that—
 - (a) in the case of an officer or full-time employee, a minimum of 40 hours of service per week has to be rendered; and
 - (b) in the case of a part-time employee such determination be done according to the basis on which such an employee is employed and remunerated in relation to a full-time employee and the result thereof represents the minimum hours of service a part-time employee has to render.

G1.2 Ondanks regulasie G1.1 kan die departementshoof van 'n beampte of werknemer vereis om op enige dag van die week of op enige tyd van die dag of die nag amptelike diens te verrig of om by sy normale werkplek of elders aanwesig te wees vir sodanige diens.

G1.3 Die departementshoof bepaal die etenspouse van 'n beampte of werknemer of klasse beamptes of werknemers: Met dien verstande dat 'n etenspouse wat binne die amptelike diensure val wat kragtens die bepalings van hierdie hoofstuk voorgeskryf is, nie as amptelike dienstyl vir die voltooiing van die werkweek gereken word nie.

G1.4 Die departementshoof bepaal met inagneming van die diensure deur hom bepaal, die aanvangs- en sluitingstye van departementele kantore of -werkplekke onder sy beheer, asook welke tye die publiek vir amptelike besigheidsdoeleindes toegang tot voormelde kantore of werkplekke sal hê.

G1.5 'n Departementshoof kan, behoudens die voorbehoudsbepaling in regulasie G1.1, 'n stelsel van skiktyd vir sy personeel (skofwerkers uitgesluit) instel, onderworpe daaraan dat—

- (a) voltydse personeel wat 'n vyfdaagse werkweek nakom, ten opsigte van elke werkdag 'n minimum van 8 ure (etenspouse uitgesluit) aaneenlopend aan diens moet wees en 'n kerntyd van 08:00 tot 15:30 moet nakom (sodanige kerntyd kan 'n etenspouse insluit);
- (b) individuele beamptes en werknemers se amptelike diensure 'n aanvang neem en eindig soos deur die departementshoof bepaal na oorweging van die departement, sy kliënte (die publiek) asook die beamptes en werknemers se behoeftes;
- (c) die tye in paragraaf (b) bedoel, deur die departementshoof gewysig kan word indien hy oortuig is dat die behoeftes van die departement of sy kliënte dit noodsaak of die behoeftes van die beamptes en werknemers dit regverdig; en
- (d) die behoeftes van die gebruikers en/of kliënte van die departement se dienste vooropgestel word.

G1.6 Die verlening van toestemming aan 'n beampte of werknemer om skiktyd te werk is 'n vergunning wat deur die departementshoof teruggetrek of gewysig kan word.

G1.7 'n Beampte of werknemer—

- (a) moet gedurende sy amptelike diensure sy volle aandag wy aan die pligte wat aan hom toevertrou is; en
- (b) mag nie van sy kantoor of werkplek gedurende sy amptelike diensure sonder toestemming van die hoof van sy kantoor afwesig wees nie.

G1.2 Notwithstanding regulation G1.1 the head of a department may require an officer or employee to perform official duty on any day of the week or at any time during the day or night or to be present at his normal place of work or elsewhere for such duty.

G1.3 The head of a department shall determine the meal break of an officer or employee or classes of officers or employees: Provided that a meal break falling within the official hours of attendance prescribed in terms of the provisions of this chapter shall not be reckoned as official duty time for the completion of the working week.

G1.4 The head of a department, taking into consideration the hours of attendance determined by him, determines the starting and closing times of departmental offices and places of work under his control as well as the times during which the public shall have access to these to attend to official business.

G1.5 Subject to the proviso in regulation G1.1 the head of a department may introduce a system of flexitime for his staff (shift workers excluded), provided that—

- (a) full-time staff who adhere to a five-day working week, be on continuous duty on each working day for a minimum of 8 hours (meal breaks excluded) and that a fixed time from 8:00 to 15:30 be adhered to (such fixed time may include a meal break);
- (b) the official hours of attendance of individual officers and employees start and end as determined by the head of a department after he has considered the needs of the department, his clients (the public) as well as those of the officers and employees;
- (c) the times meant in paragraph (b) may be changed by the head of a department if he is convinced that the needs of the department or his clients necessitate it or the needs of the officers and employees justify it; and
- (d) the needs of the users and/or clients of the department's services receive preference.

G1.6 The permission to an officer or employee to work flexitime is a privilege granted and the head of a department is entitled to withdraw or change it.

G1.7 An officer or employee—

- (a) shall, during his official hours of attendance, give his full attention to the duties entrusted to him; and
- (b) shall not without the consent of the head of his office be absent from his office or place of work during his official hours of attendance.

G1.8 Voortspruitend uit die bepalings van artikel 6 (2) (b) van die Wet en regulasie A4.1 moet 'n departementshoof sodanige reëlins tref wat hy geskik ag ten einde te verseker dat die amptelike diensure nagekom word.

Werkweke

G2.1 Behoudens die bepalings van regulasie G1 en die goedkeuring van die betrokke Minister of Administrateur, besluit die departementshoof met inagneming van die openbare belang welke beamptes en werknemers, of groepe beamptes of werknemers, 'n vyf-daagse werkweek of andersins moet nakom.

G2.2 (a) Wanneer 'n beampte of werknemer gedurende die amptelike diensure wat in of kragtens die bepalings van hierdie hoofstuk vir hom voorgeskryf is, van diens afwesig is as gevolg van verlof toegestaan of weens ander omstandighede wat vir die departementshoof aanneemlik is, moet hy, vir doeleindes van die voltooiing van sy werkweek, geag word op diens te gewees het gedurende sodanige afwesigheid.

(b) Die amptelike diensure wat ten opsigte van 'n bepaalde dag in of kragtens die bepalings van hierdie hoofstuk vir 'n beampte of werknemer voorgeskryf is en wat—

(i) op 'n openbare feesdag val, in die geval van 'n beampte of werknemer wat nie normaalweg op sodanige dag werk nie; of

(ii) op sodanige ander dag val as wat hy normaalweg in plaas daarvan van diens vrygestel mag wees, in die geval van 'n beampte of werknemer wat normaalweg op 'n openbare feesdag werk,

moet ingereken word vir doeleindes van die voltooiing van sy werkweek.

Oortyddiens en oortydbesoldiging

G3.1 Wanneer die departementshoof kragtens regulasie G1.2 van 'n beampte of werknemer vereis om oortyddiens te verrig wat 'n oorskryding meebring van die beampte of werknemer se amptelike diensure, mag oortydbesoldiging ten opsigte van sodanige oortyddiens nie as 'n reg geëis word nie.

G3.2 Die Kommissie kan voorskrifte uitreik oor die besoldiging van oortyddiens.

Afwykings

G4 As daar omstandighede ontstaan wat 'n afwyking regverdig van die bepalings van hierdie hoofstuk of die voorskrifte deur die Kommissie ingevolge regulasie G3.2 uitgereik, kan die Kommissie sodanige afwyking aanbeveel."

G1.8 Resulting from the provisions of section 6 (2) (b) of the Act and regulation A4.1 the head of a department shall make arrangements which he considers proper in order to ensure that the official hours of attendance are complied with.

Working weeks

G2.1 Subject to the provisions of regulation G1 and the approval of the Minister or Administrator concerned, the head of a department shall decide with due regard to the public interest, which officers and employees or groups of officers or employees shall observe a five-day working week or otherwise.

G2.2 (a) If an officer or employee, during the official hours of attendance prescribed for him in or in terms of the provisions of this chapter, is absent from duty as a result of leave granted or as a result of other circumstances which are acceptable to the head of a department, he shall be regarded as having been on duty during such absence for the purpose of the completion of his working week.

(b) The official hours of attendance for a specific day which have been prescribed for an officer or employee in or in terms of the provisions of this chapter and which—

(i) fall on a public holiday, in the case of an officer or employee who does not normally work on such day; or

(ii) in the case of an officer or employee who normally works on a public holiday, fall on such other day on which he may be relieved from duty in lieu thereof,

shall be reckoned for the purposes of the completion of the working week.

Overtime duty and overtime remuneration

G3.1 Should the head of a department in terms of regulation G1.2 require of an officer or employee to perform overtime duty which exceeds his official hours of attendance, the officer or employee has no right to claim overtime remuneration for such duty.

G3.2 The Commission may issue directives on the remuneration of overtime duty.

Deviations

G4 If circumstances arise which justify deviation from the regulations in this chapter or the directives issued by the Commission in terms of regulation G3.2 above, the Commission may recommend such a deviation."

DEPARTEMENT VAN LANDBOU**No. R. 2230 26 November 1993**PLANTVERBETERINGSWET, 1976
(WET No. 53 VAN 1976)**SUID-AFRIKAANSE SAADCERTIFISERINGSKEMA:
WYSIGING***

Ek, Anthon Tobias Meyer, Adjunkminister van Landbou, handelende namens die Minister van Landbou, kragtens artikel 23 van die Plantverbeteringswet, 1976, (Wet No. 53 van 1976), wysig hiermee die Suid-Afrikaanse Saadsertifiseringskema gepubliseer by Goewermentskennisgewing No. R. 2566 van 25 November 1983, soos gewysig, verder tot die mate in die Bylae uiteengesit.

A. T. MEYER,

Adjunkminister van Landbou.

* Die invoeging van Meerjarige Voersorghum en Rog in die Skema.

BYLAE**Woordskrywing**

1. In hierdie Bylae beteken "die Skema" die Suid-Afrikaanse Saadsertifiseringskema gepubliseer by Goewermentskennisgewing No. R. 2566 van 25 November 1983, soos gewysig deur Goewermentskennisgewings Nos. R. 1196 van 30 Mei 1985, R. 1660 van 26 Julie 1985, R. 2352 van 14 November 1986, R. 16 van 8 Januarie 1988, R. 1388 van 30 Junie 1989, R. 2093 van 29 September 1989, R. 121 van 26 Januarie 1990, R. 2708 van 23 November 1990, R. 994 van 3 April 1992 en R. 1494 van 29 Mei 1992.

Wysiging van Tabel 2 van die Skema

2. Tabel 2 word hiermee gewysig deur die volgende inskrywings in die alfabeties-korrekte posisies in die toepaslike kolomme in te voeg:

Soort plant Kind of plant		Nommer van Aanhangel waarin spesifieke vereistes uiteengesit is Number of Annexure in which specific require- ments are set out
Botaniese naam Botanical name	Gewone naam Common name	
	1	2
" <i>Secale cereale</i> L.	Rog/Rye	49
<i>Sorghum</i> spp.	Meerderjarige Voersorghum/Perennial For- age Sorghum	50."

Wysiging van Aanhangel 23 van die Skema

3. Aanhangel 23 van die Skema word hiermee gewysig deur die volgende paragraaf na paragraaf 2.2 in te voeg:

"2.3 Die teler sal, met die oog op gehalte en opbrengs, die planttye, die produksiegebiede waar die saad geplant sal word en die datum waarop beweiding onttrek sal word, bepaal."

Wysiging van die opskrif van Aanhangel 28 van die Skema

4. Aanhangel 28 van die Skema word hiermee gewysig deur die opskrif daarvan deur die volgende opskrif te vervang:

"VEREISTES BETREFFENDE *PASPALUM* (*Paspalum dilatatum* Poir. en *Paspalum notatum* Früggé)".

DEPARTMENT OF AGRICULTURE**No. R. 2230 26 November 1993**PLANT IMPROVEMENT ACT, 1976
(ACT No. 53 OF 1976)**SOUTH AFRICAN SEED CERTIFICATION SCHEME:
AMENDMENT***

I, Anthon Tobias Meyer, Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, under section 23 of the Plant Improvement Act, 1976 (Act No. 53 of 1976), hereby further amend the South African Seed Certification Scheme published by Government Notice No. R. 2566 of 25 November 1983, as amended, to the extent set out in the Schedule.

A. T. MEYER,

Deputy Minister of Agriculture.

* The insertion of Perennial Forage Sorghum and Rye in the Scheme.

SCHEDULE**Definitions**

1. In this Schedule "the Scheme" means the South African Seed Certification Scheme published by Government Notice No. R. 2566 of 25 November 1983, as amended by Government Notices Nos. R. 1196 of 30 May 1985, R. 1660 of 26 July 1985, R. 2352 of 14 November 1986, R. 16 of 8 January 1988, R. 1388 of 30 June 1989, R. 2093 of 29 September 1989, R. 121 of 26 January 1990, R. 2708 of 23 November 1990, R. 994 of 3 April 1992 and R. 1494 of 29 May 1992.

Amendment of Table 2 of the Scheme

2. Table 2 of the Scheme is hereby amended by the addition of the following entries in the alphabetically-correct positions in the applicable columns:

Amendment of Annexure 23 of the Scheme

3. Annexure 23 of the Scheme is hereby amended by the insertion of the following paragraph after paragraph 2.2:

"2.3 The breeder shall, with regard to quality and production, determine the planting date, the production areas where the seed shall be planted and the date on which grazing shall be withdrawn."

Amendment of the heading of Annexure 28 of the Scheme

4. Annexure 28 of the Scheme is hereby amended by the substitution for the heading of the following heading:

"REQUIREMENTS RELATING TO *PASPALUM* (*Paspalum dilatatum* Poir. and *Paspalum notatum* Früggé)".

Wysiging van Aanhangsel 29 van die Skema

5. Aanhangsel 29 van die Skema word hiermee gewysig deur paragraaf 6.1.3 deur die volgende paragraaf te vervang:

"6.1.3 visueel vry van sklerotia van *Sclerotinia sclerotiorum* wees;"

Wysiging van Aanhangsel 30 van die Skema

6. Aanhangsel 30 van die Skema word hiermee gewysig deur paragraaf 6.1.3 deur die volgende paragraaf te vervang:

"6.1.3 visueel vry van sklerotia van *Sclerotinia sclerotiorum* wees;"

Wysiging van Aanhangsel 31 van die Skema

7. Aanhangsel 31 van die Skema word hiermee gewysig deur paragraaf 6.1.3A deur die volgende paragraaf te vervang:

"6.1.3A visueel vry van sklerotia van *Sclerotinia sclerotiorum* wees;"

Wysiging van Aanhangsel 38 van die Skema

8. Aanhangsel 38 van die Skema word hiermee gewysig—

(a) deur paragraaf 4.2.3.1 deur die volgende paragraaf te vervang:

"4.2.3.1 nie tydens 'n bepaalde inspeksie van daardie eenheid 0,5 persent van die plante van die saadouër oorskry nie: Met dien verstande dat die som van die aantal stuifmeelstortende plante van die saadouër wat tydens agtereenvolgende inspeksies gevind word, nie 1,0 persent van die plante van die saadouër mag oorskry nie; en"

(b) deur paragraaf 6.2.1 deur die volgende paragraaf te vervang:

"6.2.1 'n ontkiemingspersentasie van minstens 90 hê;"

Byvoeging van Aanhangsels 49 en 50 by die Skema

9. Die volgende Aanhangsels word hiermee by die Skema bygevoeg:

"AANHANGSEL 49

VEREISTES BETREFFENDE ROG (*Secale cereale* L.)

1. Grondvereistes

1.1 Behoudens die bepalings van paragraaf 1.2 kan 'n stuk grond slegs as 'n eenheid geregistreer word indien geen plante van 'n Rog-variëteit gedurende die groeiseisoen wat die registrasie daarvan voorafgaan, vir saadproduksie of andersins daarop gevestig was nie.

1.2 'n Stuk grond wat vir die produksie van gesertifiseerde saad van 'n bepaalde Rog-variëteit beoog word, kan ook as 'n eenheid geregistreer word indien basissaad van dieselfde variëteit gedurende die voorafgaande groeiseisoen daarop geproduseer is.

Amendment of Annexure 29 of the Scheme

5. Annexure 29 of the Scheme is hereby amended by the substitution for paragraph 6.1.3 of the following paragraph:

"6.1.3 be visually free of sclerotia of *Sclerotinia sclerotiorum*;"

Amendment of Annexure 30 of the Scheme

6. Annexure 30 of the Scheme is hereby amended by the substitution for paragraph 6.1.3 of the following paragraph:

"6.1.3 be visually free of sclerotia of *Sclerotinia sclerotiorum*;"

Amendment of Annexure 31 of the Scheme

7. Annexure 31 of the Scheme is hereby amended by the substitution for paragraph 6.1.3A of the following paragraph:

"6.1.3A be visually free of sclerotia of *Sclerotinia sclerotiorum*;"

Amendment of Annexure 38 of the Scheme

8. Annexure 38 of the Scheme is hereby amended—

(a) by the substitution for paragraph 4.2.3.1 of the following paragraph:

"4.2.3.1 shall during a particular inspection of that unit, not exceed 0,5 per cent of the plants of the seed parent: Provided that the aggregate of the number of pollen-shedding plants of the seed parent found during consecutive inspections shall not exceed 1,0 per cent of the seed parent; and"; and

(b) by the substitution for paragraph 6.2.1 of the following paragraph:

"6.2.1 have a germination percentage of at least 90;"

Addition of Annexures 49 and 50 in the Scheme:

9. The following Annexures are hereby added to the Scheme:

"ANNEXURE 49

REQUIREMENTS RELATING TO RYE (*Secale cereale* L.)

1. Land requirements

1.1 Subject to the provisions of paragraph 1.2, a piece of land may be registered as a unit only if no plants of any rye variety have been established thereon for seed production or otherwise during the growing season preceding the registration thereof.

1.2 A piece of land which is intended for the production of certified seed of a particular Rye variety, may also be registered as a unit if basic seed of the same variety has been produced thereon during the preceding growing season.

2. Aanplantingsvereistes

- 2.1 Plante moet in rye op 'n eenheid gevestig word.
- 2.2 Die teler sal, met die oog op gehalte en opbrengs die planttye, die produksiegebiede waar die saad geplant sal word en die datum waarop beweiding onttrek sal word, bepaal.

3. Isolasiereisies

- 3.1 'n Eenheid moet deur 'n isolasiegebied omring wees wat—
 - 3.1.1 in die geval van die beoogde produksie van basissaad minstens 500 meter wyd is; en
 - 3.1.2 in die geval van die beoogde produksie van gesertifiseerde saad minstens 300 meter wyd is.
- 3.2 So 'n isolasiegebied moet vry wees van plante van enige Rog-variëteit wat op dieselfde tyd as die plante op die betrokke eenheid blom.

4. Vereistes vir plante

- 4.1 Die aantal afwykende plante op 'n eenheid mag—
 - 4.1.1 in die geval van die beoogde produksie van basissaad, nie een plant per 15 vierkante meter oorskry nie; en
 - 4.1.2 in die geval van die beoogde produksie van gesertifiseerde saad, nie een plant per 10 vierkante meter oorskry nie.

5. Inspeksiereisies

Plante wat op 'n eenheid gevestig is, moet geïnspekteer word—

- 5.1 gedurende die polstadium daarvan;
- 5.2 gedurende die volsaadstadium daarvan; en
- 5.3 gedurende die hardedeegstadium daarvan.

6. Fisiese vereistes

- 6.1 Saad moet—
 - 6.1.1 'n ontkiemingspersentasie van minstens 80 hê;
 - 6.1.2 vry van verbode onkruidsaad wees;
 - 6.1.3 'n voginhoud van hoogstens 13,0 persent hê; en
 - 6.1.4 hoogstens—
 - 6.1.4.1 0,5 persent ander saad, maar nie meer as 0,2 persent onkruidsaad nie; en
 - 6.1.4.2 2,0 persent ander materiaal, bevat.
- 6.2 Ondanks die bepalinge van paragraaf 6.1.2 mag nie meer as een saad van wildehawer (*Avena fatua* L.) in 400 g saad voorkom nie.

2. Planting requirements

- 2.1 Plants shall be established in rows on a unit.
- 2.2 The breeder shall, with regard to quality and production, determine the planting date, the production areas where the seed shall be planted and the date on which grazing shall be withdrawn.

3. Isolation requirements

- 3.1 A unit shall be surrounded by an isolation area which—
 - 3.1.1 in the case of the intended production of basic seed, is at least 500 metres wide; and
 - 3.1.2 in the case of the intended production of certified seed, is at least 300 metres wide.
- 3.2 Such isolation area shall be free of plants of any Rye variety which flower at the same time as the plants on the unit concerned.

4. Requirements for plants

- 4.1 The number of deviating plants on a unit shall—
 - 4.1.1 in the case of the intended production of basic seed, not exceed one plant per 15 square metres; and
 - 4.1.2 in the case of the intended production of certified seed, not exceed one plant per 10 square metres.

5. Inspection requirements

Plants which are established on a unit shall be inspected—

- 5.1 during the stooling stage thereof;
- 5.2 during the full ear stage; and
- 5.3 during the hard dough stage.

6. Physical requirements

- 6.1 Seed shall—
 - 6.1.1 have a germination percentage of at least 80;
 - 6.1.2 be free of prohibited weed seed;
 - 6.1.3 have a moisture content of not more than 13,0 per cent; and
 - 6.1.4 not contain more than—
 - 6.1.4.1 0,5 per cent other seed; but not more than 0,2 per cent weed seed; and
 - 6.1.4.2 2,0 per cent other material.
- 6.2 Notwithstanding the provisions of paragraph 6.1.2, not more than one seed of wild oats (*Avena fatua* L.) may occur in 400 g of seed.

AANHANGSEL 50

VEREISTES BETREFFENDE MEERJARIGE VOERSORGHUM (*Sorghum* spp.)1. *Grondvereistes*

1.1 Behoudens die bepalings van paragraaf 1.2 kan 'n stuk grond slegs as 'n eenheid geregistreer word indien—

1.1.1 geen plante van 'n spesie van *Sorghum* gedurende die twee groeiseisoene wat die registrasie daarvan voorafgaan, vir saadproduksie of andersins gevestig was nie; of

1.1.2 die plante wat reeds daarop gevestig is, ook gedurende die voorafgaande groeiseisoen vir die produksie van basissaad of gesertifiseerde saad, na gelang van die geval, gebruik is.

1.2 'n Stuk grond wat vir die produksie van gesertifiseerde saak van 'n bepaalde Voersorghum variëteit beoog word, kan ook as 'n eenheid geregistreer word indien basissaad van dieselfde variëteit gedurende die voorafgaande groeiseisoen daarop geproduseer is.

2. *Aanplantingsvereistes*

2.1 Plante moet in rye op 'n eenheid gevestig word.

2.2 Inboet in rye is nie toelaatbaar nie.

3. *Isolasievereistes*

3.1 'n Eenheid moet deur 'n isolasiegebied omring wees wat—

3.1.1 in die geval van die beoogde produksie van basissaad minstens 500 meter wyd is; en

3.1.2 in die geval van die beoogde produksie van gesertifiseerde saad minstens 350 meter wyd is.

3.2 So 'n isolasiegebied moet vry wees van plante van 'n spesie van *Sorghum* wat op dieselfde tyd as die plante op die betrokke eenheid blom, tensy dit—

3.2.1 in die geval van die beoogde produksie van basissaad, van telersaad van dieselfde variëteit gevestig is; en

3.2.2 in die geval van die beoogde produksie van gesertifiseerde saad, van basissaad van dieselfde variëteit gevestig is.

4. *Vereistes vir plante*

4.1 Plante wat op 'n eenheid gevestig is, mag—

4.1.1 indien sodanige eenheid vir die produksie van basissaad geregistreer is, hoogstens twee saadoeste na die jaar van vestiging daarvan, vir sodanige doel gebruik word en mag die eenheid daarna vir hoogstens 'n verdere twee saadoeste vir die produksie van gesertifiseerde saad gebruik word, indien die betrokke eenheid vir die doel geregistreer is; of

ANNEXURE 50

REQUIREMENTS RELATING TO PERENNIAL FORAGE SORGHUM (*Sorghum* spp.)1. *Land requirements*

1.1 Subject to the provisions of paragraph 1.2, a piece of land may be registered as a unit only if—

1.1.1 no plants of any species of *Sorghum* have been established thereon for seed production or otherwise during the two growing seasons preceding the registration thereof; or

1.1.2 the plants which are already established thereon have also during the preceding growing season been used for the production of basic seed or certified seed, as the case may be.

1.2 A piece of land which is intended for the production of certified seed of a particular Forage Sorghum variety, may also be registered as a unit if basic seed of the same variety has been produced thereon during the preceding growing season.

2. *Planting requirements*

2.1 Plants shall be established in rows on a unit.

2.2 Gap-filling in rows shall not be permissible.

3. *Isolation requirements*

3.1 A unit shall be surrounded by an isolation area which—

3.1.1 in the case of the intended production of basic seed, is at least 500 metres wide; and

3.1.2 in the case of the intended production of certified seed, is at least 350 metres wide.

3.2 Such isolation area shall be free of plants of any *Sorghum* variety which flower at the same time as the plants on the unit concerned, unless—

3.2.1 in the case of the intended production of basic seed, they have been established from breeder seed of the same variety; and

3.2.2 in the case of the intended production of certified seed, they have been established from basic seed of the same variety.

4. *Requirements for plants*

4.1 Plants established on a unit may—

4.1.1 if such unit is registered for the production of basic seed, be used for such purpose for not more than two seed crops after the year of establishment thereof, and may thereafter for not more than a further two seed crops be used for the production of certified seed, if the unit concerned is registered from this purpose; or

4.1.2 indien sodanige eenheid vir die produksie van gesertifiseerde saad geregistreer is, daar hoogstens drie saadoeste na die jaar van vestiging daarvan, vir sodanige doel gebruik word.

4.2 Plante wat op 'n eenheid gevestig is, mag jaarliks nadat die saadoes daarvan verwyder is, bewei word. Indien beweiding toegelaat is, moet die plante op die eenheid, nadat beweiding onttrek is, afgesny word om egalige hergroei te verseker.

4.3 Die aantal afwykende plante op 'n eenheid mag—

4.3.1 in die geval van die beoogde produksie van basissaad, nie 0,2 persent oorskry nie; en

4.3.2 in die geval van die beoogde produksie van gesertifiseerde saad, nie 0,5 persent oorskry nie.

5. Inspeksievereistes

Plante wat op 'n eenheid gevestig is, moet geïnspekteer word—

5.1 gedurende die blomstadium daarvan; en

5.2 gedurende die volsaadstadium daarvan.

6. Fisiese vereistes

6.1 Saad moet—

6.1.1 'n ontkiemingspersentasie van minstens 70 hê;

6.1.2 vry van verbode onkruidsaad wees; en

6.1.3 hoogstens—

6.1.3.1 0,1 persent ander saad;

6.1.3.2 2,0 persent ander materiaal; en

6.1.3.3 0,2 persent saad van afwykende plante, bevat.”.

4.1.2 if such unit is registered for the production of certified seed, be used for such purpose for not more than three seed crops after the year of establishment thereof.

4.2 Plants which are established on a unit may annually be grazed after the seed crop has been removed. If grazing is allowed, the plants on the unit shall be mown after grazing has been withdrawn to ensure even regrowth.

4.3 The number of deviating plants on a unit shall—

4.3.1 in the case of the intended production of basic seed, not exceed 0,2 per cent; and

4.3.2 in the case of the intended production of certified seed, not exceed 0,5 per cent.

5. Inspection requirements

Plants which are established on a unit shall be inspected—

5.1 during the flowering stage thereof; and

5.2 during the full seed stage thereof.

6. Physical requirements

6.1 Seed shall—

6.1.1 have a germination percentage of at least 70;

6.1.2 be free of prohibited weed seed; and

6.1.3 not contain more than—

6.1.3.1 0,1 per cent other seed;

6.1.3.2 2,0 per cent other material; and

6.1.3.3 0,2 per cent seed of deviating plants.”.

No. R. 2252

26 November 1993

WET OP LANDBOUPLAË, 1983
(WET No. 36 VAN 1983)

INVOER VAN BEHEERDE GOEDERE SONDER 'N PERMIT: WYSIGING*

Ek, André Isak van Niekerk, Minister van Landbou, handelende kragtens artikel 3 (4) van die Wet op Landbouplae, 1983 (Wet No. 36 van 1983)—

(a) wysig hiermee Goewermentskennisgewing No. R. 1013 van 26 Mei 1989 in die mate in die Bylae uiteengesit; en

(b) verklaar hiermee dat die gemelde wysiging in werking sal tree op die datum van publikasie daarvan.

A. I. VAN NIEKERK,

Minister van Landbou.

* Wysiging van invoervereistes waaraan beheerde goedere moet voldoen ten einde vrygestel te wees van invoer met 'n permit.

No. R. 2252

26 November 1993

AGRICULTURAL PESTS ACT, 1983
(ACT No. 36 OF 1983)

IMPORTATION OF CONTROLLED GOODS WITHOUT A PERMIT: AMENDMENT*

I, André Isak van Niekerk, Minister of Agriculture, acting under section 3 (4) of the Agricultural Pests Act, 1983 (Act No. 36 of 1983), hereby—

(a) amend Government Notice No. R. 1013 of 26 May 1989 to the extent set out in the Schedule; and

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

A. I. VAN NIEKERK,

Minister of Agriculture.

* Amendment of import requirements that controlled goods have to comply with in order to be exempted from import with a permit.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Kennisgewing" Goewermenskennisgewing No. R. 1013 van 26 Mei 1989.

Wysiging van Tabel 1 van die Kennisgewing

2. Tabel 1 van die Kennisgewing word hiermee gewysig—

(a) deur die skapping van die volgende uitdrukings in item 1:

"Annona;
Averrhoa;
Carya;
Carica; en
Helianthus.";

(b) deur die skapping van die volgende uitdrukings in item 3:

"Annona;
Averrhoa;
Rosa; en
Stevia.";

(c) deur die skapping van die volgende uitdrukings in item 5:

"Pistachia; en
Cocos.";

(d) deur die skapping van die volgende uitdrukings in item 7:

"Citrus; en
Musaceae.";

(e) deur die skapping van die volgende uitdrukings in item 8:

"Allium;
Musa;
Prunus (fresh/vars); en
Prunus (dried/gedroog).";

(f) deur die uitdrukking "412" in kolom 2 van item 8 teenoor die inskrywing "Rutaceae" in kolom 1 van item 8 deur die uitdrukking "413" te vervang;

(g) deur die uitdrukking "*Acacia mearnsii*" in kolom 1 van item 13 deur die uitdrukking "*Acacia mearnsii* (only from Swaziland/slegs van Swaziland)" te vervang; en

(h) deur item 19 deur die volgende item te vervang:

SCHEDULE**Definitions**

1. In this Schedule "the Notice" means Government Notice No. R. 1013 of 26 May 1989.

Amendment of Table 1 of the Notice

2. Table 1 of the Notice is hereby amended—

(a) by the deletion of the following expressions in item 1:

"Annona;
Averrhoa;
Carya;
Carica; and
Helianthus.";

(b) by the deletion of the following expressions in item 3:

"Annona;
Averrhoa;
Rosa; and
Stevia.";

(c) by the deletion of the following expressions in item 5:

"Pistachia; and
Cocos.";

(d) by the deletion of the following expressions in item 7:

"Citrus; and
Musaceae.";

(e) by the deletion of the following expressions in item 8:

"Allium;
Musa;
Prunus (fresh/vars); and
Prunus (dried/gedroog).";

(f) by the substitution in column 2 of item 8 for the expression "412" opposite the entry "Rutaceae" in column 1 of item 8 of the expression "413";

(g) by the substitution in column 1 of item 13 for the expression "*Acacia mearnsii*" of the expression "*Acacia mearnsii* (only from Swaziland/slegs van Swaziland)"; and

(h) by the substitution for item 19 of the following item:

Klas van beheerde goedere Class of controlled goods	Vereistes Requirements
Kolom/Column 1	Kolom/Column 2
19. Kruie, speserye en ander dele van plante wat vir medisinale, menslike of dierlike gebruik bestem is en wat verkry is van plante van die volgende spesies, genera en families/Herbs, spices and other parts of plants intended for medicinal, human or animal consumption and obtained from plants of the following species, genera and families:	
<i>Acanthus mollis</i>	Geen/None
<i>Achillea</i>	Geen/None

Klas van beheerde goedere Class of controlled goods	Vereistes Requirements
Kolom/Column 1	Kolom/Column 2
<i>Aconitum</i>	Geen/None
<i>Actaea spicata</i>	Geen/None
Agar-Agar (onverwerk/unrefined)	Geen/None
<i>Agastache foeniculum</i>	Geen/None
<i>Agrimonia eupatoria</i>	Geen/None
<i>Ajuga</i>	Geen/None
<i>Alcea rosea</i>	Geen/None
<i>Alchemilla vulgaris</i>	Geen/None
<i>Allium</i> (slegs gedroog, gevlok en in poeivorm/only dried, flaked and powdered)	Geen/None
<i>Aloe</i>	Geen/None
<i>Althaea</i>	Geen/None
<i>Anacardium</i> (slegs die neute daarvan/only the nuts thereof)	Geen/None
<i>Anagallis arvensis</i>	Geen/None
<i>Anchusa</i>	Geen/None
<i>Androstaphium violaceum</i>	Geen/None
<i>Anemone</i>	AD 11
<i>Anethum</i>	Geen/None
<i>Angelica</i>	Geen/None
<i>Antennaria dioica</i>	Geen/None
<i>Anthemis tinctoria</i>	Geen/None
<i>Anthriscus</i>	Geen/None
<i>Anthyllis</i>	Geen/None
<i>Apium graveolens</i>	AD 11
<i>Aquilegia vulgaris</i>	Geen/None
<i>Arabis</i>	Geen/None
<i>Aralia</i>	Geen/None
<i>Arctotis acaulis</i>	Geen/None
<i>Areca catechu</i> (slegs die neute daarvan/only the nuts thereof)	Geen/None
<i>Armeria</i>	Geen/None
<i>Arnica montana</i>	Geen/None
<i>Asarum canadense</i>	Geen/None
<i>Asclepias tuberosa</i>	Geen/None
<i>Asperula</i>	Geen/None
<i>Astragalus</i>	AD 11
<i>Atropa</i>	Geen/None
<i>Baptisia</i>	Geen/None
<i>Barbarea verna</i>	Geen/None
<i>Bellis perennis</i>	Geen/None
<i>Borago officinalis</i>	Geen/None
<i>Brassica</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Bryonia dioica</i>	Geen/None
<i>Cajanus</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Calendula</i>	Geen/None
<i>Campanula</i>	Geen/None
<i>Canavalia</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Capparis spinosa</i>	Geen/None
<i>Carthamus tinctorius</i>	Geen/None
<i>Carum carvi</i>	Geen/None
<i>Carya</i> (slegs die neute daarvan/only the nuts thereof)	Geen/None
<i>Castanea</i>	Geen/None
<i>Catharanthus roseus</i>	Geen/None

Klas van beheerde goedere Class of controlled goods	Vereistes Requirements
Kolom/Column 1	Kolom/Column 2
<i>Ceanothus americanus</i>	Geen/None
<i>Cedronella triphylla</i>	Geen/None
<i>Centaurea cyanus</i>	Geen/None
<i>Centaurium erythraea</i>	Geen/None
<i>Ceratonia siliqua</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Cheiranthus cheiri</i>	Geen/None
<i>Chelidonium</i>	Geen/None
<i>Chenopodium</i>	Geen/None
<i>Chrysanthemum</i>	Geen/None
<i>Cicer</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Cichorium intybus</i>	AD 11
<i>Cimicifuga racemosa</i>	Geen/None
<i>Cinnamomum</i>	Geen/None
<i>Cnicus benedictus</i>	Geen/None
<i>Cocos nucifera</i> (slegs die neute daarvan/only the nuts thereof)	Geen/None
<i>Coffea</i> (slegs geroosterde bone/only roasted beans)	Geen/None
<i>Colchicum autumnale</i>	AD 11
<i>Collinsonia canadensis</i>	Geen/None
<i>Colutea</i>	Geen/None
<i>Conium maculatum</i>	Geen/None
<i>Convallaria</i>	Geen/None
<i>Coreopsis tinctoria</i>	Geen/None
<i>Coriandrum sativum</i>	Geen/None
<i>Cornus florida</i>	Geen/None
<i>Corylus</i> (slegs die neute daarvan/only the nuts thereof)	Geen/None
<i>Crithmum maritimum</i>	Geen/None
<i>Crocus sativus</i>	Geen/None
<i>Croton</i>	Geen/None
<i>Cryptotaenia japonica</i>	Geen/None
<i>Cucurbitaceae</i> (slegs die saad daarvan/only the seed thereof).....	D
<i>Cuminum cyminum</i>	Geen/None
<i>Cupressus</i>	Geen/None
<i>Curcuma longa</i>	AD 11
<i>Cyamopsis</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Cynara</i>	Geen/None
<i>Danae racemosa</i>	Geen/None
<i>Delphinium grandiflorum</i>	Geen/None
<i>Dianthus</i>	Geen/None
<i>Dictamnus albus</i>	Geen/None
<i>Digitalis</i>	Geen/None
<i>Dipsacus</i> (blomknoppe/flower head)	T7, D
<i>Dolichos</i>	Geen/None
<i>Dracocephalum moldavica</i>	Geen/None
<i>Elettaria cardamomum</i>	Geen/None
<i>Epilobium</i>	Geen/None
<i>Erica</i>	Geen/None
<i>Erigeron</i>	Geen/None
<i>Eugenia caryophyllata</i>	Geen/None
<i>Euphorbia</i>	Geen/None
<i>Fagopyrum</i>	Geen/None
<i>Filipendula</i>	Geen/None
<i>Foeniculum vulgare</i>	Geen/None

Klas van beheerde goedere Class of controlled goods	Vereistes Requirements
Kolom/Column 1	Kolom/Column 2
<i>Galega officinalis</i>	Geen/None
<i>Galium</i>	Geen/None
<i>Genista tinctoria</i>	Geen/None
<i>Gentiana</i>	Geen/None
<i>Geranium</i>	Geen/None
<i>Glycine</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Glycyrrhiza glabra</i>	AD 11
<i>Gnaphalium</i>	Geen/None
<i>Gossypium</i> (slegs die saad daarvan/only the seed thereof)	T2, D
<i>Gratiola officinalis</i>	Geen/None
<i>Grindelia robusta</i>	Geen/None
<i>Guizotia abyssinica</i>	Geen/None
<i>Hamamelis virginiana</i>	Geen/None
<i>Helianthemum</i>	Geen/None
<i>Helianthus</i> (uitgesonderd/except <i>H. tuberosus</i>) (slegs die saad daarvan/only the seed thereof)	AD 2 (283), AD 4 (384), D
<i>Heliotropium</i>	Geen/None
<i>Helleborus niger</i>	Geen/None
<i>Herniaria</i>	Geen/None
<i>Heuchera</i>	Geen/None
<i>Hibiscus sabdariffa</i>	Geen/None
<i>Hieracium</i>	Geen/None
<i>Hordeum</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Humulus</i>	Geen/None
<i>Hydrocotyle asiatica</i>	Geen/None
<i>Hyoscyamus niger</i>	Geen/None
<i>Hypericum</i>	Geen/None
<i>Hyssopus officinalis</i>	Geen/None
<i>Iberis umbellata</i>	AD 11
<i>Ilex paraguariensis</i>	Geen/None
<i>Illicium verum</i>	Geen/None
<i>Indigofera</i>	Geen/None
<i>Inula helenium</i>	Geen/None
<i>Iris</i>	AD 11
<i>Isatis tinctoria</i>	Geen/None
<i>Jasminum</i>	Geen/None
<i>Juglans</i> (slegs die neute daarvan/only the nuts thereof)	D
<i>Juniperus communis</i>	Geen/None
<i>Lamium</i>	Geen/None
<i>Laurus</i>	Geen/None
<i>Lavandula</i>	Geen/None
<i>Lawsonia inermis</i>	Geen/None
<i>Lens</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Leontopodium alpinum</i>	Geen/None
<i>Leonurus</i>	Geen/None
<i>Lepidium sativum</i>	Geen/None
<i>Levisticum officinale</i>	Geen/None
<i>Liatris</i>	Geen/None
<i>Ligustrum</i>	Geen/None
<i>Linaria</i>	Geen/None
<i>Linum usitatissimum</i>	Geen/None

Klas van beheerde goedere Class of controlled goods	Vereistes Requirements
Kolom/Column 1	Kolom/Column 2
<i>Lobelia</i>	Geen/None
<i>Lotus</i>	Geen/None
<i>Lophocarpus</i>	Geen/None
<i>Lupinus</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Lychnis chalcidonica</i>	Geen/None
<i>Lycium chinense</i>	Geen/None
<i>Lycopus europaeus</i>	Geen/None
<i>Lysimachia nummularia</i>	Geen/None
<i>Lythrum salicaria</i>	Geen/None
<i>Macadamia</i> (slegs die neute daarvan/only the nuts thereof)	Geen/None
<i>Maclura pomifera</i>	Geen/None
<i>Mangifera</i> (slegs die saad daarvan/only the seed thereof)	Geen/None
<i>Malva</i>	Geen/None
<i>Manihot esculenta</i>	AD 11
<i>Maranta arundinacea</i>	AD 11
<i>Marrubium vulgare</i>	Geen/None
<i>Matricaria chamomilla</i>	Geen/None
<i>Melilotus officinalis</i>	Geen/None
<i>Melissa officinalis</i>	Geen/None
<i>Mentha</i>	Geen/None
<i>Metroxylon rumphii</i>	Geen/None
<i>Mirabilis</i>	Geen/None
<i>Moluccella laevis</i>	Geen/None
<i>Monarda didyma</i>	Geen/None
<i>Morus nigra</i> (gedroog/dried)	Geen/None
<i>Myrica pensylvanica</i>	Geen/None
<i>Myristica fragrans</i>	Geen/None
<i>Myrrhis odorata</i>	Geen/None
<i>Myrtus communis</i>	Geen/None
<i>Nasturtium officinale</i>	Geen/None
<i>Nepenthes</i>	Geen/None
<i>Nepeta</i>	Geen/None
<i>Nigella damascena</i>	Geen/None
<i>Ocimum</i>	Geen/None
<i>Ononis</i>	Geen/None
<i>Origanum</i>	Geen/None
<i>Oryza</i> (slegs die graan daarvan/only the grain thereof)	D
<i>Panax</i>	AD 11
<i>Papaver somniferum</i>	T7, D
<i>Paris quadrifolia</i>	Geen/None
<i>Pelargonium</i>	Geen/None
<i>Perilla frutescens</i>	Geen/None
<i>Petroselinum crispum</i>	Geen/None
<i>Peucedanum</i>	Geen/None
<i>Phalaris canariensis</i>	D
<i>Phaseolus</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Piper</i>	Geen/None
<i>Pisum</i> (slegs die saad daarvan/only the seed thereof)	D
<i>Ricinus</i>	Geen/None
<i>Saxifraga</i>	Geen/None
<i>Secale</i> (slegs die saad daarvan/only the seed thereof)	D

Klas van beheerde goedere Class of controlled goods	Vereistes Requirements
Kolom/Column 1	Kolom/Column 2
<i>Sedum</i>	Geen/None
<i>Sempervivum</i>	Geen/None
<i>Sesamum</i>	Geen/None
<i>Silybum marianum</i>	Geen/None
<i>Smilax</i>	Geen/None
<i>Solidago virgaurea</i>	None/Geen
<i>Sorghum</i> (only the seed thereof/slegs die saad daarvan)	D
<i>Stachys</i>	AD 11
<i>Symphytum</i>	None/Geen
<i>Tagetes</i>	None/Geen
<i>Taraxacum officinale</i>	None/Geen
<i>Teucrium</i>	None/Geen
<i>Tetragonia tetragonioides</i>	None/Geen
<i>Theobroma</i>	None/Geen
<i>Thymus</i>	None/Geen
<i>Tilia cordata</i>	None/Geen
<i>Trigonella foenum-graecum</i>	None/Geen
<i>Tropaeolum</i>	None/Geen
<i>Tussilago farfara</i>	None/Geen
<i>Urginea maritima</i>	None/Geen
<i>Urtica</i>	None/Geen
<i>Valeriana</i>	None/Geen
<i>Valerianella locusta</i>	None/Geen
<i>Vanilla</i>	None/Geen
<i>Verbascum</i>	None/Geen
<i>Verbena</i>	None/Geen
<i>Veronica</i>	None/Geen
<i>Viburnum opulus</i>	None/Geen
<i>Vigna</i> (only the seed thereof/slegs die saad daarvan).....	D
<i>Vinca</i>	None/Geen
<i>Viola</i>	None/Geen
<i>Voandzeia</i> (only the seed thereof/slegs die saad daarvan).....	D
<i>Yucca glauca</i>	D
<i>Zea</i> (only the seed thereof/slegs die saad daarvan)	AD2 (63,243)AD3 (157) AD4 (295) D

DEPARTEMENT VAN MANNEKRAG**No. R. 2246****26 November 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE: WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1996 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

DEPARTMENT OF MANPOWER**No. R. 2246****26 November 1993**

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE: AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declared that in the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1996, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1996 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

L. WESSELS,

Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID (WESTELIKE PROVINSIE)

OOREENKOMS

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

**Master Builders' and Allied Trades Association
(Cape Peninsula)**

Boland Meesterbouers en Verwante Bedrywe Vereniging

**Master Masons' and Quarry Owners' Association
(South Africa) wat sy lede in die Monumentklipmesselnywerheid verteenwoordig**

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

Amalgamated Society of Woodworkers of South Africa

Amalgamated Union of Building Trade Workers of South Africa

South African Operative Masons' Society

South African Woodworkers' Union

Building Workers Union

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid (Westelike Provinsie),

tot wysiging van die Mediesehulpfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1280 van 27 Junie 1980, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 2283 van 28 Oktober 1981, R. 2351 van 29 Oktober 1982, R. 2158 van 30 September 1983, R. 962 van 11 Mei 1984, R. 2123 van 21 September 1984, R. 728 van 4 April 1985, R. 336 van 28 Februarie 1986, R. 503 van 23 Maart 1989, R. 2323 van 27 Oktober 1989, R. 2506 van 26 Oktober 1990, R. 3109 van 13 Desember 1991 en R. 512 van 26 Maart 1993.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bou- en Monumentklipmesselnywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is;

(b) in die Boland en in die Kaapse Skiereiland.

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1996, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

L. WESSELS,

Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (WESTERN PROVINCE)

AGREEMENT

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

**Master Builders' and Allied Trades Association
(Cape Peninsula)**

Boland Meesterbouers en Verwante Bedrywe Vereniging

**Master Masons' and Quarry Owners' Association
(South Africa) representing its members in the Monumental Masonry Industry**

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

Amalgamated Society of Woodworkers of South Africa

Amalgamated Union of Building Trade Workers of South Africa

South African Operative Masons' Society

South African Woodworkers' Union

Building Workers Union

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

being the parties to the Industrial Council for the Building Industry (Western Province),

to amend the Medical Aid Fund Agreement published under Government Notice No. R. 1280 of 27 June 1980, as amended and extended by Government Notices Nos. R. 2283 of 28 October 1981, R. 2351 of 29 October 1982, R. 2158 of 30 September 1983, R. 962 of 11 May 1984, R. 2123 of 21 September 1984, R. 728 of 4 April 1985, R. 336 of 28 February 1986, R. 503 of 23 March 1989, R. 2323 of 27 October 1989, R. 2506 of 26 October 1990, R. 3109 of 13 December 1991 and R. 512 of 26 March 1993.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Building and Monumental Masonry Industries—

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

(b) in the Boland and in the Cape Peninsula.

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

(a) ten opsigte van die Kaapse Skiereiland slegs van toepassing op werknemers vir wie lone voorgeskryf word by klousule 16 (1) (g) van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 504 van 23 Maart 1989, insluitende enige wysiging of verlenging daarvan, of enige daaropvolgende Ooreenkoms (hierna die "Skiereiland-ooreenkoms" genoem);

(b) ten opsigte van die Boland slegs van toepassing op werknemers (uitgesonderd leerlinge) vir wie lone voorgeskryf word by klousule 16 (1) (f), (g) en (l) van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 460 van 18 Maart 1988, insluitende enige wysiging of verlenging daarvan, of enige daaropvolgende Ooreenkoms (hierna die "Boland-ooreenkoms" genoem).

2. KLOUSULE 9: BYDRAES

(1) In subklousule (1), vervang die uitdrukking "R31,60" deur die uitdrukking "R33,20".

(2) In subklousule (2), vervang die uitdrukking "R15,80" deur die uitdrukking "R16,60".

(3) In subklousule (10), vervang die uitdrukking "R31,60" deur die uitdrukking "R33,20".

Op hede die 5de dag van Julie 1993 te Kaapstad onderteken.

H. McCARTHY,
Voorsitter.

E. R. KAPP,
Ondervoorsitter.

J. J. KITSHOFF,
Sekretaris.

No. R. 2247

26 November 1993

WET OP ARBEIDSVERHOUDINGE, 1956

MUNISIPALE ONDERNEMING VAN PORT ELIZABETH: HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing No. R. 2829 van 7 Desember 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1994 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 2251

26 November 1993

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTING VAN HOOFOOREENKOMS

Ek, Leon Wessels, 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,

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreements shall—

(a) in respect of the Cape Peninsula only apply to employees for whom wages are prescribed in clause 16 (1) (g) of the Agreement published under Government Notice No. R. 504 of 23 March 1989, including any amendment or extension thereof, or any succeeding Agreement (hereinafter referred to as the "Peninsula Agreement");

(b) in respect of the Boland only apply to employees (excluding learners) for whom wages are prescribed in clause 16 (1) (f), (g) and (l) of the Agreement published under Government Notice No. R. 460 of 18 March 1988, including any amendment or extension thereof, or any succeeding Agreement (hereinafter referred to as the "Boland Agreement").

2. CLAUSE 9: CONTRIBUTIONS

(1) In subclause (1), substitute the expression "R33,20" for the expression "R31,60".

(2) In subclause (2), substitute the expression "R16,60" for the expression "R15,80".

(3) In subclause (10), substitute the expression "R33,20" for the expression "R31,60".

Signed at Cape Town this 5th day of July 1993.

H. McCARTHY,
Chairman.

E. R. KAPP,
Vice-Chairman.

J. J. KITSHOFF,
Secretary.

No. R. 2247

26 November 1993

LABOUR RELATIONS ACT, 1956

MUNICIPAL UNDERTAKING OF PORT ELIZABETH: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice No. R. 2829 of 7 December 1990, to be effective from the date of publication of this notice and for the period ending 31 January 1994.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 2251

26 November 1993

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF MAIN AGREEMENT

I, Leon Wessels, 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,

Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (d), 2 en 3 met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

L. WESSELS,

Minister van Mannekrag.

Opmerking:

NATIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

Werkgewers wat nie lede is nie van enige van die Werkgewersorganisasies wat partye by die bogemelde Ooreenkoms is, se aandag word daarop gevestig dat—

- (a) daar ingevolge artikel 51 (3) van die Wet op Arbeidsverhoudinge, 1956, by bogenoemde Nywerheidsraad aansoek gedoen kan word om vrystelling van almal of enige van die bepalings van 'n Ooreenkoms wat deur die partye by die Raad aangegaan en wat ingevolge genoemde Wet bindend is; en
- (b) artikel 51 (6) van genoemde Wet voorsiening maak dat enige persoon wat hom verontreg voel deur enige beslissing van die Raad, te eniger tyd na die Minister van Mannekrag teen sodanige beslissing kan appelleer.

BYLAE

NATIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

HOOFOOREENKOMS

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

Association of Electrical Cable Manufacturers of South Africa

Association of Metal Service Centres of South Africa

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association

Constructional Engineering Association (South Africa)

Covered Conductor Manufacturers' Association

Domestic Appliance Manufacturers' Association of South Africa

Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1994, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (d), 2 and 3, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1994, 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.

L. WESSELS,

Minister of Manpower.

Note:

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

The attention of employers who are not members of any of the employers' organisations which are parties to the Agreement hereunder are invited to—

- (a) the fact that they may in terms of section 51 (3) of the Labour Relations Act, 1956, apply for exemption to the above-mentioned Industrial Council from all or any of the provisions of an Agreement entered into by the parties to the Council which is binding in terms of this Act, and
- (b) section 51 (6) of the aforementioned Act which provides for any person who feels aggrieved by any decision of the Council to appeal at any time to the Minister of Manpower against that decision.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

MAIN AGREEMENT

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

Association of Electrical Cable Manufacturers of South Africa

Association of Metal Service Centres of South Africa

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association

Constructional Engineering Association (South Africa)

Covered Conductor Manufacturers' Association

Domestic Appliance Manufacturers' Association of South Africa

Electrical Engineering and Allied Industries Association
 Electronics and Telecommunications Industries Association
 Fire Protection Industries Association of South Africa
 Gate and Fence Association
 Hand Tool Manufacturers' Association
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Port Elizabeth Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
 Sheetmetal Industries Association of South Africa
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Engineers and Founders Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Pump Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Valve and Actuator Manufacturers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Chemical Workers Industrial Union
 Engineering Industrial and Mining Workers' Union of South Africa
 Iron Moulders' Society of South Africa
 Metal and Electrical Workers Union of South Africa
 Mineworkers' Union
 National Union of Metalworkers of South Africa
 Radio, Television, Electronics and Allied Workers' Union
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
 S.A. Electrical Workers' Association
 S.A. Yster-, Staal- en Verwante Nywerhede-Unie
 Steel, Engineering and Allied Workers Union of S.A.

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

Electrical Engineering and Allied Industries Association
 Electronics and Telecommunications Industries Association
 Fire Protection Industries Association of South Africa
 Gate and Fence Association
 Hand Tool Manufacturers' Association
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Port Elizabeth Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
 Sheetmetal Industries Association of South Africa
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Engineers and Founders Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Pump Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Valve and Actuator Manufacturers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Chemical Workers Industrial Union
 Engineering Industrial and Mining Workers' Union of South Africa
 Iron Moulders' Society of South Africa
 Metal and Electrical Workers Union of South Africa
 Mineworkers' Union
 National Union of Metalworkers of South Africa
 Radio, Television, Electronics and Allied Workers' Union
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
 S.A. Electrical Workers' Association
 S.A. Yster-, Staal- en Verwante Nywerhede-Unie
 Steel, Engineering and Allied Workers Union of S.A.

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

DEEL I**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die Yser-, Staal-, Ingenieurs- en Metallurgiese Nywerheid oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai;

(b) in die provinsies Transvaal en Natal deur die afdeling van die Nywerheid betrokke by die installering, herstel en versiening van radio's, koelkaste en huishoudelike elektriese toestelle;

(c) in die landdrosdistrikte Die Kaap, Durban, Johannesburg, Oos-Londen, Pietersburg en Pinetown deur die afdeling van die Nywerheid betrokke by die vervaardiging van radio's;

(d) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—

(a) die installering, herstel en versiening van radio's en huishoudelike elektriese toestelle in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(b) die vervaardiging, vir verkoop, van standaard-snygereedskap gemaak van sneldraaistaal deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landdrosdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;

(c) die vervaardiging van aluminiumplaat en/of -foelie en werksaamhede wat in verband daarmee staan;

(d) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;

(e) die produksie van yster en/of staal en/of ysterlegerings;

(f) die installering, onderhoud en herstel van elektriese uitrusting soos bedoel in paragraaf (b) van die omskrywing "Elektrotegniese Ingenieursnywerheid" in klousule 3 van Deel I van hierdie Ooreenkoms in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(g) die vervaardiging van wolframarbeid (harde metaal);

(h) die monteer, versiening, installering, onderhoud en/of herstel van instrumente, uitrusting, masjiene, toestelle en apparaat, hetsy daar gebruik gemaak word van hand-, fotografiese, meganiese, elektriese, elektrostatische of elektroniese beginsels of enige kombinasie van sodanige beginsels, wat in die eerste plek bedoel is vir gebruik in rekeningkunde en/of sake- en/of berekenings en/of kantoor- en/of opvoedkundige prosedures;

(i) die Nywerheid vir die Vervaardiging van Hortjieblindes en Verwante Produkte in die provinsie Transvaal;

(j) die installering en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(k) die vervaardiging van loodgieters- en/of ingenieursgeelkoperware deur middel van swaartekragvormgiëting en/of drukvormgiëting en/of warmers en/of masjinerie;

(l) die onderneming van die firma Union Steel Corporation of South Africa (Pty) Limited in die Landdrosdistrik Vereeniging, Transvaal;

(m) die slotmakerybedryf in die landdrosdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort en Springs;

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

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

(a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;

(b) in the Provinces of the Transvaal and Natal by the section of the industry concerned with the installation, repair and servicing of radios, refrigerators and domestic electrical appliances;

(c) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape by the section of the Industry concerned with radio manufacture;

(d) by all employers and employees who are members of the employers' organisations and trade unions, respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—

(a) the installation, repair and servicing of radios and domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;

(b) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;

(c) the manufacture of aluminium sheet and/or foil and interrelated operations;

(d) the installation and/or repair and/or maintenance of electrical lifts and escalators;

(e) the production of iron and/or steel and/or ferroalloys;

(f) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition "Electrical Engineering Industry" in section 3 of Part I of this Agreement in the Provinces of the Cape of Good Hope and the Orange Free State;

(g) the manufacture of tungsten carbide (hard metal);

(h) the assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;

(i) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;

(j) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;

(k) the manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and or pressure die-casting and/or hot pressing and/or machining;

(l) the undertaking of Union Steel Corporation of South Africa (Pty) Limited in the Magisterial District of Vereeniging, Transvaal;

(m) the Locksmithing Trade in the Magisterial District of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;

(n) die produksie vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landroosdistrikte Brits, Germiston, Kempton Park en Pretoria;

(o) die onderneming van die firma Alusaf (Pty) Ltd in die landroosdistrik Lower Umfolozi;

(p) (i) die vervaardiging deur middel van massaproduksiemetodes uit plaatmetaal met 'n dikte van hoogstens 2,108 mm van—

(aa) kommersiële gewone of gelitografeerde houers vir die verpakking van algemene handelsware, maar nie die vervaardiging van sodanige houers deur iemand vir die verpakking van sy eie produkte nie;

(ab) deksels vir bottels, flesse en ander houers;

(ac) gewone of gelitografeerde metaalspeelgoed;

(ad) gewone of gelitografeerde vertoontablette;

(ii) die vervaardiging van gewone of gelitografeerde, vaste en/of voubare buise uit nie-ysterhoudende metaalklompe. Vir die toepassing van hierdie subparagraaf beteken "vaste buis" 'n houer;

[Vir die toepassing van subparagrafe (i) en (ii) beteken 'n "houer" 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking van produkte wat vervoer of verkoop moet word en wat met 'n deksel of doppe of ander soort prop toegemaak kan word.];

(q) die vervaardiging uit tinplaat met 'n dikte van hoogstens 0,416 mm van koffers en ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat, en van ander ware wat hoofsaaklik uit sodanige tinplaat vervaardig is;

(r) die oprigting, op die terrein, van produkte bedoel in die inleiding tot Afdeling D/7 van Deel II van hierdie Ooreenkoms;

(s) die versiening en/of onderhoud en/of herstel van grasmaaiers, skoffelploë/grondbrekers, grassnyers, randafwerkers, kettingsae en/of onderdele en/of komponente daarvan.

(3) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en

(b) kwekelinge wat opgelei word kragtens artikel 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet op die voorwaardes daarkragtens vasgestel.

(4) Ondanks die beperking van die Ooreenkoms tot die werksaamhede daarin gelys—

(a) is die klousules aangaande Verlofbesoldiging, Addisionele Verlofbesoldiging en Verlofbonus in Deel I van hierdie Ooreenkoms van toepassing op alle werknemers wat operatiewe prosesse verrig en 'n loon ontvang wat gelyk is aan of meer is as dié wat in hierdie Ooreenkoms van tyd tot tyd voorgeskryf word vir Loon D-werknemers, hetsy weekliks of maandeliks besoldig, maar uitgesonderd betaling vir oortydwerk;

(b) mag niemand wat regstreeks werksaam is in 'n vervaardigings- of produksieproses 'n loon ontvang wat minder is as die loon soos in Deel II van hierdie ooreenkoms van tyd tot tyd vir 'n Loon I-werknemer voorgeskryf nie.

Vir die toepassing van hierdie klousule is "werksaam in 'n vervaardigings- of produksieproses" van toepassing op werknemers wie se loonskale nie in hierdie ooreenkoms gelys word nie maar wie se aktiwiteite regstreeks verwant is aan die skepping van ingenieursgoedere en/of dienste soos in die toepassingsbestek van hierdie Ooreenkoms omskryf. Hierdie bepaling is nie van toepassing op werk verrig deur administratiewe personeel en/of werknemers werksaam in nie-produktiewe werksaamhede nie.

(n) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria;

(o) the undertaking of Alusaf (Pty) Ltd, in the Magisterial District of Lower Umfolozi;

(p) (i) the manufacture by mass production methods from sheet-metal of a gauge not exceeding 2,108 mm of—

(aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture of such containers by any person for the packaging of his own products;

(ab) bottle, jar and other container closures;

(ac) plain or lithographed metal toys;

(ad) plain or lithographed display tablets;

(ii) the manufacture of plain or lithographed, rigid and/or collapsible tubes from non-ferrous metal slugs. For the purposes of this subparagraphs, "rigid tube" means a container;

[For the purposes of subparagraphs (i) and (ii), a "container" means a plain or lithographed article designated for the packing for transport or sale of products and capable of being closed by means of a lid or cap or any other type of closure.];

(q) the manufacture from tinplate of a gauge not exceeding 0,416 mm of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, and other lines manufactures principally from such tinplate;

(r) the erecting, on site, of products referred to in the preamble to Division D/7 of Part II of this Agreement;

(s) the servicing and/or maintenance and/or repairing of lawn-mowing machines, cultivators, sickle-cutters, grass-cutters, edge-trimmers, chainsaws and/or parts and/or components thereof.

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only to the extent to which they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and

(b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of the Act or any conditions fixed thereunder.

(4) Notwithstanding the limitation of the Agreement to the operations therein scheduled—

(a) the provisions of the section to Leave pay, Additional Leave pay and Leave bonus of Part I of this Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to or more than that prescribed from time to time in the Agreement for Rate D employees, whether paid weekly or monthly, but excluding payment for overtime;

(b) no person directly employed in a manufacturing or production process shall be paid a wage less than Rate I as prescribed from time to time in Part II of this Agreement.

For the purposes of this section, "employed in a manufacturing or production process" shall apply to those employees whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement. This provision shall not apply to the work carried out by administrative personnel and/or those employed in non-production operations.

(5) Die diensvoorwaardes van 'n wag word ooreenkomstig hierdie Ooreenkoms gereël, behalwe ten opsigte van werkeure, wat hoogstens 48 uur per week is.

(6) Werknemers in diens vir werk waarvoor die loontarief in die Ooreenkoms gelys is by Loon I; en

werk waarvoor die loontarief in die Ooreenkoms gelys is by Loon I,

word geag werknemers en/of werk, na gelang van die geval, te wees waarvoor die loontarief in die Ooreenkoms gelys is by Loon H.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag tot 30 Junie 1994 of vir die tydperk wat die Minister bepaal.

3. SPESIALE BEPALINGS

Klousules 23 en 28 van Deel I van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1329 van 27 Junie 1980, soos gewysig, verleng, hernieu en herbekragtig by Goewermentskennisgewings Nos. R. 295 van 20 Februarie 1981, R. 879 en R. 880 van 1 Mei 1981, R. 1201 van 25 Junie 1982, R. 45 van 14 Januarie 1983, R. 1293 van 24 Junie 1983, R. 1376 van 1 Julie 1983, R. 2191 van 7 Oktober 1983, R. 922 van 11 Mei 1984, R. 1329 van 29 Junie 1984, R. 2092 van 21 September 1984, R. 222 van 8 Februarie 1985, R. 1576 van 19 Julie 1985, R. 1577 van 19 Julie 1985, R. 997 van 23 Mei 1986, R. 1744 van 22 Augustus 1986, R. 1567 van 14 Julie 1987, R. 1568 van 17 Julie 1987, R. 2455 van 30 Oktober 1987, R. 2545 van 13 Desember 1988, R. 1327 van 23 Junie 1989, R. 1328 van 23 Junie 1989, R. 1431 van 30 Junie 1989, R. 2465 van 10 November 1989, R. 3046 van 4 Januarie 1991, R. 2658 van 8 November 1991 en R. 3286 van 4 Desember 1992 (hierna die Vorige Ooreenkoms genoem), soos van tyd to tyd gewysig en herbekragtig, is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Klousules 3 tot en met 22, 24 tot en met 27, 29 tot en met 39 Deel I, en Deel II, van die Vorige Ooreenkoms (soos van tyd tot tyd gewysig en herbekragtig) is van toepassing op werkgewers en werknemers.

5. KLOUSULE 4: WERKURE

Vervang subklousule (3) deur die volgende:

“(3) Oortydwerk is vrywillig en tensy anders deur die Raad gemagtig, mag die maksimum oortydure wat in enige week gewerk kan word, insluitende werk op Sondae, hoogstens 10 uur per week wees: Met dien verstande dat in bedryfsinrigtings waar 'n drieskof-deurlopendeprosesstelsel van toepassing is, wat tot 'n maksimum van vier uur oortydwerk in die gewone werkweek insluit, 'n werknemer geag word ooreen te gekom het om sodanige oortydwerk as verpligte oortydwerk te beskou indien hy werk by so 'n bedryfsinrigting aanvaar.”

6. KLOUSULE 5: OORTYDWERK EN BESOLDIGING VIR WERK OP SONDAE

Vervang die bestaande subklousule (10) deur die volgende:

“(10) Waar 'n werknemer in 'n enkele week 'n deel van of al die gewone ure van 'n skof of skofte wat in die betrokke bedryfsinrigting gewerk word, van sy werk af wegbly, moet sodanige gewone ure wat die werknemer nie gewerk het nie, ondanks subklousule (1), afgetrek word van die oortydure wat hy gewerk het. Vir die ure aldus afgetrek, moet daar betaal word teen die werknemer se gewone loon, welke ure as gewone ure gewerk beskou word, vir die doeleindes van die berekening van

(5) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement, except in respect of working hours, which shall be a maximum of 48 hours per week.

(6) Employees employed on work for which the rate of pay is scheduled in the Agreement at Rate I; and

work for which the rate of pay is scheduled in the Agreement at Rate I,

shall be deemed to be employees and/or work, as the case may be, for which the rate of pay is scheduled in the Agreement at Rate H.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain the force until 30 June 1994 or for such period as the Minister may determine.

3. SPECIAL PROVISIONS

The provisions contained in sections 23 and 28 of Part I of the Agreement published under Government Notice No. R. 1329 of 27 June 1980, as amended, extended, renewed and re-enacted by Government Notices Nos. R. 295 of 20 February 1981, R. 879 and R. 880 of 1 May 1981, R. 1201 of 25 June 1982, R. 45 of 14 January 1983, R. 1293 of 24 June 1983, R. 1376 of 1 July 1983, R. 2191 of 7 October 1983, R. 922 of 11 May 1984, R. 1329 of 29 June 1984, R. 2092 of 21 September 1984, R. 222 of 8 February 1985, R. 1576 of 19 July 1985, R. 1577 of 19 July 1985, R. 997 of 23 May 1986, R. 1744 of 22 August 1986, R. 1567 of 14 July 1987, R. 1568 of 17 July 1987, R. 2455 of 30 October 1987, R. 2545 of 13 December 1988, R. 1327 of 23 June 1989, R. 1328 of 23 June 1989, R. 1431 of 30 June 1989, R. 2465 of 10 November 1989, R. 3046 of 4 January 1991, R. 2658 of 8 November 1991 and R. 3286 of 4 December 1992 (hereinafter referred to as the Former Agreement), as amended and re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in sections 3 to 22, inclusive, 24 to 27, inclusive, 29 to 39, inclusive, of Part I, and Part II of the Former Agreement (as amended and re-enacted from time to time) shall apply to employers and employees.

5. SECTION 4: HOURS OF WORK

Substitute the following for subsection (3):

“(3) Overtime shall be voluntary and unless otherwise authorised by the Council, the maximum overtime that may be worked in any week, including work on Sundays, shall not exceed 10 hours per week: Provided that in establishments which operate a three-shift continuous process system, which includes up to a maximum of four hours overtime in the normal working week, an employee shall be deemed to have agreed to regard such overtime as compulsory overtime if he accepts work at such an establishment.”

6. SECTION 5: OVERTIME AND PAYMENT FOR WORK ON SUNDAYS

Substitute the following for the existing subsection (10):

“(10) Notwithstanding the provisions of subsection (1), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked. The hours so deducted shall be paid for at the employee's ordinary rate and shall be regarded as ordinary hours worked for the purposes of calculating the contributions to be

die bydraes wat gestuur moet word aan die Ingenieursnywerhede-Pensioenfonds, die Groepspensioenfonds van die Metaalnywerhede, die Voorsorgfonds van die Metaalnywerhede en die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid ingevolge die Ooreenkomste wat daardie Fondse reël: Met dien verstande dat—

(i) hierdie subklousule nie van toepassing is nie op ure wat 'n werknemer op 'n Sondag gewerk het; en

(ii) waar 'n werknemer van sy werk afwesig is met die toestemming van sy werkgever of afwesig is weens siekte of omstandighede buite sy beheer, hierdie subklousule nie van toepassing is nie en dat daar vir die oortydure wat in so 'n geval gewerk is, betaal moet word teen die oortydloon wat van toepassing is op die oortydure wat hy gewerk het: Met dien verstande voorts dat 'n werkgever kan vereis dat 'n werknemer 'n mediese sertifikaat voorlê as bewys van die oorsaak van sy afwesigheid.

Betaling ingevolge hierdie subklousule geskied soos bepaal by klousule 8 van hierdie Deel van die Ooreenkoms."

7. KLOUSULE 6: SKOFWERK

Vervang die bestaande subklousule (7) deur die volgende:

"(7) Waar 'n werknemer in 'n enkele week 'n deel van of al die gewone ure van 'n skof of skofte wat in die betrokke bedryfsinrigting gewerk word, van sy werk af wegbly, moet sodanige gewone ure wat die werknemer nie gewerk het nie, ondanks subklousule (5), afgetrek word van die oortydure wat hy gewerk het. Vir die ure aldus afgetrek, moet daar betaal word teen die werknemer se gewone loon, welke ure as gewone ure gewerk, beskou word vir die doeleindes van die berekening van die bydraes wat gestuur moet word aan die Ingenieursnywerhede-Pensioenfonds, die Groepspensioenfonds van die Metaalnywerhede, die Voorsorgfonds van die Metaalnywerhede en die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid ingevolge die Ooreenkomste wat daardie Fondse reël: Met dien verstande dat—

(i) hierdie subklousule nie van toepassing is nie op ure wat 'n werknemer op 'n Sondag gewerk het; en

(ii) waar 'n werknemer van sy werk afwesig is met die toestemming van sy werkgever of afwesig is weens siekte of omstandighede buite sy beheer, hierdie subklousule nie van toepassing is nie en dat daar vir die oortydure wat in so 'n geval gewerk is, betaal moet word teen die oortydloon wat van toepassing is op die oortydure wat hy gewerk het: Met dien verstande voorts dat 'n werkgever kan vereis dat 'n werknemer 'n mediese sertifikaat voorlê as bewys van die oorsaak van sy afwesigheid.

Betaling ingevolge hierdie subklousule geskied soos bepaal by klousule 8 van hierdie Deel van die Ooreenkoms."

8. KLOUSULE 7: KORTTYDWERK

Skrap die uitdrukking "Sien klousule 35 (2) van hierdie Ooreenkoms." en voeg die volgende nuwe klousule in:

"Vir die doeleindes van hierdie klousule beteken 'korttyd' die implementering van verminderde werktyd, dit wil sê 'n kleiner getal ure per dag of 'n kleiner getal dae per week, weens 'n tekort aan werk en/of materiaal en enige ander geregverdigde gebeurlikhede en/of onvoorsiene gebeurlikhede en/of omstandighede buite die werkgever se beheer.

(1) *Kennisgewing:* (a) 'n Werkgever moet die Streekraad, die betrokke werknemers en die betrokke partyvakverenigings twee tussenliggende werkdae kennis gee van sy voorneme om korttydure te implementeer of te vermeerder of te verminder.

submitted to the Engineering Industries Pension Fund, the Metal Industries Group Pension Fund, the Metal Industries Provident Fund and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund in terms of the Agreements regulating these Funds: Provided that—

(i) the provisions of this subsection shall not apply to hours worked by an employee on a Sunday; and

(ii) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subsection shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided further that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subsection shall be made as provided for in section 8 of this Part of the Agreement."

7. SECTION 6: SHIFT WORK

Substitute the following for the existing subsection (7):

"(7) Notwithstanding the provisions of subsection (5), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked. The hours so deducted shall be paid for at the employee's ordinary rate and shall be regarded as ordinary hours worked for the purposes of calculating the contributions to be submitted to the Engineering Industries Pension Fund, the Metal Industries Group Pension Fund, the Metal Industries Provident Fund and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund in terms of the Agreements regulating these Funds: Provided that—

(i) the provisions of this subsection shall not apply to hours worked by an employee on a Sunday; and

(ii) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subsection shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided further that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subsection shall be made as provided for in section 8 of this Part of the Agreement."

8. SECTION 7: SHORT TIME

Delete the expression "Refer to section 35 (2) of this Agreement." and insert the following new section:

"For the purposes of this section, 'short time' means the implementation of reduced working time, i.e. lesser number of hours per day or lesser number of days per week, owing to a shortage of work and/or materials and any other justifiable contingencies and/or unforeseen contingencies and/or circumstances beyond the control of the employer.

(1) *Notification:* (a) An employer shall give the Regional Council, affected employees and affected party trade unions two clear working days' notice of the intention to implement or increase or reduce short time hours.

(b) Die werkgewer moet sover doenlik die beskikbare werk onder die betrokke werknemers verdeel.

(c) Daar mag nie van 'n werkgewer vereis word om lone aan sy werknemers te betaal nie, behalwe vir die tydperke wat daar werklik gewerk is: Met dien verstande dat waar die werkgewer meen dat die werk hervat kan word en hy sy werknemers uitdruklik gelas om hulle op 'n bepaalde dag vir werk aan te meld, hulle ten opsigte van sodanige dag minstens vier uur se werk gegee moet word of betaling in plaas daarvan moet ontvang.

(d) Onvoorsiene gebeurlikhede en/of omstandighede hierbo bedoel, sluit nie gure weer in nie.

(e) 'n Werkgewer moet die Streekraad en die betrokke partyvakverenigings in kennis stel indien korttyd langer as ses weke vanaf die datum van oorspronklike implementering sal voortduur.

(2) *Algemeen:* Die bepalings van klousule 5 van hierdie Ooreenkoms met betrekking tot oortydbetalings is nie van toepassing nie ten opsigte van tyd gewerk wat meer is as gespesifiseerde daaglikse korttydure maar minder is as die gewone werkure vir sodanige werkdag van die week: Met dien verstande dat as die werkgewer van 'n werknemer vereis om meer as die daaglikse korttydure te werk maar versuim om die twee dae kennis voorgeskryf by subklousule (1) (a) te gee, moet vir sodanige tydperk aldus gewerk, besoldig word teen 'n boetetarief gelyk aan die toepaslike oortydloon vir die tydperk aldus gewerk wat die korttydure oorskry, vir 'n maksimum tydperk van twee dae."

9. KLOUSULE 9: DIENSBEËINDIGING AS GEVOLG VAN SWANGERSKAP

Vervang die bestaande subklousule (2) (ii) (c) deur die volgende:

"(c) mits die werknemer aldus geregtig is, duidelik melding maak van die voordele waarvoor die werknemer in aanmerking kom uit die Werkloosheidsversekeringsfonds, uit die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid of, ten opsigte van die werknemer se deelname aan enige ander fonds, organisasie of skema wat voordele ten opsigte van swangerskap voorsien en ten opsigte waarvan vrystelling deur die Raad verleen is of verleen word, uit die bepalings van die Siektebystandsfondsooreenkoms van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;

en die werkgewer moet die werknemer van die eisvorms voorsien wat nodig is ten opsigte van die voordele aan die werknemer verskuldig, en behoort die werknemer by te staan met die invul van die eisvorm(s) voor die datum van diensbeëindiging sodat sodanige eise by diensbeëindiging ingedien kan word;"

10. KLOUSULE 12: VERLOF BESOLDIGING

In die vierde reël van subklousule (1), tussen die uitdrukings "bereken word teen" en "die uurloon", skrap die uitdrukking "45 vermenigvuldig met".

11. KLOUSULE 12bis KRAAMVERLOF SONDER BESOLDIGING

Vervang die bestaande klousule 12bis deur die volgende:

"(1) Ondanks andersluidende bepalings in hierdie Ooreenkoms kan 'n werknemer op aansoek waartoe haar werkgewer vrywillig ingestem het, reël dat 'n onderling ooreengekome tydperk kraamverlof, sonder besoldiging teen die tyd van die bevalling aan haar toegestaan word en, waar sodanige reëlings getref is, is die werknemer daarop geregtig om op die ooreengekome datum na haar vorige werk terug te keer sonder enige verlies van voordele aan haar toegeval voordat sodanige verlof geneem is.

(2) Die werkgewer moet die werknemer van die eisvorms voorsien wat nodig is ten opsigte van kraamvoordele aan die werknemer verskuldig uit die werkloosheidsversekeringsfonds en die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, waar van toe-

(b) The employer shall, as far as practicable, spread the work available amongst the employees affected.

(c) An employer shall not be required to pay wages to his employees, except for the periods actually worked: Provided that where the employer believes resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day.

(d) Unforeseen contingencies and/or circumstances referred to above shall not include inclement weather.

(e) An employer shall notify the Regional Council and affected party trade unions if short time is to continue for more than six weeks from the date of original implementation.

(2) *General:* The provisions of section 5 of this Agreement relating to overtime payments shall not apply in respect of time worked in excess of specified daily short time hours, but less than the ordinary working hours for such working day of the week: Provided that should the employer require an employee to work in excess of the daily short time hours, but fails to give the two days' notice prescribed in subsection 1 (a) then such period so worked shall be remunerated at a penalty rate equivalent to the applicable overtime rate for the period so worked beyond the short time hours for a maximum period of two days."

9. SECTION 9: TERMINATION OF EMPLOYMENT DUE TO PREGNANCY

Substitute the following for the existing subsection (2) (ii) (c):

"(c) provided the employee is so entitled, state clearly the benefits the employee is eligible for from the Unemployment Insurance Fund, from the National Industrial Council for Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund or, in respect of the employee's participation in any other fund, organisation or scheme providing benefits in respect of pregnancy and in respect of which exemption has been granted or is granted by the Council, from the provisions of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund Agreement;

and the employer shall provide the employee with such claim forms as may be necessary in respect of the benefits due to the employee and should assist the employee to complete the claim(s) prior to the date of termination of service in order that such claims may be submitted on termination;"

10. SECTION 12: LEAVE PAY

In the third line of subsection (1), between the expressions "be computed at" and "the hourly rate", delete the expression "45 multiplied by".

11. SECTION 12bis UNPAID LEAVE AT TIME OF CONFINEMENT

Substitute the following for the existing section 12bis:

"(1) Notwithstanding anything to the contrary contained in this Agreement, an employee may, on application voluntarily agreed to by her employer, arrange to be allowed a mutually agreed period of unpaid maternity leave at the time of confinement and, where such arrangements are made, the employee shall be entitled to return to her former employment on the agreed date without any loss of benefits that accrued prior to proceeding on such leave.

(2) The employer shall provide the employee with such claim forms as may be necessary in respect of maternity benefits due to the employee from the Unemployment Insurance Fund and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical

passing, en behoort die werknemer by te staan met die invul van die eisvorm(s) voor die datum van diensbeëindiging sodat sodanige eise by diensbeëindiging ingedien kan word."

12. KLOUSULE 14: VERLOFBONUS

Vervang die bestaande klousule 14 deur die volgende:

"(1) Vir die toepassing van hierdie klousule—

(a) moet 'n verlofbonus bereken word teen 8,33% van die werklike uurloon van toepassing op die datum waarop die werknemer met verlof gaan en moet dit volgens die volgende formules bereken word:

(i) Werkweek van ses dae werklike gewone weekloon $\times$ 52 weke $\times$ 8,33% $\times$ getal skofte gewerk

(toelaes uitgesluit) 283

(ii) Werkweek van vyf dae werklike gewone weekloon $\times$ 52 weke $\times$ 8,33% $\times$ getal skofte gewerk

(toelaes uitgesluit) 234

(b) moet die verlofbonus van 'n werknemer wat sy dienste beëindig of wie se dienste deur die werkgever beëindig word, bereken word teen 8,33% van sy werklike uurloon op die datum van sodanige diensbeëindiging en moet dit volgens die volgende formules bereken word:

(i) Werkweek van ses dae werklike gewone weekloon $\times$ 52 weke $\times$ 8,33% $\times$ getal skofte gewerk

(toelaes uitgesluit) 283

(ii) Werkweek van vyf dae werklike gewone weekloon $\times$ 52 weke $\times$ 8,33% $\times$ getal skofte gewerk

(toelaes uitgesluit) 234

(c) is verlofbonus van werknemers wat operatiewe prosesse verrig en 'n loon gelyk aan dié in hierdie Ooreenkoms voorgeskryf vir Loon D-werknemers ontvang of wat besoldig word teen 'n tarief van minstens R1 609,23 per maand, uitgesonderd betaling vir oortydwerk, R2 032 of 8,33% van die werklike uurloon, welke bedrag ook al die grootste is: Met dien verstande dat die werknemer se werklike loon nie 1 218,5 sent per uur oorskry nie;

(d) is 'verlofkwalifikasie' die kwalifikasie vir die verlof met besoldiging wat by klousule 12 van hierdie Deel van die Ooreenkoms voorgeskryf word.

(2) Wanneer 'n werknemer op wie hierdie subklousule van toepassing is, na die datum van inwerkingtreding van hierdie Ooreenkoms vir sy verlof met besoldiging kwalifiseer en dit neem, moet aan hom terselfdertyd 'n verlofbonus betaal word *pro rata* vanaf die datum van indiensneming in die geval van 'n werknemer wat vir sy eerste verlof met besoldiging in die diens van 'n werkgever kwalifiseer.

(3) Wanneer die diens van 'n werknemer beëindig word voordat hy op verlof met besoldiging geregtig word, moet 'n verlofbonus wat eweredig is aan die getal skofte waarmee hy vir verlofdoeleindes gekrediteer is, aan die werknemer betaal word, of moet hy, op sy versoek, gekrediteer word met 'n deel van die verlofbonus wat op dieselfde manier bereken word. In sodanige geval moet die werkgever die bedrag van die verlofbonus op die bewysstuk wat aan die werknemer verstrekk moet word, inskryf met uiteensetting van die getal skofte wat vir verlofdoeleindes tel, en die geldekwivalent van die bonus, tesame met die geldekwivalent van die verlof met besoldiging waarop die werknemer geregtig is, onmiddellik stuur aan die Sekretaris van die Streekraad van die gebied waarin die werknemer werksaam was.

(4) Wanneer die bonus ingevolge subklousule (3) aan die Raad gestuur word, is die bepalinge van klousule 12 (6) en (7) van hierdie Deel van die Ooreenkoms wat betrekking het op die geldekwivalent van die verlof met besoldiging waarop die werknemer geregtig is, *mutatis mutandis* van toepassing.

(5) Geen bonus word gekrediteer vir diensdystperke wat ingevolge klousule 12 (3) (a) (i) en (ii) van hierdie Deel van die Ooreenkoms nie vir die verlof met besoldiging tel nie."

Industry Sick Pay Fund, where applicable, and should assist the employee to complete the claim/s prior to the date of termination of service in order that such claims may be submitted on termination."

12. SECTION 14: LEAVE BONUS

Substitute the following for the existing section 14:

"(1) For the purposes of this section—

(a) a leave bonus shall be calculated at 8,33% of the actual hourly rate applicable on the date on which the employee proceeds on leave and shall be calculated according to the following formulae:

(i) Six-day week actual ordinary weekly wage rate $\times$ 52 weeks $\times$ 8,33% $\times$ number of shifts worked

(excluding allowances) 283

(ii) Five-day week actual ordinary weekly wage rate $\times$ 52 weeks $\times$ 8,33% $\times$ number of shifts worked

(excluding allowances) 234

(b) the leave bonus of an employee who terminates his service or whose employment is terminated by the employer shall be calculated at 8,33% of his actual hourly rate at the date of termination of such employment and shall be calculated according to the following formulae:

(i) Six-day week actual ordinary weekly wage rate $\times$ 52 weeks $\times$ 8,33% $\times$ number of shifts worked

(excluding allowances) 283

(ii) Five-day week actual ordinary weekly wage rate $\times$ 52 weeks $\times$ 8,33% $\times$ number of shifts worked

(excluding allowances) 234

(c) the leave bonus of employees employed in operative processes receiving a rate of pay equivalent to that prescribed in this Agreement for Rate D employees or paid at a rate of not less than R1 609,23 per month, excluding payment for overtime, shall be R2 032 or 8,33% of the actual hourly rate, whichever amount is the greater: Provided that the employee's actual hourly rate does not exceed 1 218,5 cents per hour;

(d) leave 'qualifications' shall be the qualification for the paid leave prescribed in section 12 of this Part of the Agreement.

(2) Whenever an employee to whom this subsection applies qualifies for and takes his paid leave after the date of coming into operation of this Agreement, he shall at the same time be paid a leave bonus *pro rata* from the date of engagement in the case of an employee qualifying for his first paid leave in the service of an employer.

(3) Whenever the employment of an employee terminates before he becomes entitled to paid leave, the employee shall be paid a leave bonus, proportionate to the number of shifts credited to him for leave purposes or, at his request, the shall be credited with a share of the leave bonus calculated in the same manner. In such case, the employer shall enter the amount of the leave bonus on the voucher to be furnished to the employee, setting out the number of shifts which count for leave purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Regional Council for the area in which the employee was engaged, together with the money equivalent of the paid leave entitlement.

(4) Whenever the bonus is remitted to the Council in terms of subsection (3), the provisions of section 12 (6) and (7) of this Part of the Agreement relating to the money equivalent of the paid leave entitlement shall *mutatis mutandis* apply.

(5) No bonus shall be credited for periods of employment which in terms of section 12 (3) (a) (i) and (ii) of this Part of the Agreement do not count towards the paid leave."

13. KOUSULE 16: TOELAES

Vervang subklousule (A) (4) deur die volgende:

“(4) *Verblyftoelae*: Die verblyftoelae van toepassing op werknemers kragtens Groepe A en B is soos volg:

Kategorie	Toelae per dag
	R
Lone A tot B	26,75
Lone C tot DDD	24,75
Lone E tot H	17,25
<i>Struktuuringenieurswese</i>	
Kategorieë 4 en 5	26,75
Kategorie 3	24,75
Kategorieë 1 (a), 1 en 2	17,25 ”

14. KLOUSULE 18: BUITEWERK EN DIE HUUR VAN ARBEID

Vervang subklousule (6) (e) deur die volgende:

“(e) die verwagte gewone ure en oortyd wat die werker sal werk;”.

15. KLOUSULE 21: VERSEKERING VAN GEREEDSKAP

Vervang die bestaande klousule 21 deur die volgende:

“Elke werkgever moet ’n versekeringspolis by ’n geregistreerde versekeringsmaatskappy uitneem waarby gereedskap wat die private eiendom van sy vakman, vakleerling en masjienwerkers is, verseker word teen die beskadiging of vernietiging daarvan op die werkgever se perseel deur brand. Die maksimum versekeringsdekking vir gereedskap ingevolge hierdie klousule is R500 per werknemer hierbo genoem.”.

16. KLOUSULE 34: SIEKTEVERLOF MET BESOLDIGING

Voeg die volgende nuwe subklousule (3) in en hernommer die bestaande subklousules (3), (4) en (5) tot onderskeidelik (4), (5) en (6):

“(3) Waar ’n werkgever redelike gronde het om te glo dat ’n werknemer se afwesigheid van die werk as gevolg van ’n besering op diens, kragtens die Ongevallewet vergoedbaar sal wees en daar ten opsigte daarvan ’n eis kragtens die Ongevallewet ingedien is, moet die werkgever aan die werknemer vir sodanige afwesigheid ’n bedrag betaal gelyk aan minstens 75 persent van die werknemer se gewone uurloon tot ’n maksimum bedrag van die werknemer se geregtigheid op siekteverlof beskikbaar op daardie datum. Die werkgever moet by terugvordering van hierdie betaling van die Ongevalle-kommissaris die werknemer se geregtigheid op siekteverlof dienoreenkomstig herstel.”.

17. KLOUSULE 35: WERKSEKURITEIT EN UITTREET-LOONBETALING

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

“(1) (a) In die geval van ’n vermindering van werknemers, moet ’n werkgever, behoudens subklousule (2), aan elke werknemer wat afbetaal word, benewens enige ander bedrae waarop hy ingevolge hierdie Ooreenkoms by diensbeëindiging geregtig is, ’n minimum uittreeloonbetaling doen soos uiteengesit in die tabel hieronder:

Aantal voltooide jare ononderbroke diens by dieselfde werkgever	Uittreeloonbetaling
Een voltooide jaar	Een week se loon.
Twee voltooide jare	Twee weke se loon.
Drie voltooide jare	Drie weke se loon.
Vier voltooide jare	Vier weke se loon.
Vyf tot nege voltooide jare	Vyf weke se loon.
Tien of meer voltooide jare	Ses weke se loon.

13. SECTION 16: ALLOWANCES

Substitute the following for subsection (A) (4):

“(4) *Subsistence allowance*: The subsistence allowance applicable to employees under Groups A and B shall be as follows:

Grade	Allowance per day
	R
Rates A to B	26,75
Rates C to DDD	24,75
Rates E to H	17,25
<i>Structural Engineering</i>	
Categories 4 and 5	26,75
Category 3	24,75
Categories 1 (a), 1 and 2	17,25 ”

14. SECTION 18: OUTWORK AND HIRE OF LABOUR

Substitute the following for subsection (6) (e):

“(e) the anticipated normal hours and overtime to be worked by the worker;”.

15. SECTION 21: INSURANCE OF TOOLS

Substitute the following for the existing section 21:

“Every employer shall take out an insurance policy with a registered insurance company insuring tools, which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer’s premises by fire. The maximum cover under this section for insurance of tools shall be R500 per employee stated above.”.

16. SECTION 34: PAID SICK LEAVE

Insert the following new subsection (3) and re-number the existing subsections (3), (4) and (5) as (4), (5) and (6), respectively:

“(3) Where an employer is of a reasonable belief that an employee’s absence from work resulting from an injury on duty will be compensable under the Workmen’s Compensation Act and in respect of which a claim has been made under the Workmen’s Compensation Act, the employer shall pay an amount to the employee equivalent to at least 75 per cent of the employee’s ordinary hourly rate for such absence up to a maximum amount of the employee’s sick leave entitlement available as at that date. The employer, upon the recovery of this payment from the Workmen’s Compensation Commissioner, shall reinstate the employee’s sick leave entitlement accordingly.”.

17. SECTION 35: SECURITY OF EMPLOYMENT AND SEVERANCE PAYMENT

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

“(1) (a) In the case of retrenchment an employer, subject to subsection (2), shall pay to each employee who is retrenched, in addition to any other amounts to which he is entitled in terms of this Agreement on termination of service, a severance payment of not less than that specified in the table hereunder:

Number of completed years’ continuous service with the same employer	Severance payment
One completed year	One weeks’ wages.
Two completed years	Two weeks’ wages.
Three completed years	Three weeks’ wages.
Four completed years	Four weeks’ wages.
Five to nine completed years	Five weeks’ wages.
Ten or more completed years	Six weeks’ wages.

(b) 'n Werkgewer en enige werknemer of werknemer-vertegenwoordiger moet op enigiens van voornoemdes se versoek, te goeder trou op fabrieksvlak oorleg pleeg met die doel om 'n ooreenkoms te bereik oor 'n hoër uitteeloonbetaling as wat by subklousule (1) (a) bepaal word. Dit moet nie vertolk word nie as sou dit impliseer dat die partye verplig is om oor 'n hoër betaling ooreen te kom."

18. KLOUSULE 37: SPESIALE BEPALINGS TEN OPSIGTE VAN 21 MAART 1993

Vervang die uitdrukking "1993" in die opskrif van hierdie klousule en waar dit in die teks van die klousule voorkom, deur die uitdrukking "1994".

19. KLOUSULE 39: REËLINGS OM TYD IN TE WERK

Voeg die volgende nuwe klousule 39 in:

"39. REËLINGS OM TYD IN TE WERK

(1) Vir die toepassing van hierdie klousule omvat 'werknemers gedek deur hierdie Ooreenkoms', benevens alle werknemers in die Bylaes gelys, werknemers bedoel in subklousules (4), (5) en (6) van klousule 1 van Deel 1 van hierdie Ooreenkoms.

(2) Met die steun van minstens 75% van sy werknemers gedek deur hierdie Ooreenkoms, verkry via 'n stemming, kan 'n werkgewer 'n reëling aangaan om tyd in te werk ten einde die verlenging met betaling te bewerkstellig van—

(a) enige betaalde vakansiedag waarvoor voorsiening gemaak word in klousules 11 en 11*bis* van hierdie Ooreenkoms; of

(b) tydperke wat werknemers gewoonlik nie werk nie; of

(c) die jaarlikse sluitingstydperk waarvoor voorsiening gemaak word in klousule 15 van hierdie Ooreenkoms.

(3) Onderworpe aan die stemreëling bedoel in subklousule (2) kan 'n werkgewer 'n reëling aangaan om sy bedryfsinrigting te sluit—

(a) op enige gewone werkdag; of

(b) vir enige werktydperk wat deel uitmaak van enige gewone werkdag.

(4) Waar reëlins om tyd in te werk, soos bedoel in subklousule (2) of (3), aangegaan word, sluit sodanige reëlins nie die inwerk van tyd op Sondae in nie.

(5) Waar diens beëindig word voor die datum waarvoor tyd kragtens subklousule (2) of (3) ingewerk is, word al die ure aldus gewerk, geag oortydure te wees onderworpe aan betaling teen die toepaslike oortydloon van toepassing.

(6) Tyd wat werknemers kragtens subklousule (2) of (3) ingewerk het, tel vir verloffbesoldiging en/of die bonus waarop werknemers geregtig is soos bepaal by klousules 12 tot 14.

(7) Waar sodanige reëlins om tyd in te werk aangegaan word, moet die werkgewer die betrokke Streekraad binne 14 dae na sodanige besluit daarvan in kennis stel, met vermelding van—

(a) die uitslag van die stemming;

(b) die dag/dae waarvoor tyd ingewerk sal word;

(c) die dag/dae waarop sodanige tyd ingewerk sal word."

DEEL II

20. KLOUSULE 1: LONE EN/OF VERDIENSTE

Vervang subklousule (1) deur die volgende:

"(1) (a) 'n Werknemer wat op die datum van inwerk-treding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskryf word

(b) An employer and any employee or employee representative shall at either's request consult in good faith at plant level with a view to reaching agreement on a higher severance payment than that stipulated in subsection (1) (a). This shall not be read to imply that the parties must agree on a higher payment."

18. SECTION 37: SPECIAL PROVISIONS RELATING TO 21 MARCH 1993

Substitute the expression "1994" for the expression "1993" in the heading to the section and where it occurs in this section.

19. SECTION 39: WORKING-IN TIME ARRANGEMENTS

Insert the following new section 39:

"39. WORKING-IN TIME ARRANGEMENTS

(1) For purposes of this section 'employees covered by this Agreement' shall, in addition to all scheduled employees, include employees referred to in subsections (4), (5) and (6) of section 1 of Part 1 of this Agreement.

(2) An employer, with the support of not less than 75% of his employees covered by this Agreement, obtained via a ballot, may enter into an arrangement to work in time in order to achieve the extension with pay of—

(a) any paid holiday provided for in sections 11 and 11*bis* of this Agreement; or

(b) periods not ordinarily worked by employees; or

(c) the annual shutdown period provided for in section 15 of this Agreement.

(3) An employer, subject to the ballot arrangement referred to in subsection (2), may enter into an arrangement to close his establishment—

(a) on any ordinary working day; or

(b) for any period of work forming part of any ordinary working day.

(4) Where arrangements to work in time, as referred to in subsection (2) or (3), are entered into such arrangements shall not include working in time on Sundays.

(5) Where employment terminates before the date for which time had been worked in in terms of subsection (2) or (3) all hours so worked shall be deemed to be overtime hours subject to payment at the appropriate overtime rate applicable.

(6) Time worked in by employees in terms of subsection (2) or (3) shall count towards leave pay and/or bonus entitlements as provided for in sections 12 to 14.

(7) Where such working-in time arrangements are entered into the employer shall notify the Regional Council concerned thereof within 14 days of such decision specifying—

(a) the outcome of the ballot;

(b) the day/days for which time will be worked in;

(c) the day/days on which such time will be worked in."

PART II

20. SECTION 1: WAGES AND/OR EARNINGS

Substitute the following for subsection (1):

"(1) (a) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class

vir die klas werk waarvoor hy in diens geneem is, moet nog steeds minstens sodanige hoër loon ontvang terwyl hy by dieselfde werkgewer in diens is en dieselfde werk verrig of enige ander werk waarvoor 'n laer loon voorgeskryf word.

(b) Elke werknemer wat op die datum van inwerking-treding van hierdie Ooreenkoms by 'n werkgewer in diens is vir die verrigting van werk wat in die Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werkgewer is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir sy klas werk in hierdie Ooreenkoms voorgeskryf word, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus, as 'n gewaarborgde persoonlike verhoging, 'n addisionele bedrag vir sy klas werk, soos hieronder uiteengesit, of 7% van die werklike uurloon, uitgesonderd toelaes wat die werknemer ontvang het op 30 Junie 1993, watter addisionele bedrag ook al die grootste is:

Met dien verstande dat—

(i) die addisionele bedrag ingevolge hierdie subklousule betaalbaar aan 'n werknemer vir sy klas werk, verminder kan word met die bedrag van 'n verhoging of verhogings wat op of na 1 Julie 1993 aan sodanige werknemer toegestaan is [met dien verstande dat 'n werknemer aan wie geen verhoging of slegs 'n gedeelte van die voorgeskrewe verhoging op of na 1 Julie 1993 toegestaan is, besoldig moet word deur binne 16 weke na die datum van inwerking-treding van hierdie Ooreenkoms 'n bedrag te betaal op die grondslag hieronder vermeld:

Bedrag per uur vir die werknemer se klas werk hierbo voorgeskryf	Minus (waar van toe-passing	Bedrag per uur van enige verhoging aan die werknemer op of na 1 Julie 1993 toegestaan
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vermenigvuldig met die aantal ure waarvoor die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Julie 1993 tot die eerste skof waarvoor die bedrag per uur vir die werknemer se klas werk soos hieronder voorgeskryf, betaal word of die datum van inwerking-treding van hierdie Ooreenkoms, watter datum ook al die laaste is: Met dien verstande voorts dat indien die aantal genoemde ure ander ure as gewone werkeure insluit, bogenoemde berekening afsonderlik gedoen moet word ten opsigte van die gewone werkeure en elke kategorie oortydure, ten einde die voorgeskrewe oortydpremie in hierdie Ooreenkoms bepaal, in elke geval in te sluit.];

(ii) 'n werknemer wat na 1 Julie 1993 in diens geneem is teen 'n loontarief van minstens die loontarief wat vir sy klas werk voorgeskryf word op die datum van inwerking-treding van hierdie Ooreenkoms, nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer word nie;

(iii) 'n werkgewer die loontarief van 'n werknemer aan wie 'n verhoging op of na 1 Julie 1993 toegestaan is wat hoër is as die addisionele bedrag in hierdie subklousule vir sy klas werk gespesifiseer, nie mag verminder nie, en aan 'n werknemer nie 'n loon teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer, betaal mag word nie;

(iv) vir die uitvoering van hierdie Ooreenkoms die loon wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing is op werknemers wat aansporingsbonuswerk ingevolge klousule 10 van Deel I van die Vorige Ooreenkoms verrig;

(v) 'n werkgewer wat voornemens is om algemene verhogings wat meer is as die gewaarborgde persoonlike minimum verhogings voorgeskryf in hierdie Ooreenkoms, aan al sy werknemers of aan al sy werknemers in 'n bepaalde kategorie werknemers toe te staan, moet met die betrokke werknemers oorleg pleeg: Met dien verstande dat die werkgewer, indien hy 'n lid is van enige van die werkgewersorganisasies wat partye by die Ooreenkoms is, ten opsigte van werknemers wat lede van 'n vakvereniging is, met die betrokke vakverenigings moet oorleg pleeg.

of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(b) Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal increase, an additional amount for his class of work, as set out hereunder, or 7% of the actual hourly rate of pay, excluding allowances which the employee was in receipt of on 30 June 1993, whichever additional amount is the greater:

Provided that—

(i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 1 July 1993 [provided that any employee to whom no increase or only a part of the prescribed increase was granted on or after 1 July 1993 shall be remunerated by the payment of an amount within 16 weeks after the date of the coming into operation of this Agreement on the basis stated below:

Amount per hour for the employee's class of work prescribed above	Less (if any)	Amount per hour of any increase granted to the employee on or after 1 July 1993
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multiplied by the number of hours for which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 July 1993 to the first shift for which the amount per hour for the employee's class of work as prescribed below is paid or the date of coming into operation of this Agreement, whichever is the later: Provided further that if the number of said hours include hours other than ordinary hours worked then the above calculation must be performed separately in respect of the ordinary hours worked and each category of overtime hours in order to include the prescribed overtime premium provided for in this Agreement in each case.];

(ii) any employee who was engaged after 1 July 1993 at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subsection for his class of work;

(iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 1 July 1993 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;

(iv) for the purposes of this Agreement the rate applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed in incentive bonus work in terms of section 10 of Part I of the Former Agreement;

(v) an employer who intends to grant general increases to all employees or to all employees in a particular category of employees in excess of the guaranteed personal minimum increases provided for in this Agreement shall consult the employees concerned: Provided that, in respect of employees who are members of a union, if the employer is a member of any of the employers' organisations which are parties to the Agreement, the employer shall consult the trade unions concerned.

Waar 'n werkgewer na sodanige oorlegpleging sodanige verhogings toestaan bo en behalwe die verhoging waarvoor in hierdie Ooreenkoms voorsiening gemaak word, moet die Nywerheidsraad verwittig word van die verhogings wat toegestaan is.

GEWAARBORGDE PERSOONLIKE VERHOOGING

(watter bedrag ook al die grootste is)

Klas werk	Bedrag per uur	OF	Persentasie verhoging op werklike uurloon ontvang op 30 Junie 1993
	c		%
Loon A en A1	80		7
Loon AA	75		7
* Loon AA—begin	70		7
Loon AB	65		7
Loon B	61		7
Loon C	58		7
Loon D	55		7
Loon DD	50		7
Loon DDD	47		7
Loon E	44		7
Loon F	41		7
Loon G	38		7
Loon H	37		7

* Loon AA—begin' is die loontarif van toepassing op werknemers in die kategorie AA wat in hulle eerste ses maande onderbroke diens by dieselfde werkgewer is, tensy elder in die Ooreenkoms anders vermeld.

Vakleerlinge	Bedrag per week	OF	Persentasie verhoging op werklike weekloon ontvang op 30 Junie 1993
	R		%
Eerste jaar	17		7
Tweede jaar	18		7
Derde jaar	22		7
Vierde jaar	33		7

BYLAE G

Item 155	Bedrag per uur	OF	Persentasie verhoging op werklike uurloon ontvang op 30 Junie 1993
	c		%
Eerste drie maande ondervinding (Loon D min 10%)	49		7
Tweede drie maande ondervinding (Loon D min 5%)	52		7
Struktuuringenieurswese: Kategorie	Bedrag per uur	OF	Persentasie verhoging op werklike uurloon ontvang op 30 Junie 1993
	c		%
5	80		7
4	70		7
3	58		7
2	45		7
1	37		7
1 (a)	32		7

Where an employer, following such consultation, grants such increases over and above that provided for in this Agreement, the Industrial Council shall be notified of the increases granted.

GUARANTEED PERSONAL INCREASE

(whichever is the greater amount)

Class of work	Amount per hour	OR	Percentage increase on actual hourly wage rate being received on 30 June 1993
	c		%
Rate A and A1	80		7
Rate AA	75		7
* Rate AA—start	70		7
Rate AB	65		7
Rate B	61		7
Rate C	58		7
Rate D	55		7
Rate DD	50		7
Rate DDD	47		7
Rate E	44		7
Rate F	41		7
Rate G	38		7
Rate H	37		7

* Rate AA—start' is the rate applicable to employees in the category AA who are in their first six months of continuous employment with the same employer, unless otherwise specified elsewhere in the Agreement.

Apprentices	Amount per week	OR	Percentage increase on actual weekly wage rate being received on 30 June 1993
	R		%
First year	17		7
Second year	18		7
Third year	22		7
Fourth year	33		7

SCHEDULE G

Job 155	Amount per hour	OR	Percentage increase on actual hourly wage rate being received on 30 June 1993
	c		%
First three months of experience (Wage D less 10%)	49		7
Second three months of experience (Wage D less 5%)	52		7
Structural Engineering: Kategorie	Amount per hour	OR	Percentage increase on actual hourly wage rate being received on 30 June 1993
	c		%
5	80		7
4	70		7
3	58		7
2	45		7
1	37		7
1 (a)	32		7

AFDELING D/24

Klas werk	Bedrag per uur	OF Persentasie verhoging op werklike uurloon ontvang op 30 Junie 1993
	c	%
Item 5 (Loon D min 5%)	52	7

BYLAE F

Groep	Bedrag per uur	OF Persentasie verhoging op werklike uurloon ontvang op 30 Junie 1993
	c	%
Z	80	7
Y	61	7
IX	57	7
VIII	54	7
VII	51	7
VI	49	7
V	46	7
IV	44	7
III	42	7
II	40	7
I	38	7"

21. BYLAE G

(1) Onder "Seksie (a): Algemeen"—

(a) voeg die volgende in as werksaamheid 64 onder LOON A:

"64. Telekommunikasie-meganikus se werk";

(b) voeg die volgende in as werksaamheid 65 onder LOON A:

"65. Trekkerwerktuigkundige se werk".

(2) Onder "(i) Proefwerkers", vervang LOON D, item 55, deur die volgende:

"Loon D	Loon per uur
	R
155. Eerste drie maande ondervinding	7,60
Loon D min 10%)	
Tweede drie maande ondervinding	8,02
(Loon D min 5%)	
Daarna	8,44
(Loon D):	

Met dien verstande dat—

(i) geen werknemer gedurende die proeftyd aansporingsbonuswerk mag verrig nie;

(ii) 'n werkgewer wat 'n werknemer wil oplei vir enige van die klasse werk waarvoor geen leer- of proeftyd bepaal is nie, dit slegs mag doen met die vooraf verkreeë goedkeuring van die Raad, wat die voorwaardes moet voorskryf waarkragtens toestemming vir sodanige indiensneming verleen word."

DIVISION D/24

Class of work	Amount per hour	OR Percentage increase on actual hourly wage rate being received on 30 June 1993
	c	%
Job 5 (Wage D less 5%)	52	7

SCHEDULE F

Group	Amount per hour per hour	OR Percentage increase on actual hourly wage rate being received on 30 June 1993
	c	%
Z	80	7
Y	61	7
IX	57	7
VIII	54	7
VII	51	7
VI	49	7
V	46	7
IV	44	7
III	42	7
II	40	7
I	38	7"

21. SCHEDULE G

(1) Under "Section (a): General"—

(a) insert the following as operation 64 under RATE A:

"64. Telecommunication mechanic's work";

(b) insert the following as operation 65 under RATE A:

"65. Tractor mechanic's work".

(2) Under "(i) Probationers" substitute the following for RATE D, Job 155:

"Rate D	Rate per hour
	R
155. First three months of experience	7,60
(Rate D less 10%)	
Second three months of experience	8,02
(Rate D less 5%)	
Thereafter	8,44
(Rate D):	

Provided that—

(i) no employee may be engaged upon incentive bonus work during the probationary period;

(ii) an employer who wishes to train an employee for any of the classes of work for which no learnership or probationary period is provided may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted."

- (3) Vervang item 166 deur die volgende:
"Voertuigdrywers:

Kategorie	Loontarief
'n Kragaangedrewe vurkhywa dryf wat vanaf die voertuig deur die operateur beheer word	Loon F
'n Vragdraende of sleepvoertuig dryf ten opsigte waarvan daar vereis word dat die drywer in besit is van 'n Kode 08-ligtemotorvoertuigrybewys	Loon E
'n Vragdraende of sleepvoertuig dryf ten opsigte waarvan daar vereis word dat die drywer in besit is van 'n Kode 10-swaarmotorvoertuigrybewys of 'n Kode 11-rybewys vir ekstraswaar motorvoertuie	Loon DD
'n Vragdraende of sleepvoertuig dryf ten opsigte waarvan daar vereis word dat die drywer in besit is van 'n Kode 13- of 14-rybewys vir geartikuleerde swaar motorvoertuie	Loon C''

- (4) Vervang item 191 deur die volgende:
"191. Emalje aanbring deur die bestuiwing of sifting van droë emalje op verhitte artikels, naamlik:

	Loontarief
(a) Eerste bestuier	Loon B
(b) Tweede bestuier	Loon D''

- (5) Onder "Seksie (d): Struktuuringenieurswese", vervang die bestaande uurloontariewe soos gespesifiseer teenoor die kategorie-opskrifte "Instrumentasiewerk", "Touwerk", "Meganiese en Algemene Struktuurwerk", "Elektriese Werk" en "Sweiswerk" deur die volgende:

"Kategorie	Loon per uur
	R
5	12,19
4	10,68
3	8,81
2	6,93
1	5,50
1 (a)	4,89''

22. BYLAE D

- (1) In Afdeling D/4, vervang LOON B deur die volgende:

"LOON B	Loontarief
1. Smids- en/of blokwerk aan sae:	
Eerste ses maande ondervinding	Loon F
Tweede ses maande ondervinding	Loon DDD
Derde ses maande ondervinding	Loon D
Vierde ses maande ondervinding	Loon C
Daarna	Loon B''

- (2) In Afdeling D/8, vervang die bestaande onderafdeling "DRYF VAN 'N VOERTUIG EN 'N VURKHYSWA" deur die volgende:

"DRYF VAN 'N VOERTUIG EN 'N VURKHYSWA

LOON C

1. 'n Vragdraende of sleepvoertuig dryf ten opsigte waarvan daar vereis word dat die drywer in besit is van 'n Kode 13- of 14-rybewys vir geartikuleerde swaar motorvoertuie.

LOON DD

1. 'n Vragdraende of sleepvoertuig dryf ten opsigte waarvan daar vereis word dat die drywer in besit is van 'n Kode 11-rybewys vir ekstraswaar motorvoertuie of 'n Kode 10-swaarmotorvoertuigrybewys.

- (3) Substitute the following for Job 166:
"Vehicle drivers:

Category	Wage rate
Forklift driving of power-operated forklift controlled from on board by the operator	Rate F
Driving of a load-carrying or hauling vehicle which requires a Code 08 Light Motor Vehicle Licence to be held by the driver	Rate E
Driving of a load-carrying or hauling vehicle which requires a Code 10 Heavy Motor Vehicle Licence or a Code 11 Extra Heavy Motor Vehicle Licence to be held by the driver	Rate DD
Driving of a load-carrying or hauling vehicle which requires a Code 13 of 14 Heavy Articulated Motor Vehicle Licence to be held by the driver	Rate C''

- (4) Substitute the following for Job 191:

"191. Application of enamel by means of dusting or sieving dry enamel onto heated ware, viz:

	Wage rate
(a) First duster	Rate B
(b) Second duster	Rate D''

- (5) Under Section (d): "Structural Engineering" substitute the following for the existing hourly wage rates as specified against the category headings "Instrumentation work", "Rigging", "Mechanical and General Structural Work", "Electrical Work" and "Welding":

"Category	Wage rate per hour
	R
5	12,19
4	10,68
3	8,81
2	6,93
1	5,50
1 (a)	4,89''

22. SCHEDULE D

- (1) In Division D/4 substitute the following for RATE B:

"RATE B	Wage rate
1. Smithing and/or blocking of saws:	
First six months' experience	Rate F
Second six months' experience	Rate DDD
Third six months' experience	Rate D
Fourth six months' experience	Rate C
Thereafter	Rate B''

- (2) In Division B/8 substitute the following for the existing subsection "VEHICLE AND FORKLIFT DRIVING":

"VEHICLE AND FORKLIFT DRIVING

RATE C

1. Driving of a load-carrying or hauling vehicle which requires a Code 13 or 14 Heavy Articulated Motor Vehicle Licence to be held by the driver.

RATE DD

1. Driving of a load-carrying or hauling vehicle which requires a Code 11 Extra Heavy Motor Vehicle Licence or a Code 10 Heavy Motor Vehicle Licence to be held by the driver.

LOON E

1. 'n Vragdraende of sleepvoertuig dryf ten opsigte waarvan daar vereis word dat die drywer in besit is van 'n Kode 08-ligtemotorvoertuigrybewys.

LOON F

1. 'n Kragangedrewe vorkhefswa dryf wat vanaf die voertuig deur die operateur beheer word."
- (3) In Afdeling D/12, onder die opskrif "Proeftydperke en loontariewe daarvoor", vervang die uitdrukking "715 (Loon DD)", waar dit ook al in hierdie onderafdeling verskyn, deur die uitdrukking "Loon DD".
- (4) In Afdeling D/19, in item 32, vervang die uitdrukking "996 (Loon AA begin)" en "1 065 (Loon AA)" deur onderskeidelik die uitdrukking "1 066 (Loon AA begin)" en "1 140 (Loon AA)".
- (5) In Afdeling D/22—
 - (a) in items 71 en 101 tot en met 105, vervang die uitdrukking "789 (Loon D)" deur die uitdrukking "844 (Loon D)";
 - (b) in items 106 tot en met 108, vervang die uitdrukking "669 (Loon DDD)" deur die uitdrukking "716 (Loon DDD)";
 - (c) in items 109 tot en met 121, vervang die uitdrukking "548 (Loon G)" deur die uitdrukking "586 (Loon G)";
 - (d) in items 122 tot en met 133, vervang die uitdrukking "513 (Loon H)" deur die uitdrukking "550 (Loon H)".
- (6) In Afdeling D/23, in die voetnote onder die opskrif "Opleidingstydperke en lone daarvoor", vervang die uitdrukking "586 (Loon F)" en "513 (Loon H)" deur onderskeidelik die uitdrukking "627 (Loon F)" en "550 (Loon H)".
- (7) In Afdeling D/24, in item 5, vervang die uitdrukking "750 (Loon D, min 5%)" deur die uitdrukking "802 (Loon D, min 5%)".

23. BYLAE E

- (1) In Afdeling E/2, onder "Seksie (b)—Installeringwerk", vervang die bestaande onderafdeling onder LOON A1 deur die volgende:

"Leerlinglone ten opsigte van Loon A1-werk:

Eerste 12 maande ondervinding	R10,66
(Loon AA—begin)	
Tweede 12 maande ondervinding	R11,40
(Loon AA)	
Daarna	R12,19
(Loon A1)".	

- (2) In Afdeling E/2, onder "Seksie (c): Bystand-diens vir werknemers wat Loon AA werk verrig (Werksaamhede 17, 18, 19, 20 of 21)"—

- (a) vervang die bestaande opskrif deur die volgende:

"Seksie (c)": Bystanddiens vir werknemers wat Loon A1-werk verrig (Werksaamhede 17, 18, 19, 20 en 21)";

- (b) vervang die uitdrukking "Loon AA", waar dit ook al in hierdie seksie voorkom, deur die uitdrukking "Loon A1".

24. BYLAE F

- (1) In Groep Z, vervang die uitdrukking "11,39" deur die uitdrukking "12,19";
- (2) In Groep Y, vervang die uitdrukking "8,76" deur die uitdrukking "9,37";
- (3) In Groep IX, vervang die uitdrukking "8,13" deur die uitdrukking "8,70";
- (4) In Groep VIII, vervang die uitdrukking "7,75" deur die uitdrukking "8,29";

RATE E

1. Driving of a load-carrying or hauling vehicle which requires a Code 08 Light Motor Vehicle Licence to be held by the driver.

RATE F

1. Forklift driving of power-operated forklift controlled from on board by the operator."
- (3) In Division D/12, under the heading "Probationary periods and rates of pay therefor" substitute the expression "Rate DD" for the expression "715 (Rate DD)" wherever it appears in this subsection.
- (4) In Division D/19, in job 32, substitute the expressions "1 066 (Rate AA - start)" and "1 140 (Rate AA)" for the expressions "99 (Rate AA - start)" and "1 065 (Rate AA)", respectively.
- (5) In Division D/22—
 - (a) in Jobs 71 and 101 to 105, inclusive, substitute the expression "844 (Rate D)" for the expression "789 (Rate D)";
 - (b) in Jobs 106 to 108, inclusive, substitute the expression "716 (Rate DDD)" for the expression "669 (Rate DDD)";
 - (c) in Jobs 109 to 121, inclusive, substitute the expression "586 (Rate G)" for the expression "548 (Rate G)";
 - (d) in Jobs 122 to 133, inclusive, substitute the expression "550 (Rate H)" for the expression "513 (Rate H)".
- (6) In Division D/23, at the footnotes under the heading "Training periods and rates of pay therefor" substitute the expressions "627 (Rate F)" and "550 (Rate H)" for the expressions "586 (Rate F)" and "513 (Rate H)" respectively.
- (7) In Division D/24, in Job 5, substitute the expression "802 (Rate D, less 5%)" for the expression "750 (Rate D, less 5%)".

23. SCHEDULE E

- (1) In Division E/2, under "Section (b) — Installation Work", substitute the following for the existing subsection under RATE A1:

"Learnership rates in respect of Rate A1 work:

First 12 months of experience	R10,66
(Rate AA—start)	
Second 12 months of experience	R11,40
(Rate AA)	
Thereafter	R12,19
(Rate A1)".	

- (2) In Division E/2, under "Section (c): Stand-by duty for employees engaged on Rate AA work (Operations 17, 18, 19, 20 and 21)"—

- (a) substitute the following for the existing heading:

"Section (c)": Stand-by duty for employees engaged on Rate A1 work (Operations 17, 18, 19, 20 and 21)";

- (b) Substitute the expression "Rate A1" for the expression "Rate AA" wherever it appears in this section.

24. SCHEDULE F

- (1) In Group Z, substitute the expression "12,19" for the expression "11,39";
- (2) In Group Y, substitute the expression "9,37" for the expression "8,76";
- (3) In Group IX, substitute the expression "8,70" for the expression "8,13";
- (4) In Group VIII, substitute the expression "8,29" for the expression "7,75";

(5) In Groep VII, vervang die uitdrukking "7,34" deur die uitdrukking "7,85";

(6) In Groep VI, vervang die uitdrukking "6,96" deur die uitdrukking "7,45";

(7) In Groep V, vervang die uitdrukking "6,60" deur die uitdrukking "7,06";

(8) In Groep IV, vervang die uitdrukking "6,24" deur die uitdrukking "6,68";

(9) In Groep III, vervang die uitdrukking "5,97" deur die uitdrukking "6,39";

(10) In Groep II, vervang die uitdrukking "5,70" deur die uitdrukking "6,10";

(11) In Groep I, vervang die uitdrukking "5,46" deur die uitdrukking "5,84";

25. KLOUSULE 2: LOONTABEL

Vervang die bestaande tabel deur die volgende:

"Lone van toepassing oral in hierdie Ooreenkoms (n.e.v.):

	Loon per uur
	R
Loon A en A1	12,19
Loon AA	11,40
*Loon AA—begin	10,66
Loon AB	9,97
Loon B	9,33
Loon C	8,80
Loon D	8,44
Loon DD	7,65
Loon DDD	7,16
Loon E	6,70
Loon F	6,27
Loon G	5,86
Loon H, met inbegrip van wag se werk	5,50

Vakleerlinge	Loon per week
	R
Eerste jaar	253
Tweede jaar	280
Derde jaar	336
Vierde jaar	503

Die uurloon van alle vakleerlinge vir doeleindes van die berekening van oortyd is die weekloon wat betaal word, gedeel deur 44.

* Loon AA—begin is die loontarief van toepassing op werknemers in die kategorie AA wat in hulle eerste ses maande ononderbroke diens by dieselfde werkgever is, tensy elders in hierdie Ooreenkoms anders vermeld."

26. BYLAE A

WERKSEKURITEIT EN UITTREETLOONBETALING

(1) Vervang klousule 1 (b) deur die volgende:

"(b) Kennisgewing:

(i) Wanneer 'n werkgever gewaar of dit vir hom duidelik word dat 'n vermindering en-of oortoligverklaring van werknemers nodig is, of wanneer hy dit oorweeg, moet die werkgever die Streekraad, die partysvakverenigings verteenwoordigend van die werknemers wat deur die vermindering geraak mag word en, in die geval van ander werknemers wat potensieel geraak word, die verteenwoordigers van sodanige

(5) In Group VII, substitute the expression "7,85" for the expression "7,34";

(6) In Group VI, substitute the expression "7,45" for the expression "6,96";

(7) In Group V, substitute the expression "7,06" for the expression "6,60";

(8) In Group IV, substitute the expression "6,68" for the expression "6,24";

(9) In Group III, substitute the expression "6,39" for the expression "5,97";

(10) In Group II, substitute the expression "6,10" for the expression "5,70";

(11) In Group I, substitute the expression "5,84" for the expression "5,46";

25. SECTION 2: TABLE OF WAGE RATES

Substitute the following for the existing table:

"Wage rates applicable throughout this Agreement (n.e.s.):

	Rate per hour
	R
Rate A and A1	12,19
Rate AA	11,40
*Rate AA—start	10,66
Rate AB	9,97
Rate B	9,33
Rate C	8,80
Rate D	8,44
Rate DD	7,65
Rate DDD	7,16
Rate E	6,70
Rate F	6,27
Rate G	5,86
Rate H, including watchman's work	5,50

Apprentices	Rate per week
	R
First year	253
Second year	280
Third year	336
Fourth year	503

The hourly rate of all apprentices for the purposes of calculating overtime shall be the weekly wage paid, divided by 44.

* Rate AA—start is the rate applicable to employees in the category AA who are in their first six months of continuous employment with the same employer, unless otherwise specified elsewhere in this Agreement."

26. ANNEXURE A

SECURITY OF EMPLOYMENT AND SEVERANCE PAY

(1) Substitute the following for section 1 (b):

"(b) Notification:

(i) Where retrenchments and/or redundancies are perceived, become apparent or are contemplated by an employer, the employer shall notify the Regional Council, the party trade unions representing the employees who may be affected by the retrenchment and, in the case of other potentially affected employees, the representatives of such other employees, by means of telefax or telegram or hand

ander werknemers, by wyse van telefaks of telegram of aflewering per hand in kennis stel van die waargenome noodigheid om werknemers te verminder of oortollig te verklaar. Die kennisgewing moet so spoedig moontlik maar minstens 21 dae voor die beoogde datum van diensbeëindiging weens vermindering of oortolligverklaring geskied.

(ii) Die werknemers is daarop geregtig om, deur hul verteenwoordigers die werkgever in kennis te stel wanneer hulle gewaar of dit vir hulle duidelik word dat 'n vermindering of oortolligverklaring van werknemers nodig is."

(2) In klousule 1, hernoem paragrafe (c), (d), (e) en (f) tot onderskeidelik (d), (e), (f) en (g).

(3) Voeg die volgende nuwe klousule 1 (c) in:

"(c) Goeietrouoorlegplegings in 'n poging om 'n ooreenkoms te bereik:

(i) Na die kennisgewing bedoel in paragraaf (b) moet die werkgever aanbied om te goeder trou oorleg te pleeg in 'n poging om 'n ooreenkoms te bereik met verteenwoordigers van die partyvakverenigings verteenwoordigend van die werknemers wat deur die personeelvermindering geraak mag word en wat lede is van sodanige vakverenigings, en, in die geval van ander werknemers wat potensieel geraak word, met die verteenwoordigers van sodanige ander werknemers, oor ondervermelde aangeleenthede. Oorlegpleging oor hierdie aangeleenthede sal nie nodig wees waar die werkgever bevestig dat personeelvermindering of oortolligverklaring nie oorweeg word nie—

(aa) Die spesifieke rede(s) vir die voorgename vermindering of oortolligverklaring van werknemers;

(ab) die noodigheid om die voorgename vermindering of oortolligverklaring van werknemers in werking te stel;

(ac) maatreëls wat, onderworpe aan operasionele vereistes, getref is of getref kan word om die gevolge van die voorgename vermindering of oortolligverklaring van werknemers te vermy of te verminder;

(ad) die wyse van die voorgename vermindering of oortolligverklaring van werknemers;

(ae) die voorgename getal werknemers wat verminder gaan word;

(af) die voorgename effektiewe datum van vermindering of oortolligverklaring van werknemers;

(ag) die basis vir die keuring van die werknemers wat verminder gaan word;

(ah) die middele aangewend te word om ontbering as gevolg van die vermindering en/of oortolligverklaring van werknemers te verlig.

(ii) Die werkgever moet tydens die oorlegplegingsproses inligting verskaf oor die noodigheid vir die vermindering van werknemers en inligting wat die partyvakvereniging(s) of werknemerverteenwoordigers behulpzaam sal wees om bydraes te lewer omtrent wyses om die vermindering van werknemers te vermy. Daar word egter nie van die werkgever verwag nie om inligting te openbaar wat—

(aa) nie redelikerwys vir die werkgever beskikbaar is nie; of

(ab) nie betrekking op die kwessies onder bespreking het nie; of

(ac) die werkgever se besigheidsbelange kan benadeel, byvoorbeeld handelsgeheime en ander vertroue inligting.

delivery, of the perceived need to implement retrenchments or redundancies. The notice shall be given as soon as possible but at least 21 days prior to the contemplated date of retrenchment or redundancy.

(ii) The employees, through their representatives, shall be entitled to notify the employer where a retrenchment or redundancy is perceived or becomes apparent."

(2) Section 1 renumber the existing paragraphs (c), (d), (e) and (f) as (d), (e), (f) and (g) respectively.

(3) Insert the following new section 1 (c):

"(c) Good faith consultations in an endeavour to reach agreement:

(i) Following the notification referred to in paragraph (b) the employer shall offer to consult in good faith in an endeavour to reach agreement with representatives of the party trade unions representing the employees who may be affected by the retrenchment and who are members of such trade unions and, in the case of other potentially affected employees, with the representatives of such other employees over the following matters. Consultation on these matters will not be necessary where the employer confirms that retrenchments or redundancies are not contemplated—

(aa) The specific reason(s) for the proposed retrenchment or redundancy;

(ab) the need to effect the proposed retrenchment or redundancy;

(ac) measures taken or measures which may be taken, subject to operational requirements, to avoid or reduce the effect of the proposed retrenchment or redundancy;

(ad) the manner of the proposed retrenchment or redundancy;

(ae) the proposed number of employees to be retrenched;

(af) the proposed effective date of the retrenchment or redundancy;

(ag) the basis of selection of the employees to be retrenched; and

(ah) the means to be adopted to ameliorate the hardship of the retrenchment and/or redundancy.

(ii) The employer shall, during the consultation process, provide information concerning the need for retrenchment and information which will assist the party trade union(s) or employee representatives in making contributions about ways of avoiding retrenchments. The employer, however, shall not be expected to disclose information which—

(aa) is not reasonably available to the employer; or

(ab) is not relevant to the issues under discussion; or

(ac) could harm the employer's business interests, for example trade secrets and other confidential information.

(iii) Na die oorlegplegingsproses moet die werkgewer uiterlik sewe dae na die datum van vermindering of oortolligverklaring van werknemers, die Streekraad skriftelik in kennis stel van die volgende inligting met betrekking tot die vermindering of oortolligverklaring van die werknemers:

(aa) Die datum van vermindering of oortolligverklaring van die werknemers;

(ab) die getal werknemers wat verminder word;

(ac) die name en beroepskategorieë van die werknemers wat verminder word."

(4) Skrap klousule 4, "Korttyd", en hernoem klousule 5, "Dienskontrakte vir bepaalde tydsduur" tot klousule 4.

Namens die partye op hede die 30ste dag van Augustus 1993 te Johannesburg onderteken.

A. BENN,

Voorsitter.

W. D. THOMPSON,

Ondervoorsitter.

D. G. LEVY,

Hoofsekretaris.

(iii) The employer, following the consultation process shall, not later than seven days after the date of retrenchment or redundancy, notify the Regional Council, in writing, of the following information relevant to the retrenchment or redundancy:

(aa) The date of the retrenchment or redundancy;

(ab) the number of employees retrenched;

(ac) the names and occupational categories of the retrenched employees."

(4) Delete section 4, "Shorttime", and renumber section 5, "Limited duration contracts of employment", as section 4.

Signed at Johannesburg, for and on behalf of the parties' this 30th day of August 1993.

A. BENN,

Chairman.

W. D. THOMPSON,

Vice-Chairman.

D. G. LEVY,

General Secretary.

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

No. R. 2241

26 November 1993

POSKANTOORDIENSWET, 1974

WYSIGING VAN DIE POSKANTOORDIENS-REGULASIES

Die Minister van Vervoer en van Pos- en Telekommunikasiewese, handelende kragtens artikel 47 (1) (r) van die Poskantoorwetswet, 1974 (Wet No. 66 van 1974), en op aanbeveling van die Personeelbestuursraad, het die regulasies in die Bylae hiervan uiteengesit, uitgevaardig.

BYLAE

1. In hierdie regulasies beteken—

"die Regulasies" die Poskantoorwetsregulasies afgekondig by Goewermentskennisgewing No. R. 1373 van 13 Augustus 1976, soos gewysig by Goewermentskennisgewings Nos. R. 2002 van 29 Oktober 1976, R. 839 van 20 Mei 1977, R. 1387 van 22 Julie 1977, R. 2248 van 4 November 1977, R. 2145 van 27 Oktober 1978, R. 2259 van 17 November 1978, R. 250 van 9 Februarie 1979, R. 801 van 20 April 1979, R. 333 van 22 Februarie 1980, R. 1445 van 11 Julie 1980, R. 1620 van 8 Augustus 1980, R. 2052 van 9 Oktober 1980, R. 2095 van 17 Oktober 1980, R. 439 van 6 Maart 1981, R. 1955 van 9 September 1983, R. 538 van 23 Maart 1984, R. 2732 van 13 Desember 1985, R. 2182 van 24 Oktober 1986, R. 896 van 16 April 1987, R. 945 van 30 April 1987, R. 1470 van 10 Julie 1987, R. 1545 van 5 Augustus 1988, R. 1919 van 23 September 1988, R. 2038 van 7 Oktober 1988, R. 2129 van 21 Oktober 1988, R. 2546 van 15 Desember 1988, R. 81 van 20 Januarie 1989, R. 1272 van 16 Junie 1989, R. 2146 van 6 Oktober 1989, R. 938 van 4 Mei 1990, R. 2034 van 31 Augustus 1990, R. 39 van 11 Januarie 1991, R. 1315 van 14 Junie 1991, R. 2125 van 30 Augustus 1991, R. 2165 van 6 September 1991 en R. 2496 van 18 Oktober 1991.

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

No. R. 2241

26 November 1993

POST OFFICE SERVICE ACT, 1974

AMENDMENT OF THE POST OFFICE SERVICE REGULATIONS

The Minister of Transport and of Posts and Telecommunications, acting under section 47 (1) (r) of the Posts Office Service Act, 1974 (Act No. 66 of 1974), and on the recommendation of the Staff Management Board, has made the regulations set out in the Schedule hereto.

SCHEDULE

1. In these regulations—

"the Regulations" means the Post Office Service Regulations promulgated by Government Notice No. R1373 of 13 August 1976, as amended by Government Notices Nos. R. 2002, of 29 October 1976, R. 839 of 20 May 1977, R. 1387 of 22 July 1977, R. 2248 of 4 November 1977, R. 2145 of 27 October 1978, R. 2259 of 17 November 1978, R. 250 of 9 February 1979, R. 801 of 20 April 1979, R. 333 of 22 February 1980, R. 1445 of 11 July 1980, R. 1620 of 8 August 1980, R. 2052 of 9 October 1980, R. 2095 of 17 October 1980, R. 439 of 6 March 1981, R. 1955 of 9 September 1983, R. 538 of 23 March 1984, R. 2732 of 13 December 1985, R. 2182 of 24 October 1986, R. 896 of 16 April 1987, R. 945 of 30 April 1987, R. 1470 of 10 July 1987, R. 1545 of 5 August 1988, R. 1919 of 23 September 1988, R. 2038 of 7 October 1988, R. 2129 of 21 October 1988, R. 2546 of 15 December 1988, R. 81 of 20 January 1989, R. 1272 of 16 June 1989, R. 2146 of 6 October 1989, R. 938 of 4 May 1990, R. 2034 of 31 August 1990, R. 39 of 11 January 1991, R. 1315 of 14 June 1991, R. 2125 of 30 August 1991, R. 2165 of 6 September 1991 and R. 2496 of 18 October 1991.

2. Die Regulasies word hierby gewysig deur regulasie A23 in Hoofstuk A deur die volgende regulasies te vervang:

"A.23.1 Beamptes wat poste van Senior Hoofbestuurder en Hoofbestuurder beklee of die ander persone wat in genoemde poste diens doen, en die mees senior beampte wat 'n pos van Senior Bestuurder beklee, is die lede van die Personeelbestuursraad bedoel in artikel 4 (2) van die Wet.

A23.2 Gedurende enige tydperk waarin een of meer van die poste van Senior Hoofbestuurder of Hoofbestuurder nie gevul is deur 'n beampte of beamptes wat dit beklee of 'n ander persoon of persone wat daarin diens doen nie, is tweede mees senior beampte wat 'n pos van Senior Bestuurder beklee 'n lid van die Personeelbestuursraad bedoel in artikel 4 (2) van die Wet".

3. Hierdie regulasies tree op 1 Desember 1993 in werking.

2. The Regulations are hereby amended by substituting the following regulation for regulation A23 in Chapter A:

"A.23.1 Officers holding posts of Senior General Manager and General Manager or the other persons serving in the said posts, and the most senior officer holding a post of Senior Manager, are the members of the Staff Management Board referred to in section 4 (2) of the Act.

A23.2 During any period in which one or more of the posts of Senior General Manager or General Manager is not filled or are not filled by an officer or officers holding that post or those posts, or by another person or other persons serving in that post or those posts, the second most senior officer holding a post of Senior Manager shall be a member of the Staff Management Board referred to in section 4 (2) of the Act."

3. These regulations shall come into operation on 1 December 1993.

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 1993 tot 30 September 1994 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 1993 to 30 September 1994, 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.*

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

Die "Onderstepoort Journal of Veterinary Research" word deur die Staatsdrukker, Pretoria, gedruk en is verkrygbaar van die Direkteur, Afdeling Landbou-inligting, Privaatsak X144, Pretoria, 0001, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Hierdie publikasie is 'n voortsetting van die "Reports of the Government Veterinary Bacteriologist of the Transvaal" wat terugdateer tot 1903 en waarvan 18 verskyn het tot 1932. Dit is gevolg deur 52 volumes van die "Onderstepoort Journal". Tans bestaan elke volume uit vier nommers wat teen R10 per kopie of R40 per jaar plus AVB binnelands en R12,50 per kopie of R50 per jaar buitelands van bogenoemde adres posvry verkrygbaar is (lugposbestellings: R15 per kopie of R60 per jaar).

Direkteure van laboratoriums ens. wat begerig is om publikasies om te ruil moet in verbinding tree met die Direkteur, Navorsingsinstituut vir Veeartsenykunde, Pk. Onderstepoort, 0110, Republiek van Suid-Afrika.

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

The Onderstepoort Journal of Veterinary Research is printed by the Government Printer, Pretoria, and is obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria, 0001, to whom all communications should be addressed.

This publication is a continuation of the Reports of the Government Veterinary Bacteriologist of the Transvaal which date back to 1903 and of which 18 have appeared up to 1932. These were followed by 52 volumes of the Onderstepoort Journal. At present each volume comprises four numbers which are obtainable from the above address at R10 per copy or R40 per annum plus GST local or other countries R12,50 per copy or R50 per annum (air mail: R15 per copy or R60 per annum).

Directors of laboratories etc. desiring to exchange publications are invited to communicate with the Director, Veterinary Research Institute, P.O. Onderstepoort, 0110, Republic of South Africa.

PHYTOPHYLACTICA

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

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

Die tydskrif is verkrygbaar van bogenoemde adres teen R12,50 (BTW ingesluit) per eksemplaar of R50 per jaar, posvry (Buitelands R15 per eksemplaar of R60 per jaar).

PHYTOPHYLACTICA

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

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

The journal is obtainable from the above-mentioned address at R12,50 (VAT included) per copy or R50 per annum, post free (Other countries R15 per copy or R60 per annum).

Werk mooi daarmee

Ons leef  daarvan

water is kosbaar

Use it

Don't abuse  it

water is for everybody

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