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OF
SOUTH AFRICA



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No. 16043

GOVERNMENT NOTICES

DEPARTMENT OF HEALTH

No. R. 1834

28 October 1994

REGULATIONS RELATING TO THE COMPULSORY NOTIFICATION OF BIRTHS: AMENDMENT

The Minister of Health has, in terms of section 33 (2) of the Health Act, 1977 (Act No. 63 of 1977), made the regulations in the Schedule.

SCHEDULE

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 1575 of 19 July 1985, as amended by Government Notices Nos. R. 2223 of 4 October 1985, R. 538 of 27 March 1986, R. 1098 of 6 June 1986, R. 2200 of 24 October 1986, R. 1098 of 22 May 1987, R. 143 of 5 February 1988, R. 1068 of 10 June 1988, R. 1530 of 5 August 1988, R. 2295 of 11 November 1988, R. 1000 of 19 May 1989, R. 1363 of 22 June 1990, R. 1310 of 14 June 1991, R. 876 of 20 March 1992, R. 944 of 4 June 1993 and R. 499 of 18 March 1994.

2. Annexure A of the Regulations is hereby amended by the addition, in alphabetical order, of the following local authorities:

(a) Municipalities and City Councils:

Koffiefontein.
Petrus Steyn.
Reddersburg.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN GESONDHEID

No. R. 1834

28 Oktober 1994

REGULASIES BETREFFENDE DIE VERPLIGTE AANMELDING VAN GEBOORTES: WYSIGING

Die Minister van Gesondheid het kragtens artikel 33 (2) van die Wet op Gesondheid, 1977 (Wet No. 63 van 1977), die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasie beteken "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing No. R. 1575 van 19 Julie 1985, soos gewysig by Goewermenskennisgewings Nos. R. 2223 van 4 Oktober 1985, R. 538 van 27 Maart 1986, R. 1098 van 6 Junie 1986, R. 2200 van 24 Oktober 1986, R. 1098 van 22 Mei 1987, R. 143 van 5 Februarie 1988, R. 1068 van 10 Junie 1988, R. 1530 van 5 Augustus 1988, R. 2295 van 11 November 1988, R. 1000 van 19 Mei 1989, R. 1363 van 22 Junie 1990, R. 1310 van 14 Junie 1991, R. 876 van 20 Maart 1992, R. 944 van 4 Junie 1993 en R. 49 van 18 Maart 1994.

2. Aanhangsel A van die Regulasies word hierby gewysig deur die toevoeging, in alfabetiese volgorde, van die volgende plaaslike besture:

(a) Munisipaliteite en Stadsrade:

Koffiefontein.
Petrus Steyn.
Reddersburg.

DEPARTMENT OF LABOUR**No. R. 1829****28 October 1994****LABOUR RELATIONS ACT, 1956****BUILDING INDUSTRY, PIETERMARITZBURG AND NORTHERN AREAS: EXTENSION OF AGREEMENT**

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 1625 of 31 July 1987, R. 848 of 29 April 1988, R. 2144 of 21 October 1988, R. 2217 of 28 October 1988, R. 1281 of 16 June 1989, R. 2335 and R. 2336 of 27 October 1989, R. 2304 of 28 September 1990, R. 2499 of 26 October 1990, R. 2457 of 11 October 1991, R. 2793 of 22 November 1991, R. 3036 of 30 October 1992 and R. 3377 of 18 December 1992, R. 2035 of 29 October 1993 and R. 171 of 28 January 1993, by a further period ending 29 October 1995.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 1830**28 October 1994****LABOUR RELATIONS ACT, 1956****LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF AGREEMENT FOR THE FOOTWEAR SECTION**

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, 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.

T. T. MBOWENI,

Minister of Labour.

DEPARTEMENT VAN ARBEID**No. R. 1829****28 Oktober 1994****WET OP ARBEIDSVERHOUDINGE, 1956****BOUNYWERHEID, PIETERMARITZBURG EN NOORDELIKE GEBIEDE: VERLENGING VAN OOREENKOMS**

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermenskennisgewings Nos. R. 1625 van 31 Julie 1987, R. 848 van 29 April 1988, R. 2144 van 21 Oktober 1988, R. 2217 van 28 Oktober 1988, R. 1281 van 16 Junie 1989, R. 2335 en R. 2336 van 27 Oktober 1989, R. 2304 van 28 September 1990, R. 2499 van 26 Oktober 1990, R. 2457 van 11 Oktober 1991, R. 2793 van 22 November 1991, R. 3036 van 30 Oktober 1992, R. 3377 van 18 Desember 1992, R. 2035 van 29 Oktober 1993 en R. 171 van 28 Januarie 1993, met 'n verdere tydperk wat op 29 Oktober 1995 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 1830**28 Oktober 1994****WET OP ARBEIDSVERHOUDINGE, 1956****LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE**

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 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.

T. T. MBOWENI,

Minister van Arbeid.

SCHEDULE**BYLAE****NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA****NASIONALE NYWERHEIDSRaad VIR DIE
LEERNYWERHEID VAN SUID-AFRIKA****FOOTWEAR SECTION****SKOEISELSEKSIE****AGREEMENT****OOREENKOMS**

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

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

(a) **Footwear Manufacturers' Federation of South Africa,**

(a) **Footwear Manufacturers' Federation of South Africa,**

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

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

(b) **National Union of Leather Workers,**

(b) **National Union of Leather Workers,**

(b) **Transvaal Leather and Allied Trades Industrial Union**

(c) **Transvaal Leather and Allied Trades Industrial Union**

and

en

(d) **South African Clothing and Textile Workers' Union**

(d) **South African Clothing and Textile Workers' Union**

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

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

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

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

to amend the Agreement of the Footwear Section published under Government Notice No. R. 1798 of 3 September 1982, as amended and renewed by Government Notices Nos. R. 2472 and R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2311 and R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 1553 of 12 July 1985, R. 2584 of 15 November 1985, R. 1224 of 26 June 1986, R. 2056 and R. 2057 of 26 September 1986, R. 1709 of 7 August 1987, R. 2611 of 20 November 1987, R. 147 and R. 148 of 3 February 1989, R. 888 and R. 889 of 27 April 1990, R. 3049 and R. 3050 of 4 January 1991, R. 3222 of 27 November 1992, R. 972 of 4 June 1993, R. 90 of 21 January 1994, R. 398 of 4 March 1994 and R. 1678 of 7 October 1994.

tot wysiging van die Ooreenkoms vir die Skoeiselseksie gepubliseer by Goewermentskennisgewing No. R. 1798 van 3 September 1982, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 2472 en R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2311 en R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 1553 van 12 Julie 1985, R. 2584 van 15 November 1985, R. 1224 van 26 Junie 1986, R. 2056 en R. 2057 van 26 September 1986, R. 1709 van 7 Augustus 1987, R. 2611 van 20 November 1987, R. 147 en R. 148 van 3 Februarie 1989, R. 888 en R. 889 van 27 April 1990, R. 3049 en R. 3050 van 4 Januarie 1991, R. 3222 van 27 November 1992, R. 972 van 4 Junie 1993, R. 90 van 21 Januarie 1994, R. 398 van 4 Maart 1994 en R. 1678 van 7 Oktober 1994.

PART I**DEEL I****1. SCOPE OF APPLICATION OF AGREEMENT****1. TOEPASSINGSBESTEK VAN OOREENKOMS**

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

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

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

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

(b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1994 (Act 200 of 1994).

(b) in die Republiek van Suid-Afrika, soos dit bestaan het voor die datum van in werkingtreding van die Grondwet van die Republiek, 1994 (Wet No. 200 van 1994).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to all employees for whom wages are prescribed in Annexure C to Part 1 and Annexure A to Part II of the Agreement published under Government Notice No. R. 1798 of 3 September 1982.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op alle werknemers vir wie lone voorgeskryf word in Aanhangsel C van Deel I en Aanhangsel A van Deel II van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1798 van 3 September 1982.

2. CLAUSE 4: WAGES AND WAGE RATES**2. KLOUSULE 4: LONE EN LOONSKALE**

(1) In subclause (1) (a) (i), substitute the date "1 July 1994" for the date "1 July 1993" and delete the expression "until 30 November 1993 and from 1 December 1993".

(1) In subklousule (1) (a) (i), vervang die datum "1 Julie 1993" deur die datum "1 Julie 1994" en skrap die uitdrukking "tot 30 November 1993 en vanaf 1 Desember 1993".

(2) In subclause (7) (a), substitute the date "26 May 1994" for the date "3 December 1993".

(2) In subklousule (7) (a), vervang die datum "3 Desember 1993" deur die datum "26 Mei 1994".

3. CLAUSE 6: HOURS OF WORK

- (1) Re-number the existing subclause (4) to read (4) (a).
 (2) Insert the following paragraph after subclause (4) (a):
 "(b) Female employees, for the duration of their pregnancy, shall be granted five occasions of 4,2 hours periods of paid leave of absence for the purpose of attending pre-natal clinics."

4. CLAUSE 9: HOLIDAYS, ANNUAL AND MATERNITY LEAVE

Substitute the following for subclause (7) (h):

- "(h) Female employees who, during the months of October, November and December, commence with maternity leave as defined, shall be paid the full leave allowance due as prescribed in subclauses (1) (a) and (b) and (10) (a) and (d) when the establishment closes for the leave period as prescribed in subclause (1)."

5. CLAUSE 11: TERMINATION OF EMPLOYMENT

- (1) Delete subclause (11).
 (2) Re-number subclause (12) to read (11).

6. CLAUSE 13: SERVICE CERTIFICATES

Delete the first sentence in subclause (6).

7. ANNEXURE C TO PART I: WAGES

Substitute the following for Annexure C to Part I:

3. KLOUSULE 6: WERKURE

- (1) Hernommer die bestaande subklausule (4) tot (4) (a).
 (2) Voeg die volgende paragraaf in na subklausule (4) (a):
 "(b) Aan vroulike werknemers word vir die duur van hul swangerskap vyf geleenthede van 4,2 uur tydperke betaalde afwesigheidsverlof toegestaan met die doel om voorgeboorteklinieke te besoek."

4. KLOUSULE 9: VAKANSIEDAE, JAARLIKSE VERLOF EN KRAAMVERLOF

Vervang subklausule (7) (h) deur die volgende:

- "(h) Vroulike werknemers wat gedurende die maande Oktober, November en Desember met kraamverlof soos omskryf, gaan, word die volle verloftoelae verskuldig soos voorgeskryf by subklausules (1) (a) en (b) en (10) (a) en (d) betaal wanneer die bedryfsinrigting vir die verloftydperk soos voorgeskryf by subklausule (1) sluit."

5. KLOUSULE 11: DIENSBEËINDIGING

- (1) Skrap subklausule (12) tot (11).
 (2) Hernommer subklausule (12) tot (11).

6. KLOUSULE 13: DIENSSERTIFIKATE

Skrap die eerste sin in subklausule (6).

7. AANHANGSEL C VAN DEEL I: LONE

Vervang Aanhangsel C van Deel I deur die volgende:

"ANNEXURE C TO PART I**WAGES**

	Column A	Column B
	Per week	Per week
	R	R
A. Watchman.....	254,15	279,57
B. Storeman and/or warehouseman, despatch clerk.....	261,38	287,52
C. Boiler attendant.....	254,15	279,57
D. Motor vehicle driver driving a vehicle authorised to carry or haul a pay-load of—		
(i) under 2 722 kg	257,78	283,56
(ii) 2 722 kg	261,38	287,52
(iii) over 2 722 kg but not exceeding 4 546 kg	278,21	306,03
(iv) over 4 546 kg but not exceeding 6 350 kg	330,37	363,41
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months	158,41	174,25
Second six months	178,48	196,33
Third six months	199,46	219,41
Thereafter	254,15	279,57
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—		
(a) power	377,49	415,24
(b) hand	304,31	334,74
(ii) Cardboard box-makers	254,15	279,57
(iii) Making cardboard boxes, according to experience:		
First six months.....	176,95	194,65
Second six months	178,48	196,33
Thereafter	254,15	279,57
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine.....	341,67	375,84

	Column A	Column B
	Per week	Per week
	R	R
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	254,15	279,57
(ii) All other operations.....	254,15	279,57
I. Packers.....	254,15	279,57
J. Employees employed on currying.....	294,49	323,94
K. Employees employed on spraying of leather.....	340,98	375,08
L. Employees employed on knife-making:		
(i) Welding and/or brazing and/or silver soldering.....	410,71	451,78
(ii) Finishing of joints after welding.....	267,10	293,81
(iii) Track and/or spot welding.....	254,15	279,57
(iv) Bending to templet and/or patterns; hand punching of size onto knife; marking and curving of bracing steel; oxidising of finished articles and grinding.....	254,15	279,57

Note. — For the purpose of paragraph L, 'welding' means continuous drawing of weld on seams or joints but excludes tack and/or spot welding."

"AANHANGSEL C VAN DEEL I

LONE

	Kolom A	Kolom B
	Per week	Per week
	R	R
A. Wag.....	254,15	279,57
B. Magasynmeester en/of pakhuisman, versendingsklerk.....	261,38	287,52
C. Ketelbediener.....	254,15	279,57
D. Motorvoertuigdrywer wat 'n voertuig dryf wat gelisensieer is om 'n loonvrag te dra of te trek van—		
(i) minder as 2 722 kg.....	257,78	283,56
(ii) 2 722 kg.....	261,38	287,52
(iii) meer as 2 722 kg maar hoogstens 4 546 kg.....	278,21	306,03
(iv) meer as 4 546 kg maar hoogstens 6 350 kg.....	330,37	363,41
E. Minderjariges in diens in beroepe waarvoor daar nie in hierdie Ooreenkoms lone voorgeskryf word nie:		
Eerste ses maande.....	158,41	174,25
Tweede ses maande.....	178,48	196,33
Derde ses maande.....	199,46	219,41
Daarna.....	254,15	279,57
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het.		
F. Werksaamhede in verband met die maak van kartondose:		
(i) Guillotine en/of draaisnyes en/of kerfmasjien met—		
(a) kragaandrywing.....	377,49	415,24
(b) handaandrywing.....	304,31	334,74
(ii) Kartondoosmakers.....	254,15	279,57
(iii) Die maak van kartondose, volgens ondervinding:		
Eerste ses maande.....	176,95	194,65
Tweede ses maande.....	178,48	196,33
Daarna.....	254,15	279,57
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het.		
G. Werknemers wat letters met die hand set en etikette met 'n drukmasjien druk.....	341,67	375,84
H. Werknemers wat kantstrokies maak:		
(i) Splits, skaaf, sny, groewe maak en afskuins.....	254,15	279,57
(ii) Alle ander werksaamhede.....	254,15	279,57
I. Verpakkers.....	254,15	279,57
J. Werknemers wat leer brei.....	294,49	323,94
K. Werknemers wat spoeiervat aan leer aanbring.....	340,98	375,08
L. Werknemers wat messe maak:		
(i) Sweis- en/of sweissoldeer- en/of silwersoldeerwerk.....	410,71	451,78
(ii) Lasse afwerk ná sweising.....	267,10	293,81
(iii) Heg- en/of puntsweiswerk.....	254,15	279,57
(iv) Bulgwerk volgens patroonplaat en/of modelle; grootte met die hand op messe pons; verspanstaal merk en sny; oksidering van afgewerkte artikels en slypwerk.....	254,15	279,57

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

PART II**8. CLAUSE 3: DIFFERENTIAL RATES**

In subclauses (1) and (2), substitute the expression "R254,15" for the expression "R227,94".

9. ANNEXURE A TO PART II

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

DEEL II**8. KLOUSULE 3: DIFFERENSIËLE LONE**

In subklousules (1) en (2), vervang die uitdrukking "R254,15" deur die uitdrukking "R227,94".

9. AANHANGSEL A VAN DEEL II

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

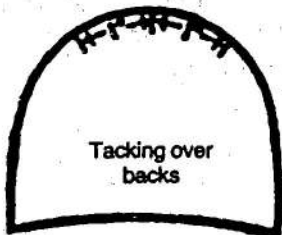
"ANNEXURE A TO PART II**CLAUSE 1: FOOTWEAR NOT ELSEWHERE SPECIFIED****WAGES**

	Column A	Column B
	Per week	Per week
	R	R
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsmen.....	327,56	470,32
(ii) Qualified employees —		
(a) employed on hand grading but not restrictions and not producing original standards.....	361,34	397,47
(b) employed on grading machines		
(c) employed on making original lining patterns from upper patterns, where not last copies or original standards are produced.....		
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	285,98	314,58
(B) CLICKING DEPARTMENT		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semichrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	423,66	466,03
White full chrome kip for the production of whole-cuts, bluchers and veldschoens only, but excluding miners' and miners' type footwear (all South African tannage).....		
Children's work, any material, all size up to and including size 1½, and all leather slippers (men's, women's and children's)		
(b) Any other materials	423,66	466,03
[Ratio. — For every four or part of four qualified clickers there may be employed not more than one learner.		
'Part of four' shall mean a remainder of not less than one after the total number of qualified clickers has been divided by four.]		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	427,56	470,32
(d) Examining of cut leather components for quality	427,56	470,32
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet	294,49	323,94
Note. — A trimming is a decoration not being an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Councils decision shall, after investigation, be final.		
Cutting from offal of inside tongues and narrow backstraps for children's, youths' and maids' witchdowns of Exford and Derby patterns		
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material		
[Ratio. — For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N) (i) of this Annexure.]		
(iii) Cut-outs died out by Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	261,38	287,52
(iv) Giving out patterns.....	285,98	314,58
Operating splitting machine		
(v) Size stamping and/or painting.....	254,15	279,57
Applying acme-backing		
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(i) Puritan machining.....	313,38	344,72
(ii) stitching aprons on uppers on out-sole stitching machines		
(iii) Pilot machining	296,40	326,04

	Column A	Column B
	Per week	Per week
(iv) Other machining:	R	R
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining..... White full chrome kip for the production only of whole-cuts, blunchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	255,80	281,38
(b) Operations on leathers other than those specified in (a):		
Vamping.....		
Flat binding by machine.....		
Machining additional rows of stitching on the vamp, parallel to the vamp, stitching.....		
Golosh machining (whole goloshes).....		
Fancy shoes on the held-together system, machines through (all classes).....		
Fancy machining on the held-together system, including collars, cutouts, overlays and fancy pattern stitching without markers.....		
Running round or any operation on posttrimming machine, excluding Oxford and Derby pattern Derby-sides.....	268,82	295,70
Vamping shoes with quarters over vamps.....		
Conveyor belt console operator feeding individual operators.....		
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including hand-lacing of two upper components to form a seam, and including examining for quality.....		
(d) All operations on children's work up to size 1½..... All leather slippers (men's, women's and children's)..... All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	255,80	281,38
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	268,82	295,70
(vi) Bagging.....		
Turning of binding.....		
Button fastening.....		
Buttonholing.....		
Lacing.....		
Hand punching.....		
Portuguese seaming.....		
Staying and taping.....	254,15	279,57
Seam rubbing.....		
Seam hammering.....		
Sewing on bows and buckles by hand or machine.....		
Silk screen printing.....		
Table-hands.....		
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....		
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather..... On sorting, examining and fitting up ungraded and unstamped stock..... On sorting and examining graded and stamped stock.....	406,95	447,65
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits, and cutting sole from material other than leather..... On reducing shaped rubber soles on the press..... [Ratio—See subclause (P).]	358,03	393,83
Class II Operations		
Qualified employees on:		
(i) Channeling:		
Welted insoles.....		
Other work.....	294,49	323,94
(ii) Press cutting operations, other than those in Class I.....	302,79	333,07
(iii) Assembling from stock, whether or not sorted and/or graded.....		
Attaching ribs to welted insoles.....		
Flap splitting.....		
Gemming and taping.....		
Heel breasting.....	285,98	314,58
Heel building.....		
Heel compressing.....		
Slugging.....		
Sole and insole rounding.....		
Sole grooving, sole roughening/and reducing on automatic machine.....	285,98	314,58
Tip filling..... [Ratio.—See subclause (P).]		

	Column A	Column B
	Per week	Per week
	R	R
Class III Operations		
Qualified employees on:		
Channel opening.....		
Edge covering.....		
Edge reducing.....		
Automatic edge preparation machine operating for sole to prior attachment.....		
Flexing.....		
Insole feathering.....		
Insole grooving.....		
Insole slotting.....		
Insole marking.....		
Lift and/or rand tacking.....		
Lip turning.....		
Press room scouring operations.....	254,15	279,57
Shank assembling.....		
Shank moulding.....		
Skiving.....		
Size stamping.....		
Sole, insole and stiffener moulding.....		
Sole and insole splitting.....		
Sole grading machine operating.....		
Sole roughening for stuck-on work.....		
Solutioning.....		
Staining and/or inking of insoles.....		
Stiffener waxing and crimping.....		
Welt preparation.....		
[Ratio. — See subclause (P).]		
(E) MAKING DEPARTMENT		
Class 1 Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting:		
(a) Welted work, other than staple welted work.....	406,95	447,65
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	358,03	393,83
(c) Combined pulling over and forepart lasting.....	406,95	447,65
(d) All other grades.....		
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work.....	406,95	447,65
(b) Other work.....		
(iii) Lasting of seats and sides by any machine:		
(a) Welted work, other than staple welted work.....	324,60	357,06
(b) Other work.....		
Note. — If a lasting machine operator is required to last boots or shoes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied.		
If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.		
(iv) Complete sole attaching by staple machine.....	291,80	320,98
Staple welt attaching.....		
(v) Welt sewing.....		
(vi) Rough rounding:		
(a) Welted work, other than staple welted work.....		
(b) Stitchdowns.....	406,95	447,65
(c) Other work.....		
(vii) Sole sewing by any machine.....		
(viii) Sole stitching:		
(a) Welted work, other than staple welted work.....		
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the mocassin type of footwear.....	358,03	393,83
(c) Other work.....	406,95	447,65
(ix) (a) Stitchdown staple lasting.....		
(b) Stitchdown thread lasting.....		
(c) Stitchdown to forming.....	291,80	320,98
(d) Wiping platform covers by machine.....		
(e) Lasting operations on a Kamborian machine.....		
(f) String-lasting by hand.....		
(x) Pounding:		
(a) Welted work, other than staple welted work.....	341,31	375,44
(b) Miners' and miners' type and army type boots.....	374,06	411,47
('Army type boots' means the heavy type of boot involving the same strenuous pounding as contract army boots.)		
(c) Other work.....	341,31	375,44
Note. — No employee under the age of 18 years may be employed upon pounding.		

	Column A	Column B
	Per week	Per week
(xi) Examining.....	R 406,95	R 447,65
<i>Ratios. — Class I Operations: Making Department:</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other those referred to in (a), one learner may be employed.		
(c) Part of three' referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees has been divided by three.		
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge	311,37	342,51
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press	302,79	333,07
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation		
Sole positioning on upper at forepart and seat before pressing		
Press operating with the sole previously positioned (see Class III for tacking at seat only)		
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miner's and miners' type footwear	285,98	314,58
Stitchdown assembling or pulling over stitchdown work		
Cutting off excess upper, in-sole and through material on stitchdown footwear prior to sole attaching and/or rough rounding		
Hobnailing by hand or machine		
Putting on toe plates and heel tips by hand or machine		
Heel attaching		
Football boot studding and barring		
Hand levelling, other than stitchdown		
Inseam trimming		
Jointing (clearing linings and tacking upper down over joints)		
Loose nailing or pegging foreparts and waists		
Louis flap trimming by hand		
Machine levelling		
Screwing		
Sole attaching machine-sewn, riveted and/or riveted and stitched work	285,98	314,58
Sole adhesive heat activating by machine		
Stiffener cornering and tacking		
Stich separating		
String nailing		
Tacking forward of heel seats		
Upper roughening		
Waist reducing after being sewn		
Woodenheel fitting		
Welt butting and skiving		
Welt wheeling		
Rand welting by machine		
Slugging and gang slugging		
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine		
Back part and waist pre-moulding	285,98	314,58
Back part moulding		
(iv) Vulcanising process:		
Vulcanising soles to lasted uppers		
Rand welting by machine		
Moulding of sole units		
Class III Operations		
Qualified employees on:		
Beating		
Application by machine of hardening resins to puffs		
Bottom filling		
Channel closing and edge raising		
Feeding nails to heeling machines		
Hand levelling of stitchdowns	254,15	279,57
Heel covering		
Inserting stiffeners and puffs		
Louis heel flap clamping, Louis heel slicking		
Louis heel flap trimming by machine		

	Column A	Column B
	Per week	Per week
	R	R
Reverse seat moulding for stitchdowns.....		
Seat nailing and/or pegging		
Seat rounding		
Shank attaching		
Sole tacking at seat for stuck-on process		
Solutioning, damping and pasting		
Sorting hobs		
Sole laying welted work and/or rubber soles		
Sole tacking or sole fitting throughs and runners		
Tack pulling		
Tacking bottom stock to last		
Tacking over backs before pulling over on closed back shoes, tacks being placed not further than 25 mm from middle of back of heel seat (see illustration)		
	254,15	279,57
 Tacking over backs		
Tacking over sandal backs where no stiffener is inserted		
Tacking top pieces on stitchdowns and sandals		
All other wire grip tacking		
Upper stapling after lasting sides		
Upper trimming		
Plastic pelletising and granulating		
[Ratio. — See subclause (P).]		
Hand-lasting operations		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	361,34	397,47
<i>Note.</i> —There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins	285,98	314,58
Hand-lasting seats of stitchdowns		
Hand-lasting in the manufacture of clogs		
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertips	285,98	314,58
Tacking leather straps to wooden soles		
[Ratio. — There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]		
(F) FINISHING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots		
Rubber and rubber composition soles		
Children's footwear, all sizes up to and including size 1½	358,03	393,83
All slippers (men's, women's and children's)		
Stitchdown footwear produced from box hide and willow hide		
(b) All other work	406,95	447,65
(ii) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots		
Through runners		
Waist and/or top pieces	291,80	320,98
Children's footwear, all sizes up to and including size 1½		
All slippers (men's, women's and children's)		
Stitchdown footwear produced from box hide and willow hide		
(b) Automatic edge-setting machine, all grades	358,03	393,83
(c) All other work		
(iii) Heel trimming	291,80	320,98
(iv) Examining	406,95	447,65
[Ratio. — See subclause (P).]		

	Column A	Column B
	Per week	Per week
Class II Operations	R	R
Qualified employees on:		
Bitting by hand or machine Bottom scouring Heel scouring Heel spraying Ploughing out Complete finishing by hand Top piece trimming Bunk wheeling Louis flap ironing Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge Seat wheeling Top ironing, i.e. marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished Welt wheeling Decorative feather stitching by hand after the sole is permanently attached to the upper	285,98	314,58
[Ratio. — See subclause (P).]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing Crow wheeling Finger scouring Heel-breast cornering Inking, staining, waxing and damping Inserting, slipping and putting lasts Ploughing (removing the scarf round under edge of sole) Rubbing of edges and bottoms Spew and/or flash trimming Conveyor belt loading	254,15	279,57
[Ratio. — See subclause (P).]		
(G) SHOE ROOM		
Qualified employees on:		
Faking Examining Patent repairing Embossing and/or stamping Boxing Dressing and/or sizing Dressing by spray gun Hand polishing and cleaning Ironing Labelling Lining trimming Size stamping on footwear Socking Stamping descriptions and sizes on labels Quarter forming by machine Smoothing insole before socking or boxing	344,50	378,95
	254,15	279,57
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2		
Calender operating Batch mass-measuring and assembling of chemicals Operating extruding machine Operating an open mixing mill with a width of not less than 1,52 m Operating internal mixer Slabbing sheet rubber to gauge (stretching compound) Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m Warming compound on open mill Hydraulic press operating Operating splitting machine	260,21	286,23

	Column A	Column B
	Per week	Per week
(ii) Group 1	R	R
Issuing soles and heels		
Press cutting blanks (clicking)		
Attending autoclave		
Assisting mass-measurer		
Mould checking		
Operating an open mixing mill with a width of less than 1,01 m		
Masticating, sheeting out, cracking or breaking compound		
Buffing or scouring machine operations		
Feeding rubber into calender (feeding stretchers)		
Grinding scrap by machine		
Mould cleaning	254,15	279,57
Trimming		
Blank cutting and mass-measuring to fixed standards		
Extruding into trays		
Bale cutting		
Sieving chemicals, buffings and grindings		
Stencilling or making bales		
Applying powder		
Packing soles and heels		
Granulating		
Assisting calender operator		
Dipping machine operator		
(Ratio—For every three qualified employees employed in this section not more than one learner may be employed.)		
(I) HIGH-FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	267,10	293,81
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	423,66	466,03
(iii) High-frequency welding, embossing of socks and other components	254,15	279,57
(iv) High-frequency welding, combined with cutting of socks and other components	294,49	323,94
(Ratio—for every two qualified employees employed in this section not more than one learner may be employed.)		
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	267,10	293,81
(ii) Flow moulding pre-cut socks	267,10	293,81
(iii) Flow moulding where eventual upper is presented in liquid form		
(iii) Colour application to moulds prior to flow moulding		
(iv) Colour application to moulds prior to flow moulding	267,10	293,81
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials		
(Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.)		
(K) INJECTION MOULDING OR POURING OF ANY MATERIALS USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding of units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	285,9	314,58
(b) Where two employees are employed on an injection moulding machine each shall be paid	254,15	279,57
(c) Every employee in excess of two employed on an injection moulding machine shall be paid		
(Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.)		
(L) STRING-LASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers	285,98	314,58
(ii) String-lasting of synthetic uppers		
(Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.)		
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for any other section clause 1 of Annexure A of Part II:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	302,79	333,07
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers		

	Column A	Column B
	Per week	Per week
	R	R
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	254,15	279,57
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	302,79	333,07
(v) Cutting of heel covers to a pattern from layered heel covering material.....		
(vi) (aa) Cross cutting of timber into lengths		
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	254,15	279,57
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides		
(ad) Cupping of heels to fit heel seats.....		
(vii) Cementing heels and heel covers		
(viii) Spotting of heel covers to heels and pressing		
(xi) Trimming of heel covers.....		
(x) Top piece attaching.....	285,98	314,58
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planting of raw timber		
(ii) Measuring, marking and cutting timber into required lengths	254,15	279,57
(iii) Marking top and side elevation for profile cutting of unit		
(iv) Cutting and shaping from wood of a combined unit forming a footshaped base and cutting of fancy cut-outs on the base.....	285,98	314,58
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin		
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	254,15	279,57
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units	285,98	314,58
(viii) solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	254,15	279,57
(ix) Attaching top pieces to heels	285,98	314,58
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	254,15	279,57
(ab) Scouring units by hand prior to or after sole attaching	285,98	314,58
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	254,15	279,57
(xii) Examining for quality.....	344,50	378,95
(xiii) Repairing of units.....		
(xiv) Size stamping	254,15	279,57
(xv) Varnishing, painting, spraying or dipping units		
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....		
(N) LEARNERS		
(i) Learners employed on the operations referred to in clause 4 of Part II, according to experience:		
First six months	211,23	232,35
Second six months.....	234,70	258,17
Third six months.....	259,37	285,31
Fourth six months.....	278,93	306,82
Fifth six months.....	312,99	344,29
Thereafter, the prescribed rate.		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	158,46	174,31
Second six months.....	178,50	196,35
Third six months.....	199,46	219,41
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause H, according to experience:		
First six months	158,46	174,31
Second six months.....	178,50	196,35
Thereafter, the prescribed rate.		
(iv) Other learners, according to experience:		
First six months	158,46	174,31
Second six months.....	178,50	196,35
Third six months.....	199,46	219,41
Fourth six months.....	222,86	245,15
Fifth six months.....	252,29	277,52
Thereafter, the prescribed rate.		

	Column A	Column B
	Per week	Per week
Provided that— (i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience; (ii) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate of which he is engaged; (iii) learners in the Closing Department of Shoe Room shall— (aa) after the third six months of experience become entitled to a wage of R254,15 per week if employed on operations for which this rate is prescribed; (ab) after the fourth six months of experience become entitled to a wage of R268,82 per week or R296,40 per week or R313,58 per week if employed on operations for which these rates are prescribed; (iv) learners in the Clicking Department shall, on size stamping and/or plaining and/or applying acme backing, after the third six months of experience, become entitled to a wage of R254,15. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available, or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned. (O) GENERAL WORKERS General workers (P) RATIO'S (i) Class I operations in the Rough Stuff and Finishing Departments For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. 'Part of three' means a remainder of not less than two after the number of qualified employees has been divided by three. (ii) Class II operations in the Rough Stuff, Making and Finishing Departments On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. 'Part of three' for this purpose means a remainder of not less than two after the number of qualified employees has been divided by three. (iii) Class III operations in the Rough Stuff, Making and Finishing Departments On these operations all taken collectively there may be employed not more than two learners to each qualified employee. (Q) MILK All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.	R 254,15	R 279,57

CLAUSE 2: FOOTWEAR AS SPECIFIED BELOW

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

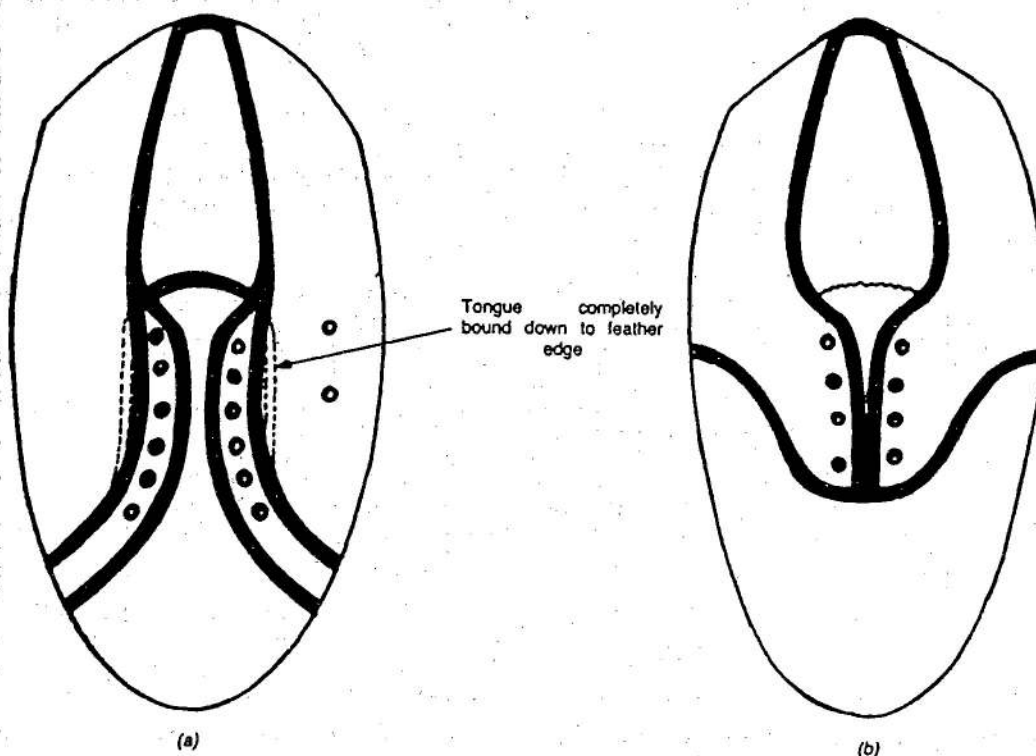
Group 1.—Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the bindings of which shall be no greater than the bindings depicted in the line drawings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

- the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in Illustration 1 (a) and (b);
- where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

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

Group 3.—Wholly moulded footwear.

Group 4. — Canvas fabric sandals.



	Column A	Column B
	Per week	Per week
	R	R
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	377,62	415,38
(ii) Cutting of rubber uppers	294,49	323,94
(iii) Cutting of fabric impregnated with rubber		
(iv) Closing Departments:		
(a) Upper closing	268,82	295,70
(b) Lining closing		
(c) Eyeletting		
(d) Buffing tongues		
(e) Inserting tongues	254,15	279,57
(f) Securing tongues		
(g) Table-hands		
(v) All sole cutting operations, whether by band or press	361,34	397,47
(vi) All other press cutting operations (bottom stock only)	254,15	279,57
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	285,98	314,58
(viii) Insole attaching		
(ix) Placing material around the last		
(x) Sole attaching		
(xi) Attending an autoclave		
(xii) Solutioning by hand	254,15	279,57
(xiii) Solutioning by machine		
(xiv) (a) Moulding of soles, heels and/or sole and heel units		
(b) Moulding of boots other than in an autoclave		
(xv) Hobnailing	285,98	314,58

	Column A	Column B
	Per week	Per week
	R	R
(xvi) Sole roughing.....		
(xvii) Upper roughing.....		
(xviii) Edge trimming.....		
(xix) Spew and/or flash trimming on moulded boots.....		
(xx) Inserting laces.....		
(xxi) Slipping and sorting lasts.....		
(xxii) Trimming linings.....		
(xxiii) Rolling uppers.....	254,15	279,57
(xxiv) Cutting and/or inserting stays.....		
(xxv) Dressing.....		
(xxvi) Cleaning.....		
(xxvii) Stamping sizes on linings.....		
(xxvii) Loading trolley for autoclave.....		
(xxix) Pairing.....		
(xxx) Attaching thoughts or insole covers.....		
(xxxi) Operations not specified in (i) to (xxx) above.....	254,15	279,57
(xxxii) General workers.....		
B. OTHER FOOTWEAR WITHIN THIS SECTION		
Qualified employees on:		
(i) Upper Cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric).....	377,61	415,37
Group 2:		
Assisting clicker.....		
Marking and/or cutting (from rubber and/or canvas impregnated with rubber) gum boots.....	254,15	279,57
Size marking.....		
(ii) Closing Department:		
Group 3:		
Attaching stays.....		
Size stamping on linings.....	254,15	279,57
Thread trimming.....		
All other Closing Room operations, including eyeletting, perforating and skiving.....	268,82	295,70
(iii) Bottom Stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	361,34	397,47
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	254,15	279,57
Group 6:		
All other press cutting operations.....	254,15	279,57
(iv) Making Department:		
Group 7:		
Applying insole filler.....		
Size stamping insole.....		
Hand-lasting, rubbersole attaching by hand.....	254,15	279,57
Vulcanising soles to uppers.....		
Solutioning by hand or machine.....		
Assembling.....		
Direct moulding of soles to canvas uppers.....	267,10	293,81
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine.....		
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	285,98	314,58
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....		
String-lasting.....	267,10	293,81
Lasting operations on a Kamborian machine.....	294,49	323,94
Lasting seats and sides by any machine.....	327,61	360,37
Combined pulling over and forepart lasting.....	410,71	451,78
(v) Group 8:		
Hobnailing by hand or machine.....	285,98	314,58

	Column A	Column B
	Per week	Per week
(vi) Group 9:	R	R
Attaching back strip		
Attaching foxing		
Attaching insole		
Attaching lining to upper		
Cementing		
Cleaning soles		
Cutting foxing		
Feeding conveyer		
Granulating		
Inserting the puffs		
Rolling uppers	254,15	279,57
Slipping lasts		
Sole rolling		
Supplying lasts		
Trimming uppers		
Mass-measuring pellets for direct moulding		
Wheeling		
Checking and repairing		
Edge scouring		
Silk screen printing		
(vii) Any operations not specified in (i) to (vi) above	254,15	279,57
(viii) General workers	254,15	279,57
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	158,41	174,25
Second six months	178,50	196,35
Thereafter, the prescribed rate.		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so em- ployed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause —		
"rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascal or 1,32 millimetres at 5 kilopascal and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour or of one solid shade or tone.		
CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting	377,49	415,24
(ii) Stock cutting and/or lining cutting	294,49	323,94
(iii) Upper assembling	294,49	323,94
(iv) Marking and/or stamping	254,15	279,57
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholding, buttoning	255,80	281,38
(ii) Machining of uppers, socks, pads and soft soles together	268,82	295,70
(iii) Machining elastic bound edges of uppers to soft soles	268,82	295,70

	Column A	Column B
	Per week	Per week
	R	R
C. Rough Stuff Department:		
(i) Sole cutting from leather	410,71	451,78
(ii) Sole cutting from other than leather	361,34	397,47
(iii) Insole cutting and lift and top-piece cutting	361,34	397,47
(iv) Stamping	254,15	279,57
(v) Heel covering		
D. Making Department:		
(i) Slipper turn sewing	312,01	343,21
(ii) Steaming and blocking into shape:		
(a) Felt work	285,98	314,58
(b) Leather work, fabric Cubans		
(iii) Stuck-on process:		
(a) Hand-lasting	285,98	314,58
Sole roughening		
Sole positioning on upper and pressoperating in one operating		
Sole positioning on upper at forepart seat before pressing		
Press operating with sole previously positioned		
(b) Solutioning operation	254,15	279,57
(c) Sole and insole tacking	285,98	314,58
(iv) Vulcanising soles to lasted uppers		
(v) Slugging		
(vi) Channelling	254,15	279,57
Hand-levelling		
Heel attaching		
Tacking backs		
(vii) Slipper turning		
(viii) Fetching and putting away lasts		
(ix) Inserting heel pads		
(x) Conveyor operating		
(xi) Direct injection moulding or pouring of any materials used for soling and unit converting:		
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	285,98	314,58
(b) Where two employees are employed on an injection moulding machine each shall be paid		
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid		
E. Finishing Department:		
Edge trimming	361,34	397,47
Edge setting	294,49	323,94
Heel Trimming		
Scouring, operations		
Inking, staining and brushing	254,15	279,57
Slipping uppers		
F. Shoe Room Department:		
Examining		
All other Shoe Room operations		
(2) LEARNERS		
According to experience:		
First six months	158,41	174,25
Second six months	178,48	196,33
Third six months	199,46	219,41
Fourth six months	222,87	245,16
Fifth six months	252,29	277,52
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R254,15 is prescribed shall, after the third six months of experience, become entitled to this wage rate:		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	254,15	279,57

	Column A	Column B
	Per week	Per week
(4) RATIO	R	R
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
CLAUSE 4: 'PLATNATE' AND 'DOPPERS'		
<i>Note.</i> — 'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking.....	285,53	314,08
(ii) Machining by power.....		
Machining other than by power.....	255,80	281,38
Other Closing department operations.....		
(iii) Sole cutting by power.....	337,86	371,65
Sole cutting other than by power.....		
(iv) Pulling over by hand and/or hand-lasting.....	254,15	279,57
Stitching by hand.....		
(v) Edge trimming by power.....	288,18	317,00
Edge trimming other than by power.....		
(vi) Pairing and/or size marking.....	254,15	279,57
(vii) Any operation other than those specified in (i) to (vi) hereof.....		
(2) LEARNERS		
<i>According to experience:</i>		
First six months.....	158,41	174,25
Second six months.....	178,48	196,33
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers.....	254,15	279,57
(4) RATIO		
For every three employees receiving not less than R254,15 per week there may be employed not more than one employee at a wage of less than R254,15 per week.		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations."		
	Kolom A	Kolom B
	Per week	Per week
	R	R
(iii) Uitsnydings met 'n uitsnymasjien van die Westerntipe en outomatiese multipons-/uittandmasjien/gang-banduitponsing.....	261,38	287,52
(iv) Patrone uitreik.....		
Splitsmasjien bedien.....	285,98	314,58
(v) Nommers stempel en/of verf.....		
Acme-agterstukke aanbring.....	254,15	279,57
(C) STIKAFDELING		
Gekwalifiseerde werknemers in diens vir:		
(i) Puritan-masjienwerk.....		
(ii) Leerstroke op boeler met buitessoolstikmasjiene stik.....	313,38	344,72
(iii) Proefnaaimasjien.....	296,40	326,04

	Kolom A	Kolom B
	Per week	Per week
	R	R
(iv) Ander masjienwerk:		
(a) Alle stikwerk aan bas- en chroomgelooid splitleer, bas- en half-chroomgelooid kalfsvél-, suède- en chroomgelooid kalfsvélvoeringmasjien Wit kalfsvél wat ten volle chroomgelooid is vir die vervaardiging van slegs eenstukleerskoene, bluchers en velskoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika gelooi)	255,80	281,38
(b) Werkzaamhede in verband met ander soorte leer as dié in (a) gespesifiseer:		
Voorstukke vasstik		
Plat bindwerk met 'n masjien		
Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien stik		
Oorskoene masjineer (hele oorskoene)		
Fantasieskoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte)		
Fantasiemasjienwerk volgens die saamhoustelsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers		
Rantwerk of enige werkzaamheid met natooimasjien uitgesonderd Derby-sykante van die Oxford en Derby patroon	268,82	295,70
Voorstukke van skoene vasstik met hielstukke oor die voorstukke		
Bediener van 'n vervoerbandkonsole wat individuele bedieners voer		
(c) Werkzaamhede, uitgesonderd dié in (a) en (b) hierbo gespesifiseer, met inbegrip van die aanbring van bindstukke vir Franse bindwerk op plat- of afwerkmasjiene en die vasryg van twee boonste komponente met die hand om 'n naat te vorm, insluitende om 'n naat te vorm, insluitende keuring vir gehalte		
(d) Alle werkzaamhede in verband met kinderskoel tot No. 1 1/2		
Alle leerpantoffels (vir mans, vroue en kinders)	255,80	281,38
Alle werkzaamhede in verband met swart of bruik kalfsleer (uitgesonderd stikwerk aan oorskoene, fantasiewerk en werk aan skoeisel vir mynwerkers en/of wskoel van die mynwerkerstipe)		
(v) Vetergate maak, klinkwerk doen, perforeerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien en plooiwerk met 'n masjien doen	268,82	295,70
(vi) Omdopping		
Bindwerk omdraai		
Knope aanwerk		
Knoopsgate maak		
Vasrygwerk		
Handponswerk		
Portugese naatmaak		
Stutte en bande aanwerk	254,15	279,57
Naatvryfwerk		
Naatplatslaanwerk		
Strikke en gespes met die hand of 'n masjien vaswerk		
Syskermdrukwerk		
Tafelwerkers		
Die laai van ander stikvervoerders, maar uitgesonderd 'n bediener van 'n vervoerbandkonsole (wat individuele bedieners voer)		
(D) SOOL-EN-HAKAFDELING		
Klas I-werkzaamhede		
Gekwalifiseerde werknemers in diens:		
(i) Om sole uit leer te sny		
Om ongegradeerde en ongestempelde voorrade te sorteer, te ondersoek en te pas	406,95	447,65
Om gegradeerde en gestempelde voorrade te sorteer en te ondersoek		
(ii) Om binnesole, verstywers, deurlopers, middelsole en neusverstyngs uit ander leer as splitleer te sny, en om sole uit ander materiaal as leer te sny	358,03	393,83
Om gefatsoeneerde rubbersole op 'n pers dunner te maak		
[Getaalverhouding. — Kyk subklousule (P).]		
Klas II-werkzaamhede		
Gekwalifiseerde werknemers in diens vir:		
(i) Groefsnijwerk:		
Kantstrookies aan binnesole vasnaai	294,49	323,94
Ander werk		
(ii) Perssnijwerk uitgesonderd dié in Klas I	302,79	333,07
(iii) Monteerwerk uit voorrade, afgesien daarvan of dit gesorteer en/of gegradeer is of nie		
Ribbes aanbring aan binnesole waarvan kantstrookies genaai is		
Klapsplitwerk		
Versterkings en bande aanbring	285,98	314,58
Hakvormwerk		
Hakke maak		
Hakke pers		
Polydraad in slaan		
Sole en binnesole afrond		
Met 'n outomatiese masjien groewe in sole maak, en sole grof en dunner maak	285,98	314,58
Punte vul		
[Getaalverhouding. — Kyk subklousule (P).]		

	Kolom A	Kolom B
	Per week	Per week
	R	R
Klas III-werksaamhede		
Gekwalifiseerde werknemers in diens vir:		
Groewe oopsny		
Rande bedek		
Rande afwerk		
Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word		
Buigwerk		
Binnesole afwerk		
Groewe in binnesole maak		
Gleuwe in binnesole maak		
Binnesole merk		
Haklagies en/of hakstrokies vasspyker		
Rande omkeer		
Skuurwerk in perskamer		
Brugstukke aanmeakaarsit	254,15	279,57
Brugstukke giet		
Skaafwerk		
Nommers stempel		
Sole, binnesole en verstywers giet		
Sole en binnesole splits		
Soolgradeermasjien bedien		
Sole vir aanplakwerk rofmaak		
Rubberlym aansmeer		
Beitswerk en/of inwerk aan binnesole		
Was aan hakkappe smeer en dit krimp		
Kantstrokies berei		
[Getalsverhouding. — Kyk subklousule (P).]		
(E) MAAKAFDELING		
Klas I-werksaamhede		
Gekwalifiseerde werknemers in diens vir:		
(i) Oortrekwerk, Consol-leeswerk en/of Littleway-leeswerk:		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgeheg	406,95	447,65
(b) Klinkwerk en/of klink- en stikwerk, uitgesonderd in verband met skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe en militêre stewels	358,03	393,83
(c) Gekombineerde oortrekwerk en leeswerk aan voorkante	406,95	447,65
(d) Alle ander grade		
(ii) Leeswerk aan beddings (slegs neuse):		
(a) werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	406,95	447,65
(b) Ander werk		
(iii) Leeswerk aan hakbeddings en kante met enige masjien:		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	324,60	357,06
(b) Ander werk		
<i>Opmerking.</i> — As daar van 'n leesmasjienbediener vereis word om die hakbeddings en/of kante en neuse van stewels of skoene te lees, met die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.		
As daar van 'n oortrek- en/of Consol-leesmasjienbediener vereis word om op 'n bepaalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.		
(iv) Hele sole met 'n krammasjien vassit	291,80	320,98
Randsole vaskram		
(v) Kantstrokies vasnaai		
(vi) Ruwe afronding:		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	406,95	447,65
(b) Buitenaatskoene		
(c) Ander werk		
(vii) Sole vasnaai met enige masjien		
(viii) Sole vasstik:		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit		
(b) Buitesole aan middelsole van Indiërsandale op 'n No. 6-tuigstikmasjien stik en middelsole of deurlopers aan die boeler van die mokassintipe skoeisel stik	358,03	393,83
(c) Ander werk	406,95	447,65
(ix) (a) Boeler aansole op 'n lees vaskram		
(b) Boeler aan sole op 'n lees met gare vaswerk		
(c) Neuse van buitenaatskoene vorm		
(d) Buitesoolbedekkings met 'n masjien aanvee	291,80	320,98
(e) Leeswerk op 'n Kamborian-masjien		
(f) Touleeswerk met die hand		

	Kolom A	Kolom B
	Per week	Per week
	R	R
(x) Klopwerk:		
(a) Werk in verband met kanstrookies, uitgesonderd kantstrookies met krammetjies vasgesit	341,31	375,44
(b) Skoeisel vir mynwerkers en skoeisel vir mynwerktipe en stewels van die militêre tipe	374,06	411,47
('Stewels van die militêre tipe' beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kontrak gemaak word.)		
(c) Ander werk.....	341,31	375,44
Opmerking.—Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.		
(xi) Keuring	406,95	447,65
<i>Getalsverhouding.—Klas I-werksaamhede: Maakafdeling:</i>		
(a) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat oortrekwerk, masjienleeswerk en/of leeswerk aan beddings (uitgesonderd leeswerk aan hakbeddings en kantstukke), naaiwerk aan kantstrookies en-of sole, stikwerk en ruwe afrondingswerk verrig, mag daar hoogstens een leerling in diens geneem word.		
(b) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat ander werksaamhede verrig as dié in (a) vermeld, mag daar een leerling in diens geneem word.		
(c) Gedeelte van drie' in (a) en (b) bedoel, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeel is.		
Klas II-werksaamhede		
Gekwalifiseerde werknemers wat—		
(i) sole op boleer in posisie plaas met vooraf afgewerkte kantstrokie met 'n verlengde rand	311,37	342,51
(ii) vooraf afgewerkte sole in posisie plaas voordat en/of wanneer dit met 'n pers vasgelym word	302,79	333,07
(iii) vaslymwerk verrig:		
Sole tegelykertyd op boleer en pers in posisie plaas		
Sole op voorkant en hakbedding van boleer in posisie plaas voordat dit gepers word	285,98	314,58
'n Pers bedien, waar sole vooraf in posisie geplaas is (kyk Klas III vir vasspyker van siegs hakbedding)		
Sole met 'n ander masjien as 'n snelstikmasjien aanmeekaarsit voordat dit aan die skoene vasgeheg word, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe		
Buitenaatskoene aanmeekaarsit of oortrek		
Oortollige boleer-, binnesool- en deurlopermateriaal op buitenaatskoene afsny voordat sole vasgeheg en/of ru afgerond word		
Dikkopspykers met die hand of 'n masjien inslaan		
Neusplate en hakskerms met die hand of 'n masjien aanbring		
Hakke aansit		
Soolknoppies en dwarsstrookies aan voetbalstewels sit		
Gelykmaking met die hand, uitgesonderd buitenaatskoene		
Binnenate afwerk		
Voegwerk (voering skoonmaak en boleer oor voeë vasspyker)	285,98	314,58
Voorkante van middelstukke los vasspyker of vaspen		
Louis-klappe met die hand afwerk		
Gelykmaking met 'n masjien		
Vasskroefwerk		
Masjiengenaai, geklinkte en gestikte sole vassit		
Sole aanplak met kleefmiddels deur 'n masjien verhit		
Hoeke van verstywers maak en verstywers vasspyker		
Steke skei		
Draadspykerwerk		
Hakbeddings vorentoe vasspyker		
Rofmaak van boleer		
Middelstukke kleiner maak nadat dit genaai is		
Houthakke pas		
Kantstrookies uitklop en skaaf		
Kantstrookies met 'n aftrekwieltjie versier		
Kantstrookies met 'n masjien aan hakstrookies heg		
Polydraad inslaan en polydraad bondelsgewys inslaan		
Kantstrookies of sierstrookies, hetsy vertikaal of horisontaal of 'n kombinasie daarvan, met die hand of 'n masjien vasheg	285,98	314,58
Voorgietwerk aan agterkant en middelstuk		
Agterkante fatsoeneer		
(iv) Vulkaniseerproses:		
Sole aan geleeste boleer vulkaniseer		
Kantstrookies met 'n masjien aan hakke heg		
Sooleenhede giet		
Klas III-werksaamhede		
Gekwalifiseerde werknemers in diens vir:		
Klopwerk		
Verhardingsharse aan neusverstywing met 'n masjien aanbring		

	Kolom A	Kolom B
	Per week	Per week
Ondersole vul..... Groewe toemaak en rande oplig..... Spykers voer aan 'n masjien wat hakke vassit..... Buitenate met die hand gelykmaak..... Hakke oortrek..... Verstywers en neusverstywings insit..... Louis-hakklappe klamp en Louis-hakke gladmaak..... Louis-hakklappe met die masjien afwerk..... Aweregse bevestiging van boleer op hakbedding..... Hakbeddings vasspyker en/of vaspen..... Hakbeddings afrond..... Brugstukke aansit..... Sool aan hakbedding spyker vir vaslymproses..... Aansmeer vir rubberlym, bevochtiging en vasplak..... Dikkopspyker sorteer..... Soollewerk in verband met kantstrokies en/of rubbersole..... Deurlopers en middelsole aan sole vasspyker of vassit..... Spykers uittrek..... Onderwerk van lees vasspyker..... Spykers inslaan in agterstukke voordat dit oorgetrek word op skoene met toe agterstukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die hakbedding geplaas word (kyk tekening).....	R	R
254,15 279,57		
 Spykers inslaan in sandaal-agterstukke, waar geen verstywers ingesit word nie..... Bostukke aan buitenaatskoene en sandale vasspyker..... Alle ander draadkramwerk..... Boleer vaskram nadat kantstukke gelees is..... Boleer afwerk..... Pastilleer en granuleer van plastiek..... [Getalsverhouding. — Kyk subklousule (P).]	254,15	279,57
HANDLEESWERKSAAMHEDE Gekwalifiseerde werknemers in diens vir: (i) Oortrekwerk met die hand en/of handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe..... <i>Opmerking.</i> — Daar is geen kwantum of aanvullende loon vir handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe nie. (ii) Ander oortrekwerk met die hand en/of handleeswerk, met inbegrip van geforseerde leeswerk aan mokas-sin tipe skoene..... Handleeswerk aan hadbeddings van buitenaatskoene..... Handleeswerk by die vervaardiging van houtsoolskoene..... Bankwerk soos klinkwerk, die aansit van sole en/of hakke met die hand, met inbegrip van rubberhielstuk punte..... Leerbandjies aan houtsole vasspyker..... [Getalsverhoudinge. — Hoogstens een leerling mag in diens geneem word vir elke gekwalifiseerde werknemer wat werksaamhede gespesifiseer in (i) en (ii) verrig.]	361,34	397,47
285,98 314,58 285,95 314,58		
(F) AFWERKAFDELING Klas I-werksaamhede Gekwalifiseerde werknemers in diens vir: (i) Gladsny van rande: (a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels..... Rubbersole en rubberkomposisiesole..... Kinderskoeisel, alle nommers tot en met No. 1½..... Alle pantoffels (vir mans, vroue en kinders)..... Buitenaatskoeisel uit swart en bruin kalfsleer vervaardig..... (b) Alle ander werk.....	358,03	393,83
406,95 447,65		

	Kolom A	Kolom B
	Per week	Per week
	R	R
(ii) Afwerk van rande:		
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels.....		
Deurloop-middelsole.....	291,80	320,98
Middelstukke en/of bostukke.....		
Kinderskoeisel, alle nommers tot en met No. 1½.....		
Alle pantoffels (vir mans, vroue en kinders).....		
Buitenaatskoeisel uit swart- en bruin kalfsleer vervaardig.....		
(b) Outomatiese randafwerkmasjiene, alle grade.....	358,03	393,83
(c) Alle ander werk.....		
(iii) Afwerk van hakke.....	291,80	320,98
(iv) Keuring.....	406,95	447,65
[Getaisverhouding. — Kyk subklousule (P).]		
Klas II-werksaamhede		
Gekwalifiseerde werknemers in diens vir:		
Betingslagwerk met die hand of 'n masjien.....		
Skuur van ondersole.....		
Skuur van hakke.....		
Spuutwerk aan hakke.....		
Uitholwerk.....		
Volledige afwerking met die hand.....		
Gladsny van bostukke.....		
Loopvlak van skoene met 'n aftrekwieltjie versier.....	285,98	314,58
Stryk van Louis-klappe.....		
Platvryf van rande en ondersole, herstel van gebreke aan rande, hakke, middelstukke en hoeke van ondersole en afwerk van rande.....		
Hakbedding met aftrekwieltjie versier.....		
Merk van rand van voorkant of middelstuk van sool met 'n masjien of handgereedskap, hetsy voor of nadat ondersole met was gesmeer of gepoleer is (E. 'Top ironing').....		
Kantstrook met aftrekwieltjie versier.....		
Versierende veerstikwerk met die hand nadat die sool permanent aan die boeler geheg is.....		
[Getaisverhouding. — Kyk subklousule (P).]		
Klas III-werksaamhede		
Gekwalifiseerde werknemers in diens vir:		
Borsel, opstop en/of bruining.....		
Gedrewe werk op sole doen.....		
Skuurwerk met die vingers.....		
Afronding van hakvoorn.....		
Inwerk, beitswerk, waswerk en bevogting.....	254,15	279,57
Die insit, uittrek en wegbêre van leeste.....		
Uitholwerk (verwydering van lip rondom onder kant van sool).....		
Die afvryf van rande en ondersole.....		
Eksudaatverwydering en/of naatpoetsing.....		
Vervoerbande laai.....		
[Getaisverhouding. — Kyk subklousule (P).]		
(G) SKOENMAKER		
Gekwalifiseerde werknemers in diens vir:		
Wassmering.....	344,50	378,95
Keuring.....		
Herstelwerk en lakleerskoeisel.....		
Bosseleer- en/of stempelwerk.....		
Verpakking in dose.....		
Afwerking en/of sortering volgens nommers.....		
Afwerking met sproeispuut.....		
Poleerwerk en skoonmaak met die hand.....		
Strykwerk.....	254,15	279,57
Etiketterming.....		
Voeringafwerking.....		
Stempel van nommers op skoeisel.....		
Inset van binnesole.....		
Beskrywing en nommers op etikette stempel.....		
Hielstukvorming met 'n masjien.....		
Gladmaak van binnesole voordat dit ingesit of in dose verpak word.....		

	Kolom A	Kolom B
	Per week	Per week
	R	R
(H) MEULKAMERWERKSAAMHEDE		
Gekwalifiseerde werknemers in diens vir:		
(i) Groep 2		
'n Kalandermasjien bedien.....		
Lotte massameet en chemikalieë bymekaarmaak		
Uitpersmasjien bedien		
'n Oop mengmeul met 'n wydte van minstens 1,52 m bedien		
'n Binnemenger bedien	260,21	286,23
Bladrubber volgens maat in platblokke vorm (rekmengsel)		
'n Oop mengmeul met 'n wydte van minder as 1,52 m maar minstens 1,01 m bedien		
Mengsel warmmaak op oop meul		
'n Hidrouliese pers bedien		
Splitmasjien bedien		
(ii) Groep 1		
Sole en hakke uitrek		
Ru-stukke met 'n pers uitsny (uitsnywerk)		
'n Outoklaaf bedien		
Massameter bystaan		
Gietforms nagaan		
'n Oop mengmeul met 'n wydte van minder as 1,01 m bedien		
Mengsel fynmaak, in plate vorm, kraak of breek		
Fynskuur- of afskuurmasjienwerkzaamhede		
Rubber in 'n kalandervorm (rekmengsel voer)		
Afvalmateriaal met 'n masjien maal		
Gietvorms skoonmaak	254,15	279,57
Afwerking		
Ru-stukke volgens vasgestelde standaarde sny en massameet		
Uitpers in bakke		
Bale sny		
Chemikalieë, fyngeskuurde en gemaalde stukke sif		
Bale sjabloneer of merk		
Poeier aanwend		
Sole en hakke verpak		
Granulering		
'n Kalandervediener bystaan		
'n Indoopmasjien bedien		
(Getalsverhouding. — Vir elke drie gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)		
(I) HOËFREKWENSIESMEEWERK		
Gekwalifiseerde werknemers in diens vir:		
(i) Hoëfrekwensiesmewerk, vooraf gesnyde boleer bosseleer	267,10	293,81
(ii) Hoëfrekwensiesmewerk, bosselering saam met die sny van boleer (snysmewerk)	423,66	466,03
(iii) Hoëfrekwensiesmewerk, die bosselering van binnesole en ander komponente	254,15	279,57
(iv) Hoëfrekwensiesmewerk, saam met die sny van binnesole en ander komponente	294,49	323,94
(Getalsverhouding. — Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)		
(J) VLOEVORMINGSWERK		
Gekwalifiseerde werknemers in diens vir:		
(i) Die vloevorming van vooraf gesnyde boleer		
(ii) Die vloevorming van vooraf gesnyde binnesole		
(iii) Vloevormingswerk waar die boleer in vloei-bare vorm voorkom	267,10	293,81
(iv) Kleuraanwending aan vorms voor die vloevormingswerk		
(v) Vormvervaardiging van vorms vir vloevormingswerk uit silikoonrubber of 'n ander geskikte materiaal		
(Getalsverhouding. — Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)		
(K) INSPIJTVORMING OF GIET VAN STOWWE WAT VIR VERSOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD		
Gekwalifiseerde werknemers in diens vir:		
Insputvorming van eenhede aan boleer wat op 'n lees vasgewerk is of wat met tou aan 'n lees vasgewerk is of van sooleenhede:		
(a) Waar een werknemer met 'n insputvormmasjien werkzaam is	285,98	314,58
(b) Waar twee werknemers met 'n insputvormmasjien werkzaam is, moet elkeen soos volg betaal word		
(c) Waar meer as twee werknemers met 'n insputvormmasjien werkzaam is, moet elkeen soos volg betaal word	254,15	279,57
(Getalsverhouding. — Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)		

	Kolom A	Kolom B
	Per week	Per week
(L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHULP VAN 'N ANDER TOESTEL	R	R
Gekwalifiseerde werknemers in diens vir:		
(i) Touleeswerk aan boeler van doekmateriaal	285,98	314,58
(ii) Touleeswerk aan sintetiese boeler		
(Getaalverhouding. — Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)		
(M) HOUTEENHEIDVERVAARDIGING		
Werkzaamhede waarvoor daar in geen ander seksie van klousule 1 van Aanhangel A van Deel II voorsiening gemaak word nie:		
(a) Die vervaardiging van oorgetrekte of onoorgetrekte hout hakke (insluitende die prosessering van gelamel- leerde gelaagde oortreksels):		
Gekwalifiseerde werknemers in diens vir:		
(i) Masjienopstelwerk om die outomatiese of half-outomatiese werking van alle masjiene in hierdie seksie te verseker	302,79	333,07
(ii) Ru-stukke sny voor lamellering by die voorbereiding van gelaagde hakoortreksels		
(iii) Die skuur-, sementering, in posisie plaas en pers van ru-stukke voor die sny of sny met 'n guillotine van gelaagde hakoortreksels	254,15	279,57
(iv) Gelamelleerde ru-stukke sny of met 'n guillotine sny om hakoortrekmateriaal te produseer	302,79	333,07
(v) Hakoortreksels volgens 'n patroon sny uit gelaagde hakoortrekmateriaal		
(vi) (aa) Hout in lengtes dwarssaag		
(ab) Hakke en hakvoorlyne vorm met gebruikmaking van patroonplate en/of setmate en/of leirame		
(ac) Sny of skuur om die helling van hakke reg te kry, met gebruikmaking van patroonplate en/of setmate en/of leirame	254,15	279,57
(ad) Hakke uithol om hakbeddings aan te sit		
(vii) Hakke en hakoortreksels sementeer		
(viii) Hakoortreksels aan hakke puntsweis en vaspers		
(ix) Hakoortreksels afwerk		
(x) Bostukke vassit	285,98	314,58
(b) Die vervaardiging van houteenhede met of sonder hakke:		
Gekwalifiseerde werknemers in diens vir:		
(i) Die selekteer en/of skaaf van rouhout		
(ii) Die meet, merk en saag van hout in vereiste lengtes	254,15	279,57
(iii) Die merk van boonste en kantaansig vir profielsny van eenheid		
(iv) Die sny en fatsoeneer uit hout van 'n gekombineerde eenheid wat 'n voetvormige basis vorm en die sny van sieruitsnydings op die basis	285,98	314,58
(v) Die sny of uitskaaf van 'n rand gedeeltelik of heeltemal rondom 'n houteenheid om leeswerkrand te versink		
(vi) Die sementteer of rubberlyn en lamineer van twee of meer stukke hout om finale substansie te vermeerder	254,15	279,57
(vii) Die posisie plaas en pers van vooraf afgewerkte of onafgewerkte sole aan houteenhede	285,98	314,58
(viii) Die rubberlyn om sementteer en vassit van hakstukke aan sole voor vassit aan houteenhede, mits sodanige stukke nie groter is as die substansie van die sole nie	254,15	279,57
(ix) Die vassit van bostukke aan hakke	285,98	314,58
(x) (aa) Die skuur van eenhede met 'n outomatiese masjien voor of na die vassit van die sole	254,15	279,57
(ab) Die skuur van eenhede met die hand voor of na die vassit van die sole	285,98	314,58
(xi) Die poleer van eenhede met skuurpapier en/of was na die aanwending van vernis, verf of spuitverf of tussen die aanwending daarvan	254,15	279,57
(xii) Keuring vir gehalte	344,50	378,95
(xiii) Die herstel van eenhede		
(xiv) Die stempel van nommers		
(xv) Die vernis, verf, spuitverf of indoop van eenhede	254,15	279,57
(xvi) Die vassit van dekoratiewe soolknoppies en/of spykers en/of klinknaels en/of hegspykers aan eenhede na leeswerk		
(N) LEERLINGE		
(i) Leerlinge wat die werkzaamhede verrig wat in klousule 4 van deel II bedoel word — volgens ondervinding:		
Eerste ses maande	211,23	323,35
Tweede ses maande	234,70	258,17
Derde ses maande	259,37	285,31
Vierde ses maande	278,93	306,82
Vyfde ses maande	312,99	344,29
Daarna, die voorgeskrewe loon.		
(ii) Leerlinge in Klas III in die Sool-en-hakafdeling en die Maak- en Afwerk-afdelings, volgens ondervinding:		
Eerste ses maande	158,46	174,31
Tweede ses maande	178,50	196,35
Derde ses maande	199,46	219,41
Daarna, die voorgeskrewe loon.		

	Kolom A	Kolom B
	Per week	Per week
(iii) Leerlinge wat die werksaamhede verrig wat in subklousule H bedoel word, volgens ondervinding:	R	R
Eerste ses maande	158,46	174,31
Tweede ses maande	178,50	196,35
Daarna, die voorgeskrewe loon.		
(iv) Ander leerlinge, volgens ondervinding:		
Eerste ses maande	158,46	174,31
Tweede ses maande	178,50	196,35
Derde ses maande	199,46	219,41
Vierde ses maande	222,86	245,15
Vyfde ses maande	252,29	277,52
Daarna, die voorgeskrewe loon.		
Met dien verstande dat—		
(i) 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het;		
(ii) 'n leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem word as dié wat vir iemand met sy ondervinding voorgeskryf is, inkrementele betaal moet word asof hy volgens ondervinding geregtig is om die loon te betaal te word waarteen hy in diens geneem is;		
(iii) leerlinge in die Stikafdeling en die Skoenkamer—		
(aa) na die derde ses maande ondervinding geregtig is op 'n loon van R254,15 per week indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;		
(ab) na die vierde ses maande ondervinding geregtig is op 'n loon van R216,43 per week of R296,40 per week of R313,58 per week indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;		
(iv) leerlinge in die Uitsnyafdeling wat nommers stempel en/of verfwerk doen en/of acme-agterstukke aanbring, na die derde ses maande ondervinding geregtig is op 'n loon van R254,15 per week.		
Werwing van 'n leerling vir 'n Klas-I of Klas II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as daar geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werknemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word.		
(O) ALGEMENE WERKERS		
Algemene werkers	254,15	279,57
(P) GETALSVERHOUDING		
(i) Klas I-werksaamhede in die Sool-en-hakafdeling en die Afwerkafdeling		
Vir elke drie of gedeelte van drie gekwalifiseerde werknemers vir Klas I-werksaamhede in sowel die Sool-en-hakafdeling as in die Afwerkafdeling verrig, kan daar hoogstens een leerling in diens wees.		
'Gedeelte van drie' beteken 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeeltes is.		
(ii) Klas II-werksaamhede in die Sool-en-hakafdeling van die Maak-en die Afwerkafdelings		
Vir al hierdie werksaamhede gesamentlik mag daar hoogstens een leerling vir elke drie of gedeelte van drie gekwalifiseerde werknemers in diens wees.		
'Gedeelte van drie' beteken vir hierdie doel 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeeltes is.		
(iii) Klas III-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdelings		
Vir al hierdie werksaamhede gesamentlik mag daar hoogstens twee leerlinge vir elke gekwalifiseerde werknemer in diens wees.		
(Q) MELK		
Daar moet 'n halwe liter melk per dag verskaf word aan alle werknemers in die melkkamer en alle werknemers wat perssnywerksaamhede verrig.		

KLOUSULE 2: SKOEISEL SOOS HIERONDER GESPEFISEER

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

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

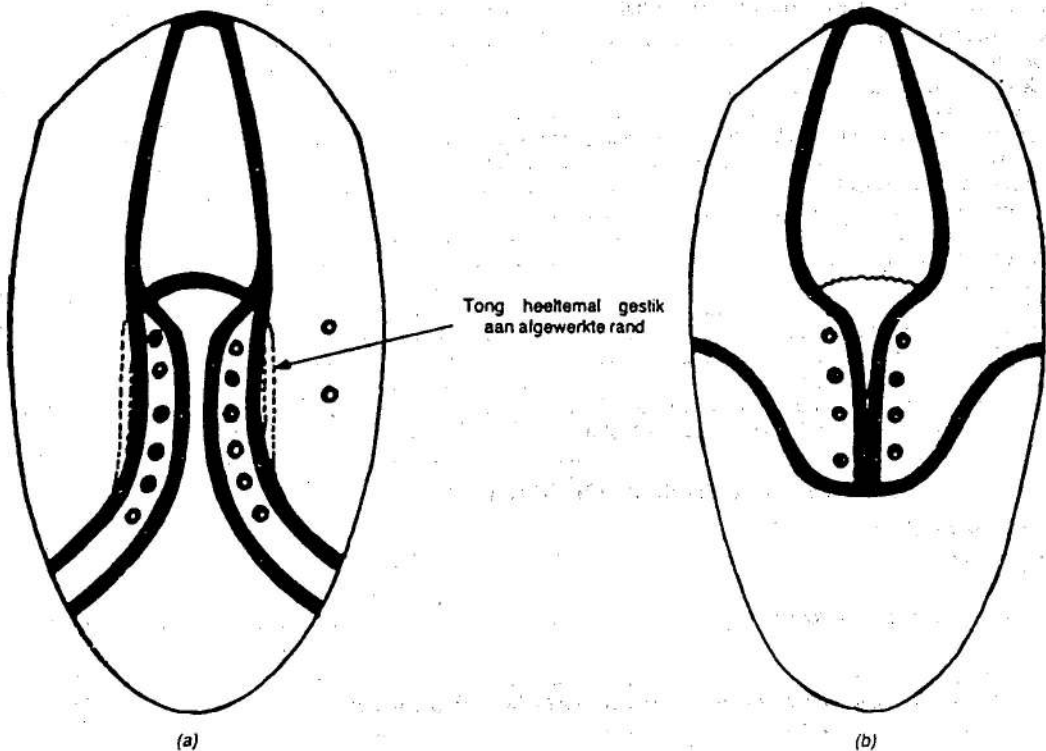
- die sool moet bestaan uit rubber wat of in 'n outoklaaf ge vulkaniseer of regstreeks gegiet is;
- die skoeisel soos omskryf aan die voet gehou kan word deur dit vas te ryg deur metaal-/of nie-metaalogies wat gewoonlik bo-op die boeler sit soos weergegee in Afbeelding 1 (a) en (b);

- (iii) waar skoolknope of balkies verskaf word, hulle hoogstens ses millimeter onder die sool moet uitsteek;
- (iv) waar daar 'n hak is, dit hoogstens ses millimeter, gemeet vanaf die oppervlakte van die sool by die middelstuk, moet uitsteek;
- (v) gemelde bindwerk uit seildoek vervaardig moet wees maar dat die massa daarvan minder as 400 gram per vierkante meter mag wees.

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

Groep 3.—Skoeisel wat ten volle gegiet is.

Groep 4.—Seildoeksandale.



	Kolom A	Kolom B
	Per week	Per week
(1) LONE	R	R
A. TOERYGSTEWELS VAN RUBBER		
Gekwalifiseerde werknemers in diens vir:		
(i) Die merk en/of sny van tekstielstowwe.....	377,62	415,38
(ii) Die sny van rubberboleer.....	294,49	323,94
(iii) Die sny van kleedstof met rubber geïmpregneer.....		
(iv) In die Stikafdeling:		
(a) Stik van boleer.....	268,82	295,70
(b) Stik van voering.....		
(c) Die maak van vetergate.....		
(d) Tonge poleer.....		
(e) Tonge insit.....	254,15	279,57
(f) Tonge vassit.....		
(g) Tafelwerkers.....		
(v) Alle soolsnywerkzaamhede, hetsy met die hand of 'n pers.....	361,31	397,47
(vi) Alle ander perssnywerkzaamhede (slegs onderwerk).....	254,15	279,57
(vii) Handleeswerk (d.w.s. die oortrek van die bereide boleer oor die lees en die vassit daarvan aan die binnesool.....	285,98	314,58

	Kolom A	Kolom B
	Per week	Per week
	R	R
(viii) Binnesole vassit		
(ix) Materiaal rondom die lees plaas		
(x) Sole vassit		
(xi) 'n Outoklaaf bedien		
(xii) Rubberlymwerk met die hand	254,15	279,57
(xiii) Rubberlymwerk met 'n masjien		
(xiv) (a) Die giet van sole, hakke en/of sool- en hakeenhede		
(b) Die giet van stewels, uitgesonderd in 'n outoklaaf		
(xv) Die inslaan van dikkopspykers	285,98	314,58
(xvi) Die rofmaak van sole		
(xvii) Die rofmaak van boleer		
(xviii) Die gladsny van rande		
(xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is		
(xx) Die insit van veters		
(xxi) Die uittrek en sortering van leeste		
(xxii) Die regsny van voerings		
(xxiii) Boleer rol	254,15	279,57
(xxiv) Steunstukke sny en/of insit		
(xxv) Poets		
(xxvi) Skoonmaak		
(xxvii) Nommers op voerings stempel		
(xxviii) 'n Trolle vir die outoklaaf laai		
(xxix) Pare uitsoek		
(xxx) Deurlopende binnesole of bedekkings vir binnesole vassit		
(xxxi) Alle werksaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie		
(xxxii) Algemene werkers	254,15	279,57
B. ANDER SKOEISEL IN HIERDIE SEKSIE		
Gekwalifiseerde werknemers in diens:		
(i) In die Boleersnyafdeling:		
Groep 1:		
Merk en/of sny (uit seildoek of kleedstof)	377,61	415,37
Groep 2:		
Die snyer bystaan		
Rubberstewels merk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer)	254,15	279,57
Nommers merk		
(ii) In die Stikafdeling:		
Groep 3:		
Steunstukke vassit		
Nommers op voerings stempel	254,15	279,57
Drade afknip		
Alle ander Stikkamerwerksaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk	262,82	295,70
(iii) In die Onderwerkdafdeling:		
Groep 4:		
Die sny van sole uit rubber met 'n pers of met die hand	361,34	397,47
Groep 5:		
Die sy of uitpers van ru-stukke vir die giet van sole en/of hakke	254,15	279,57
Groep 6:		
Alle ander perssnywerksaamhede	254,15	279,57
(iv) In die Maakafdeling:		
Groep 7:		
Vulmateriaal vir binnesole aanbring		
Nommers op binnesole stempel		
Handleeswerk, die vassit van rubbersole met die hand	254,15	279,57
Sole aan boleer vulkaniseer		
Rubberlym met die hand of 'n masjien aanbring		
Montering		
Regstreekse giet van sole aan seilboleer	267,10	293,81
Insputgiet van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of van sooleenhede:		
(a) Waar een werknemer met 'n insputgietmasjien werksaam is		
(b) Waar twee werknemers met 'n insputgietmasjien werksaam is moet elkeen soos volg betaal word	285,98	314,58
(c) Waar meer as twee werknemers met 'n insputgietmasjien werksaam is, moet elkeen soos volg betaal word		

	Kolom A	Kolom B
	Per week	Per week
	R	R
Op lees met tou vaswerk	267,10	293,81
Leeswerk op 'n Kamborian-masjien	294,49	323,94
Leeswerk van hakbeddings en kante met enige soort masjien	327,61	360,37
Gekombineerde oortrek- en puntleeswerk	410,71	451,78
(v) Groep 8:		
Dikkopspekers met die hand of 'n masjien inslaan	285,98	314,58
(vi) Groep 9:		
Agterstroke vassit		
Sierstrookies vassit		
Binnesole vassit		
Voering aan boleer vassit		
Sementering		
Sole skoonmaak		
Sierstrookies sny		
'n Vervoerband voer		
Granulering		
Neusverstywers insit		
Beheer rol	254,15	279,57
Leeste uittrek		
Sole rol		
Leeste verskaf		
Boleer regsny		
Pastelle massameet om regstreeks gegiet te word		
Werk met aftrekwieletjie		
Nagaan- en herstelwerk		
Rande skuur		
Syskermdrukwerk		
(vii) Werksaamhede nie in (i) tot (vi) hierbo gespesifiseer nie	254,15	279,57
(viii) Algemene werkers	254,15	279,57
(2) LEERLINGE IN DIENS IN VERBAND MET WERKSAAMHEDE IN SUBKLOUSULE (1) A EN B BEDOEL (UITGESONDERD ALGEMENE WERKNEMERS)		
Volgens ondervinding:		
Eerste ses maande	158,41	174,25
Tweede ses maande	178,50	196,35
Daarna, die voorgeskrewe loon.		
Met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.		
(3) GETALSMATERIE		
(a) Voordat 'n leerling in diens geneem mag word vir enigeen van die werksaamhede in subklousule (1) A bedoel, moet daar een gekwalifiseerde werknemer in diens wees, en vir elke een gekwalifiseerde werk- nemer wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.		
(b) Voordat 'n leerling in diens geneem mag word in enigeen van die nege groepe werksaamhede in subklou- sule (1) B bedoel, moet daar een gekwalifiseerde werknemer in daardie groep in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.		
(4) DIFFERENSIËLE WERK		
'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word.		
(5) WOORDOMSKRYWING		
Vir die toepassing van hierdie klousule—		
omvat "rubber" 'n natuurlike en sintetiese rubber asook alle termoplastiese organiese stowwe of verbindings daarvan;		
beteken "seildoek" 'n kledstof gewef van garingdraad wat vervaardig is van katoen en/of kunsvesel wat dieselfde voorkoms het as katoenstof, welke stof, versterk of onversterk, hoogstens 1,36 millimeter per 1 kilopascal of 1,32 millimeter per 5 kilopascal is, en sy massa minstens 400 gram per vierkante meter en sy eienskappe sterkte en stewig is;		
is "een kleur" 'n algeheel natuurlike of gebleikte kleur of 'n soliede kleurskakeling of kleurtoon.		

	Kolom A	Kolom B
	Per week	Per week
KLOUSULE 3: PANTOFFELS, WAARVAN DIE BOLEER VAN ANDER STOWWE AS LEER GEMAAK IS	R	R
(1) LONE		
Gekwalifiseerde werknemers in diens vir:		
A. Boleer snyafdeling:		
(i) Sny van boleer	377,49	415,24
(ii) Sny van binnesole en/of sny van voerings	294,49	323,94
(iii) Inmeekaarsit van boleer	294,49	323,94
(iv) Merk en/of stempel	254,15	279,57
B. Masjienstikafdeling:		
(i) Neuse, krae, nate, omboorsel, tonge, binnesole en stopsels vasstik, knoopsgate maak en knope aanwerk	255,80	281,38
(ii) Boleer, binnesole, stopsels en sagte sole met 'n masjien aanmeekaarsit	268,82	295,70
(iii) Gomlastiekgebonde rande van boleer aan sagte sole met 'n masjien vasstik	268,82	295,70
C. Sool-en-hakafdeling:		
(i) Sole uit leer sny	410,71	451,78
(ii) Sole uit ander materiaal as leer sny	361,34	397,47
(iii) Binnesole, haklagies en bostukke sny	361,34	397,47
(iv) Stempelwerk	254,15	279,57
(v) Hakke oortrek		
D. Maakafdeling:		
(i) Omkeernaaiwerk aan pantoffels	312,01	343,21
(ii) Fatsoenering met stoom en uitklophamer:		
(a) Viltwerk	285,98	314,58
(b) Keerwerk, Kubaanse hakke van kleedstof		
(iii) Vaslymwerk:		
(a) Handleeswerk		
Die rofmaak van sole	285,98	314,58
Sool in posisie plaas op boleer en tegelykertyd 'n pers bedien		
Sool in posisie plaas op boleer by voorkanthakbedding voordat perswerk verrig word		
'n Pers bedien waar die sole vooraf in posisie geplaas is		
(b) Rubberlymwerk	254,15	279,57
(c) Vasspyker van sole en binnesole		
(iv) Vulkanisering van sole op geleeste boleer	285,98	314,50
(v) Polydraad inslaan		
(vi) Groefsnywerk		
Gelykmaak met die hand	254,15	279,57
Vassit van hakke		
Vasspyker van agterstukke		
(vii) Omkeer van pantoffels		
(viii) Leeste gaan haal en bêre		
(ix) Hakkussinkies insit		
(x) Vervoerbande bedien		
(xi) Regstreekse inspuitsvorm of giet van stowwe wat vir versoolwerk en vir die ombou van eenhede gebruik word;		
Regstreekse inspuitsvorm van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of boleer met vasgestikte binnesool:		
(a) Waar een werknemer met 'n inspuitsvormmasjien werksaam is	285,98	314,58
(b) Waar twee werknemers met 'n inspuitsvormmasjien, werksaam is, moet elkeen soos volg betaal word		
(c) Waar meer as twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word		
E. Afwerkafdeling:		
Rande gladsny	361,34	397,47
Rande afwerk	294,49	323,94
Hakke afwerk		
Skuurwerksaamhede		
Inkwerk, beitswerk en borselwerk		
Boleer van lees afhaal	254,15	279,57
F. Skoenkamerafdeling:		
Keuring		
Alle ander Skoenkamerwerksaamhede		

	Kolom A	Kolom B
	Per week	Per week
(2) LEERLINGE	R	R
<i>Volgens ondervinding:</i>		
Eerste ses maande.....	158,41	174,25
Tweede ses maande.....	178,48	196,33
Derde ses maande.....	199,46	219,41
Vierde ses maande.....	222,87	245,16
Vyfde ses maande.....	252,29	277,52
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat die werksaamhede verrig waarvoor sodanige leerling in diens is nie:		
Voorts met dien verstande dat leerlinge wat werksaamhede verrig waarvoor 'n loonskaal van R254,15 voorgeskryf word, na afloop van hul derde ses maande ondervinding vir genoemde loonskaal kwalifiseer.		
Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.		
(3) ALGEMENE WERKERS		
Algemene werkers.....	254,15	279,57
(4) GETALSVERHOUDING		
Vir elke een gekwalifiseerde werknemer wat die werksaamhede verrig wat in subklousule (1) hiervan gespesifiseer word, mag daar hoogstens twee leerlinge in diens geneem word teen die loonskaal vir leerlinge ingevolge subklousule (2) hiervan voorgeskryf: Met dien verstande dat daar een werknemer wat die loon ontvang wat vir 'n gekwalifiseerde werknemer voorgeskryf word in elke afdeling in diens moet wees voordat 'n leerling in diens geneem kan word.		
(5) DIFFERENSIËLE WERK		
'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word.		
KLOUSULE 4:—'PLATNATE' EN 'DOPPERS'		
<i>Opmerking.</i> —'Platnate' en 'doppers' beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.		
Gekwalifiseerde werknemers in diens vir:		
(i) Uitsnywerk.....	285,53	314,08
(ii) Kragmasjienwerk.....	255,80	281,38
Masjienwerk, uitgesonderd kragmasjienwerk.....		
Ander werksaamhede in die stikafdeling.....	337,86	371,65
(iii) Soolsnywerk met 'n kragmasjien.....	254,15	279,57
Soolsnywerk, uitgesonderd met 'n kragmasjien.....		
(iv) Oortrek met die hand en/of handleeswerk.....	288,18	317,00
Stikwerk met die hand.....		
(v) Randafwerking met 'n kragmasjien.....	254,15	279,57
Randafwerking, uitgesonderd met 'n kragmasjien.....		
(vi) Pare uitsoek en/of nommers merk.....		
(vii) Alle werksaamhede, uitgesonderd dié in (i) tot (vi) hiervan gespesifiseer.....		
(2) LEERLINGE		
<i>Volgens ondervinding:</i>		
Eerste ses maande.....	158,41	174,25
Tweede ses maande.....	178,48	196,33
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamhede verrig waarvoor sodanige leerling in diens is nie:		
Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.		
(3) ALGEMENE WERKERS		
Algemene werkers.....	254,15	279,57
(4) GETALSVERHOUDING		
Vir elke drie werknemers wat minstens R254,15 per week verdien, mag daar hoogstens een werknemer teen 'n loon van minder as R254,15 per week in diens geneem word.		
(5) DIFFERENSIËLE WERK		
'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou ontvang het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word."		

Signed at Port Elizabeth, on behalf of the parties, this 14th day of June 1994.

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

T. DAVAN,
Member of the Council.

K. PERUMAL,
Member of the Council.

F. L. SWARTZ,
Member of the Council.

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

Namens die partye op hede die 14de dag van Junie 1994 te Port Elizabeth onderteken.

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

T. DAVAN,
Lid van die Raad.

K. PERUMAL,
Lid van die Raad.

F. L. SWARTZ,
Lid van die Raad.

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

No. R. 1840

28 October 1994

LABOUR RELATIONS ACT, 1956

FURNITURE INDUSTRY, NATAL: EXTENSION OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 2620 of 30 November 1984, R. 1444 of 28 June 1985, R. 187 of 31 January 1986, R. 520 of 21 March 1986, R. 742 and R. 743 of 18 April 1986, R. 1169 of 13 June 1986, R. 1523 and R. 1524 of 18 July 1986, R. 1204 of 24 June 1988, R. 2333 and R. 2334 of 18 November 1988, R. 2111 of 29 September 1989, R. 391 of 23 February 1990, R. 137 of 25 January 1991, R. 1080 of 17 May 1991, R. 2855 of 29 November 1991, R. 863 of 20 March 1992, R. 1479 of 29 May 1992, R. 1792 of 26 June 1992, R. 2776 of 2 October 1992, R. 3362 of 18 December 1992, R. 3395 of 24 December 1992, R. 1182 of 2 July 1993, R. 1773 of 24 September 1993, R. 2222 and R. 2223 of 19 November 1993 and R. 1090 of 17 June 1994, by a further period ending 31 January 1995.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 1840

28 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, NATAL: VERLENGING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoortlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 2620 van 30 November 1984, R. 1444 van 28 Junie 1985, R. 187 van 31 Januarie 1986, R. 520 van 21 Maart 1986, R. 742 en R. 743 van 18 April 1986, R. 1169 van 13 Junie 1986, R. 1523 en R. 1524 van 18 Julie 1986, R. 1204 van 24 Junie 1988, R. 2333 en R. 2334 van 18 November 1988, R. 2111 van 29 September 1989, R. 391 van 23 Februarie 1990, R. 137 van 25 Januarie 1991, R. 1080 van 17 Mei 1991, R. 2855 van 29 November 1991, R. 863 van 20 Maart 1992, R. 1479 van 29 Mei 1992, R. 1792 van 26 Junie 1992, R. 2776 van 2 Oktober 1992, R. 3362 van 18 Desember 1992, R. 3395 van 24 Desember 1992, R. 1182 van 2 Julie 1993, R. 1773 van 24 September 1993, R. 2222 en R. 2223 van 19 November 1993 en R. 1090 van 17 Junie 1994, met 'n verdere tydperk wat op 31 Januarie 1995 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 1854

28 October 1994

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, NORTH AND WEST BOLAND: EXTENSION OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 3052 of 13 December 1991, R. 3043 and R. 3044 of 30 October 1992, R. 3419 of 24 December 1992, R. 1887 of 8 October 1993 and R. 1997 of 22 October 1993, by a further period ending 12 February 1996.

T. T. MBOWENI,
Minister of Labour.

No. R. 1854

28 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, NOORD- EN WES-BOLAND: VERLENGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 3052 van 13 Desember 1991, R. 3043 en R. 3044 van 30 Oktober 1992, R. 3419 van 24 Desember 1992, R. 1887 van 8 Oktober 1993 en R. 1997 van 22 Oktober 1993, met 'n verdere tydperk wat op 12 Februarie 1996 eindig.

T. T. MBOWENI,
Minister van Arbeid.

No. R. 1855**28 October 1994****LABOUR RELATIONS ACT, 1956****BUILDING INDUSTRY, NORTH AND WEST BOLAND: AMENDMENT OF MAIN AGREEMENT**

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 November 1994 and for the period ending 12 February 1996, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), 13 and 15, shall be binding, with effect from 1 November 1994 and for the period ending 12 February 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.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

**BUILDING INDUSTRIAL COUNCIL, NORTH AND WEST BOLAND
AGREEMENT**

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

Building Industries Association North Boland
and

Bou Industrieë Assosiasie Wes-Boland

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

Building Workers' Union

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

being the parties to the Building Industrial Council, North and West Boland,

to amend the Main Agreement published under Government Notice No. R. 3052 of 13 December 1991, as amended and extended by Government Notices Nos. R. 3043 and R. 3044 of 30 October 1992, R. 3419 of 24 December 1992, R. 1887 of 8 October 1993 and R. 1997 of 22 October 1993.

1. SCOPE OF APPLICATION

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

- (a) by all employers and by all employees engaged or employed in the building industry who are members of the employers' organisations and the trade union, respectively;

No. R. 1855**28 Oktober 1994****WET OP ARBEIDSVERHOUDINGE, 1956****BOUNYWERHEID, NOORD- EN WES-BOLAND: WYSIGING VAN HOOFOOREENKOMS**

Ek, Tito Titus Mboweni, Minister van Arbeid, 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 1 November 1994 en vir die tydperk wat op 12 Februarie 1996 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 13 en 15 met ingang van 1 November 1994 en vir die tydperk wat op 12 Februarie 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.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

**BOUNYWERHEIDSRAAD, NOORD- EN WES-BOLAND
OOREENKOMS**

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

Building Industries Association North Boland
en

Bou Industrieë Assosiasie Wes-Boland

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

Building Workers' Union

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

wat die partye is by die Bounywerheidsraad, Noord- en Wes-Boland,

tot wysiging van die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 3052 van 13 Desember 1991, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 3043 en R. 3044 van 30 Oktober 1992, R. 3419 van 24 Desember 1992 en R. 1887 van 8 Oktober 1993 en R. 1997 van 22 Oktober 1993.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word—

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

(b) in the Magisterial District of Hopefield, Piketberg, Vredenburg, Worcester, Moorreesburg, Ceres and Tulbagh.

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

- (a) apply only to those classes of employees for whom wages are prescribed in the Agreement published under Government Notice No. R. 3052 of 13 December 1991;
- (b) apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof;
- (c) not apply to university students and graduates in building science and construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;
- (d) not apply to general foremen;
- (e) apply to labour-only contractors, working partners and working directors, principals and contractors.

2. CLAUSE 3: DEFINITIONS

Insert the following new definitions after the definition of "Building Industry":

"**Building Worker Class 4**" includes the operators of power-driven cranes, floor sanders and stone and terrazzo polishers as well as joinery assemblers;

"**Building Worker Class 3**" includes blocklayers, carpet and soft floor layers, glaziers, joinery machine operators and waterproofers who have completed their training and have been registered as such with the Council;

"**Building Worker Class 2**" includes trainee building workers Class 2 or learner artisans in their third year, who do not qualify for registration as trainee building workers Class 1 or fourth year learner artisans, as well as persons registered with the Council as artisan assistant painters;

"**Building Worker Class 1**" includes ceiling and partition erectors who have completed their training and have been registered with the Council as such, as well as persons that have been registered with the Council as artisan assistants in all trades, but excluding painting;

"**Trainee Building Workers Class 4 to 1**" includes all persons that have been registered with the Council as learner artisans first to fourth year."

3. CLAUSE 4: REGISTRATION OF EMPLOYERS

In subclause (7) (c) (i), substitute the expression "clause 17 (1) (g), (h), (i), (j), (k) and (l)" for the expression "clause 17 (1) (g), (h), (i) and (j)" and the expression "clause 17 (1) (a), (b), (c), (d), (e), (f), (m), (n) and (o)" for the expression "clause 17 (1) (a), (b), (c), (d), (e), (f) and (k)".

4. CLAUSE 6: REGISTRATION OF EMPLOYEES

- (1) Delete subclause (1) (c).
- (2) Substitute the following for subclause (1) (d):
 - "(1) (d) *Registration of craftsmen Grade 2*: (i) Any employee who is required or permitted to perform skilled work as defined in this Agreement in the Magisterial Districts of Ceres, Tulbagh or Worcester, and who has been registered as a craftsman Grade 2 in terms of any previous agreements of the Council, shall be deemed to be a craftsman Grade 2.
 - (ii) The Council may issue certificates of registration as craftsmen Grade 2 only to persons referred to in subclause (1) (d) (i) hereof."

(b) in die landdrosdistrikte Hopefield, Piketberg, Vredenburg, Worcester, Moorreesburg, Ceres en Tulbagh.

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

- (a) van toepassing slegs op die klasse werknemers vir wie lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 3052 van 13 Desember 1991;
- (b) van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is nie met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewing wat daarkragtens voorgeskryf of beteken is;
- (c) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en konstruksietoetsinghouers, konstruksieopmeters en ander sodanige persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;
- (d) nie van toepassing op algemene voormanne nie;
- (e) van toepassing op slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.

2. KLOUSULE 3: WOORDOMSKRYWING

Voeg die volgende nuwe omskrywings in na die omskrywing van "Bouwyerheid":

"**Bouwerker Klas 4**" sluit in operateurs van kragaangedrewe hyskrane, vloerskuurders en klip en terrazzo poleerders asook skrynwerk monteurs;

"**Bouwerker Klas 3**" sluit in blokleers, glaswerkers, magen sagte vloerleers, skrynwerk masjien operateurs en waterdigters wat hul opleiding voltooi het en as sulks by die Raad geregistreer is;

"**Bouwerker Klas 2**" sluit in kwekelingbouwerkers Klas 2 of derde jaar leerlinge, wat nie gekwalifiseer vir registrasie as kwekeling bouwerkers Klas 1 of vierde jaar leerling nie asook persone wat by die Raad as ambagsman assistent verwers geregistreer is;

"**Bouwerker Klas 1**" sluit in plafon en afskortingswerkers wat hul opleiding voltooi en as sulks by die Raad geregistreer is, asook persone wat as ambagsman assistent in alle ambagte, maar uitgesonderd verwers, by die Raad geregistreer is;

"**Kwekelingbouwerker Klas 4 tot 1**" sluit in alle persone wat as leerling-ambagsmanne eerste tot vierde jaar, by die Raad geregistreer is."

3. KLOUSULE 4: REGISTRASIE VAN WERKGEWERS

Vervang in subklousule (7) (c) (i) die uitdrukking "klousule 17 (1) (g), (h), (i) en (j)" deur die uitdrukking "klousule 17 (1) (g), (h), (i), (j), (k) en (l)" en die uitdrukking "klousule 17 (1) (a), (b), (c), (d), (e), (f) en (k)" deur die uitdrukking "klousule 17 (1) (a), (b), (c), (d), (e), (f), (m) (n) en (o)".

4. KLOUSULE 6: REGISTRASIE VAN WERKNEMERS

- (1) Skrap subklousule (1) (c).
- (2) Vervang subklousule (1) (d) deur die volgende:
 - "(1) (d) *Registrasie van vakmanne Graad 2*: (i) 'n Werknemer van wie daar vereis of wat toegelaat word om geskoolde werk, soos in hierdie Ooreenkoms omskryf, te verrig in die landdrosdistrikte van Ceres, Tulbagh of Worcester, en wat as 'n vakman Graad 2 geregistreer is ingevolge enige vorige ooreenkomste van die Raad, sal geag word 'n vakman Graad 2 te wees.
 - (ii) Die Raad kan sertifikate van registrasie as vakmanne Graad 2 slegs uitreik aan persone na wie in subklousule (1) (d) (i) hiervan verwys word."

5. CLAUSE 13: TRANSPORT, WALKING TIME AND LODGING ALLOWANCE

Substitute the following for subclause (1):

“(1) An employee who in the performance of his duties is required to work away from his ordinary place of residence on a job so situated that such employee can be said to be unable to return to his normal place of residence daily, shall in respect of every night such employee spends away from his ordinary place of residence be afforded, free of charge and in close proximity to the place of work, and properly ventilated, and has covered flooring and a bed, and if three meals per day are not provided free of charge by the employer, a living away allowance of R7,50 per night must additionally be paid to all employees for whom wages are prescribed in this Agreement. All relevant transport shall also be provided free of charge by the employer.”

6. CLAUSE 14: HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME

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

- “(e) (i) In the case of motor vehicle drivers—
- (aa) for more than 48 hours in any week;
 - (ab) for more than 12 hours daily from Monday to Friday, inclusive; and
 - (ac) notwithstanding the provisions of paragraph (a), for more than four hours on Saturday;
- (ii) in the case of all other employees, excluding a watchman—
- (aa) for more than 42 hours in any week;
 - (ab) for more than nine hours daily from Monday to Thursday, inclusive, and eight hours on Friday;
 - (ac) before 07:00 or after 18:00 on Mondays to Thursdays, inclusive, and before 07:00 or after 16:45 on Fridays;
- (iii) in the case of a watchman—
- (aa) who works not more than five days per week, to work for more than 12 hours on any day; or
 - (ab) who works six days per week, to work for more than 10 hours on any day.”

(2) Substitute the following for subclause (7):

“(7) *Payment for overtime:* An employer shall pay an employee, who works overtime at a rate of not less than—

- (a) in respect of overtime up to one hour daily on Mondays to Thursdays inclusive, his wage plus all allowances in respect of each hour or part of an hour so worked in any week;
- (b) in respect of overtime worked—
 - (i) in excess of one hour daily on Monday to Thursdays inclusive, one and one third.
 - (ii) on Fridays, one and one third, and
 - (iii) on Saturdays prior to 17:00, one and a half times his hourly wage plus allowances in respect of each hour or part of an hour so worked in any week, subject however to the employee having worked 42 hours, Monday to Saturday, inclusive, during the specific pay-week. If the

5. KLOUSULE 13: VERVOER, LOOPTYD- EN LOSIESTOELAE

Vervang subklausule (1) deur die volgende:

“(1) Aan 'n werknemer, van wie daar vereis word om by die uitvoering van sy pligte weg van sy gewone woonplek af te werk by 'n werkplek wat so geleë is dat daar beweer kan word dat so 'n werknemer nie in staat sal wees om daagliks na sy gewone woonplek terug te keer nie, moet daar ten opsigte van elke nag wat so 'n werknemer weg van sy gewone woonplek af deurbring, geskikte slaapplek wat totaal waterdig en goed geventileerd is en beskik oor vloerbedekking en 'n bed, gratis aan die werknemer beskikbaar gestel word in die nabye omgewing van die werksplek, en indien drie maaltye per dag nie gratis aan die werknemer verskaf word nie, moet 'n addisionele uitslaap-toelae van R7,50 per nag aan alle werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word, betaal word. Alle verwante vervoer sal ook gratis deur die werkgever verskaf word.”

6. KLOUSULE 14: WERKURE, GEWONE EN OORTYD-, EN BETALING OOR OORTYDWERK

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

- “(e) (i) In die geval van motorvoertuigdrywers—
- (aa) vir langer as 48 uur in 'n week;
 - (ab) vir langer as 12 uur daagliks van Maandag tot en met Vrydag; en
 - (ac) ondanks paragraaf (a), vir langer as vier uur op Saterdag;
- (ii) in die geval van alle werknemers, uitgesonderd 'n wag—
- (aa) vir langer as 42 uur in 'n week;
 - (ab) vir langer as nege uur daagliks van Maandag tot en met Donderdag en agt uur op Vrydag;
 - (ac) voor 07:00 of na 18:00 op Maandae tot en met Donderdae en voor 07:00 of na 16:45 op Vrydae;
- (iii) in die geval van 'n wag—
- (aa) wat hoogstens vyf dae per week werk, meer as 12 uur op 'n dag werk nie; of
 - (ab) wat ses dae per week werk, meer as 10 uur op 'n dag werk nie.”

(2) Vervang subklausule (7) deur die volgende:

“(7) *Betaling vir oortydwerk:* 'n Werkgever moet 'n werknemer wat oortydwerk verrig, betaal teen minstens—

- (a) ten opsigte van oortydwerk van hoogstens een uur daagliks op Maandae tot en met Donderdae, sy loon plus alle toelaes vir elke uur of gedeelte van 'n uur wat hy aldus in 'n week werk;
- (b) vir oortydwerk verrig—
 - (i) vir langer as een uur daagliks op Maandae tot en met Donderdae, een en een derde,
 - (ii) op Vrydae, een en een derde, en
 - (iii) op Saterdagde voor 17:00, een en 'n half maal sy uurloon plus toelaes vir elke uur of gedeelte van 'n uur wat hy aldus in 'n week gewerk het, onderworpe daaraan egter, dat die werknemer 42 uur vanaf Maandag tot en met Saterdag gedurende die spesifieke betaalweek gewerk het.

employee has worked less than 42 hours during the specific pay-week, irrespective of whether the time so worked was on a normal working day during the week or on a Saturday, the aforementioned overtime wages will not be applicable;

(c) in respect of overtime worked—

- (i) after 17:00 on Saturdays;
- (ii) on Sundays and up to the normal starting time on Mondays;
- (iii) on the public holidays referred to in clause 16 (1) (b);
- (iv) during the leave periods prescribed in clause 16 (1) (a);

two times his hourly wage plus allowances in respect of each, hour or part of an hour so worked in any week."

7. CLAUSE 14A: TRIAL PERIOD OF EMPLOYEES

In subclause (1), substitute the expression "clause 17 (1) (d), (e), (f), (g), (h), (i), (j), (k), (l), (n) and (o)" for the expression "clause 17 (1) (c), (f), (g), (h), (i), (j), and (k)".

8. CLAUSE 16: ANNUAL LEAVE AND PUBLIC HOLIDAYS

In subclause (1) (a), insert the following new subparagraph (ix) after subparagraph (viii):

"(ix) commencing at 17:00 on 15 December 1994 and ending at 07:00 on 9 January 1995;"

8. CLAUSE 17: WAGES

Substitute the following for subclause (1):

"(1) Subject to the remaining provisions of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

Indien die werknemer minder as 42 uur in die spesifieke betaalweek gewerk het, ongeag of die tyd aldus op 'n gewone werksdag, gedurende die week of op 'n Saterdag gewerk is, is die voormelde oortydloone nie van toepassing nie;

(c) vir oortydwerk verrig—

- (i) na 17:00 op Saterdag;
- (ii) op Sondag en tot by die normale aanvangstyd op Maandag;
- (iii) op die openbare vakansiedae in klousule 16 (1) (b) vermeld;
- (iv) gedurende die verloftydperke voorgeskryf in klousule 16 (1) (a);

twee maal sy uurloon plus toelaes vir elke uur of gedeelte van 'n uur wat hy aldus in 'n week gewerk het."

7. KLOUSULE 14A: PROEFTYDPERK VAN WERKNEMERS

Vervang in subklousule (1), die uitdrukking "Klousule 17 (1) (c), (f), (g), (h), (i), (j) en (k)" deur die uitdrukking "klousule 17 (1) (d), (e), (f), (g), (h), (i), (j), (l), (n) en (o)".

8. KLOUSULE 16: JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE

In subklousule (1) (a), voeg die volgende nuwe subparagraaf (ix) in na subparagraaf (viii):

"(ix) wat om 17:00 op 15 Desember 1994 begin en om 07:00 op 9 Januarie 1995 eindig;"

8. KLOUSULE 17: LONE

Vervang subklousule (1) deur die volgende:

"(1) Behoudens die ander bepalings van hierdie klousule, mag geen loon wat laer is as die volgende deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

Category of employee	As from 1 November 1994		
	Area 'A'	Area 'B'	Area 'C'
	R Per hour	R Per hour	R Per hour
(a) Cleaners.....	2,82	2,82	2,06
(b) (1) General workers, manufacturing workers, dumper drivers and hoist operators.	3,59	3,59	2,60
	Per week	Per week	Per week
(2) Guards & Security guards (full time)	150,78	150,78	109,20
	Per hour	Per hour	Per hour
(c) Building Worker Class 4	4,01	4,01	2,93
(d) Building Worker Class 3	4,51	4,51	3,30
(e) Building Worker Class 2	5,08	5,08	3,71
(f) Building Worker Class 1	5,71	5,71	4,17
(g) Artisan Painters and roofers	6,43	6,43	4,70
(h) Artisans in all other trades	7,23	7,23	5,29
(i) Craftsmen Grade 2 painters	8,13	—	5,29
(j) Craftsmen Grade 1 painters and roofers.....	8,13	8,13	5,95
(k) Craftsmen Grade 2 in all other crafts	8,51	—	5,95
(l) Craftsmen Grade 1 in all other crafts	9,04	9,04	6,69

Category of employee	As from 1 November 1994		
	Area 'A'	Area 'B'	Area 'C'
	R Per week	R Per week	R Per week
(m) Drivers of motor vehicles and operators of power-driven plant which are required to be in possession of a—			
(1) Code 5–8 licence	150,78	150,78	109,20
(2) Code 9–10 licence	168,42	168,42	123,06
(3) Code 11 licence	189,42	189,42	138,60
(4) Code 13 licence	213,36	213,36	155,82
(5) Code 14 licence	239,82	239,82	175,14
(n) learner artisans serving under contract of learnership registered with the Council:	Per hour	Per hour	Per hour
(1) First year	4,01	4,01	2,93
(2) Second year	4,51	4,51	3,30
(3) Third year	5,08	5,08	3,71
(4) Fourth year	5,71	5,71	4,17
(o) Apprentices	4,01	4,01	2,93

Werknemerskategorie	Vanaf 1 November 1994		
	Gebied 'A'	Gebied 'B'	Gebied 'C'
	R Per uur	R Per uur	R Per uur
(a) Skoonmakers	2,82	2,82	2,06
(b) (1) Algemene werkers, vervaardiging werkers, stortwabestuurders en hystoestel-operateurs.	3,59	3,59	2,60
	Per week	Per week	Per week
(2) Wagte en Veiligheidswagte (voltyds)	150,78	150,78	109,20
	Per uur	Per uur	Per uur
(c) Bouwerker Klas 4	4,01	4,01	2,93
(d) Bouwerker Klas 3	4,51	4,51	3,30
(e) Bouwerker Klas 2	5,08	5,08	3,71
(f) Bouwerker Klas 1	5,71	5,71	4,17
(g) Ambagsman dakwerkers en verwers	6,43	6,43	4,70
(h) Ambagsmanne in alle ander ambagte	7,23	7,23	5,29
(i) Vakmanne Graad 2-verwers	8,13	—	5,29
(j) Vakmanne Graad 1-dakwerkers en verwers	8,13	8,13	5,95
(k) Vakmanne Graad 2-in alle ander ambagte	8,51	—	5,95
(l) Vakmanne Graad 1-in alle ander ambagte	9,04	9,04	6,69
(m) Voertuigbestuurders en Operateurs van kragaangedrewe masjinerie wat in besit moet wees van 'n—	Per week	Per week	Per week
(1) Kode 5–8-lisensie	150,78	150,78	109,20
(2) Kode 9–10-lisensie	168,42	168,42	123,06
(3) Kode 11-lisensie	189,42	189,42	138,60
(4) Kode 13-lisensie	213,36	213,36	155,82
(5) Kode 14-lisensie	239,82	239,82	175,14
(n) Leerlingambagsmanne wat leerlingkontrakte wat by die Raad geregistreer is, uitdien:	Per uur	Per uur	Per uur
(1) Eerste jaar	4,01	4,01	2,93
(2) Tweede jaar	4,51	4,51	3,30
(3) Derde jaar	5,08	5,08	3,71
(4) Vierde jaar	5,71	5,71	4,17
(o) Vakleerlinge	4,01	4,01	2,93

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981:

Provided further that the wages prescribed above for drivers/plant operators shall be payable if such employees have worked 42 normal working hours or more but not more than 48 normal working hours in any week. If such employees have, however, worked less than 42 normal working hours in any week, their wages for the respective week shall be calculated as follows: The above prescribed wages divided by 42 hours, multiplied by the actual number of normal working hours worked."

10. CLAUSE 19: TERMINATION OF CONTRACT OF EMPLOYMENT

Substitute the following for subclauses (1), (2), (3) and (4):

"(1) Whenever an employer or an employee intends terminating a contract of employment, he shall—

- (a) during the employee's first 168 hours in the employment of the employer, give the other party one working hour's notice of termination of such contract:
- (b) if the employee has worked for the employer for 169 hours or longer, give the other party one working day's notice of termination of such contract:

Provided that if any written contract of employment provides for a period of notice of equal duration for both parties which is longer than that prescribed in this clause, notice shall in accordance with such contract be given over such longer period.

- (2) Notice in terms of subclause (1) (a), may be given on any working day, but not later than one hour before the normal finishing time of the employee.
- (3) Notice in terms of subclause (1) (b) may be given on any working day, and the period of notice shall terminate at the normal finishing time of the employee on the working day immediately following the day on which notice was given.
- (4) If notice of termination of a contract of employment is given in terms of subclause (1), the employer shall pay the employee as his wage in respect of the period of notice an amount which shall not be less than an amount equal to—

the hourly wage in respect of notice given in terms of subclause (1) (a), or

the daily wage in respect of notice given in terms of subclause (1) (b), which the employee was receiving immediately before such notice was given."

11. CLAUSE 27: HOLIDAY FUND AND LEAVE PAY AND STABILISATION FUND

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

"(1) *Holiday Fund*: In addition to any other remuneration payable in terms of this Agreement, an employer shall pay to each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder, which shall cover payment in respect of the annual leave period mentioned in clause 16 (1) (a):

Met dien verstande dat voormelde lone nie minder mag wees nie as dié voorgeskryf ingevolge die Wet op Mannekragopleiding, 1981:

Voorts met dien verstande dat die lone hierbo voorgeskryf vir drywers/masjienbedieners betaalbaar is indien sodanige werknemers 42 of meer gewone werkure maar hoogstens 48 gewone werkure in enige week gewerk het. Indien sodanige werknemers egter minder as 42 gewone werkure in enige week gewerk het, moet hul lone, vir die spesifieke week soos volg bereken word: Bogemelde voorgeskrewe lone gedeel deur 42 uur en vermenigvuldig met die werklike getal gewone werkure gewerk."

10. KLOUSULE 19: BEEÏNDIGING VAN DIENSKONTRAK

Vervang subklousules (1), (2), (3) en (4) deur die volgende:

"(1) Wanneer 'n werkgewer of 'n werknemer voornemens is om 'n dienskontrak te beëindig, moet hy die ander party—

- (a) gedurende die werknemer se eerste 168 uur diens by die werkgewer, een werkuur kennis gee van die beëindiging van sodanige kontrak;
- (b) indien die werknemer 169 uur of langer vir die werkgewer gewerk het, een werkdag kennis gee van die beëindiging van sodanige kontrak:

Met dien verstande dat indien 'n skriftelike dienskontrak voorsiening maak vir 'n kennisgewingtermyn van gelyke duur vir beide partye wat langer is as die termyn wat in hierdie klousule voorgeskryf word, kennis in ooreenstemming met sodanige kontrak oor sodanige langer termyn gegee moet word.

- (2) Kennis ingevolge subklousule (1) (a) kan op enige werkdag gegee word, maar nie later nie as een werkuur voor die gewone uitskeityd van die werknemer.
- (3) Kennis ingevolge subklousule (1) (b) kan op 'n werkdag gegee word, en die kennisgewingtermyn loop ten einde teen die gewone uitskeityd van die werknemer op die werkdag onmiddellik na die dag waarop kennis gegee is.
- (4) Indien kennis van beëindiging van 'n dienskontrak ingevolge subklousule (1) gegee word, moet die werkgewer die werknemer as sy loon ten opsigte van die kennisgewingtermyn 'n bedrag betaal wat nie minder nie is as 'n bedrag gelykstaande met—

die uurlikse loon ten opsigte van kennis gegee ingevolge subklousule (1) (a); of

die daaglikse loon ten opsigte van kennis gegee ingevolge subklousule (1) (b); wat die werknemer ontvang het onmiddellik voordat sodanige kennis gegee is."

11. KLOUSULE 27: VAKANSIEFONDS EN VERLOF-BETALING EN STABILISASIEFONDS

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

"(1) *Vakansiefonds*: Benewens enige ander besoldiging wat ingevolge hierdie Ooreenkoms betaalbaar is, moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, ten opsigte van elke uur deur sodanige werknemer gewerk, die toelae hieronder gespesifiseer, betaal, wat voorsiening moet maak vir betaling ten opsigte van die jaarlikse verloftydperk in klousule 16 (1) (a) bedoel:

Category of employee	As from 1 November 1994		
	Area 'A'	Area 'B'	Area 'C'
	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a)	17	17	13
(ii) clause 17 (1) (b) and (m) (1)	22	22	16
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	25	25	18
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	28	28	20
(v) clause 17 (1) (e), (m) (4) and (n) (3)	31	31	23
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	35	35	26
(vii) clause 17 (1) (g)	39	39	29
(viii) clause 17 (1) (h)	44	44	32
(ix) clause 17 (1) (i)	50	—	32
(x) clause 17 (1) (j)	50	50	36
(xi) clause 17 (1) (k)	52	—	36
(xii) clause 17 (1) (l)	55	55	41"

Werknemerskategorie	Vanaf 1 November 1994		
	Gebied 'A'	Gebied 'B'	Gebied 'C'
	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—			
(i) klousule 17 (1) (a)	17	17	13
(ii) klousule 17 (1) (b) en (m) (1)	22	22	16
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	25	25	18
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	28	28	20
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	31	31	23
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	35	35	26
(vii) klousule 17 (1) (g)	39	39	29
(viii) klousule 17 (1) (h)	44	44	32
(ix) klousule 17 (1) (i)	50	—	32
(x) klousule 17 (1) (j)	50	50	36
(xi) klousule 17 (1) (k)	52	—	36
(xii) klousule 17 (1) (l)	55	55	41"

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

- “(2) (a) The allowances referred to in subclause (1), shall only be paid where such employee has worked for 27 hours or more in any week for the same employer, and shall be payable for not more than 42 hours in any week, irrespective of whether such time was worked at ordinary or overtime rates.
- (b) The allowances referred to in subclause (1) shall not be payable where such employee has worked for less than 27 hours in any week for the same employer.”

(3) Substitute the following for subclause (3):

- “(3) *Contributions:* (a) Every employer shall on each pay-day deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Council each week:

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

- “(2) (a) Die toelaes in subklousule (1) bedoel, is slegs betaalbaar indien 'n werknemer 27 uur of langer in enige week vir dieselfde werkgewer gewerk het, en is vir hoogstens 42 uur in enige week betaalbaar, ongeag of sodanige tyd teen gewone of oortydтарыewe gewerk is.
- (b) Indien 'n werknemer minder as 27 uur in enige week vir dieselfde werkgewer gewerk het, is die toelaes in subklousule (1) bedoel, nie betaalbaar nie.”

(3) Vervang subklousule (3) deur die volgende:

- “(3) *Bydraes:* (a) Elke werkgewer moet op elke betaaldag die bedrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is, en sodanige bydrae elke week aan die Raad betaal:

Category of employee	As from 1 November 1994		
	Area 'A'	Area 'B'	Area 'C'
	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a).....	7,14	7,14	5,46
(ii) clause 17 (1) (b) and (m) (1).....	9,24	9,24	6,72
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o).....	10,50	10,50	7,56
(iv) clause 17 (1) (d), (m) (3) and (n) (2).....	11,76	11,76	8,40
(v) clause 17 (1) (e), (m) (4) and (n) (3).....	13,02	13,02	9,66
(vi) clause 17 (1) (f), (m) (5) and (n) (4).....	14,70	14,70	10,92
(vii) clause 17 (1) (g).....	16,38	16,38	12,18
(viii) clause 17 (1) (h).....	18,48	18,48	13,44
(ix) clause 17 (1) (i).....	21,00	—	13,44
(x) clause 17 (1) (j).....	21,00	21,00	15,12
(xi) clause 17 (1) (k).....	21,84	—	15,12
(xii) clause 17 (1) (l).....	23,10	23,10	17,22

Werknemerskategorie	Vanaf 1 November 1994		
	Gebied 'A'	Gebied 'B'	Gebied 'C'
	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—			
(i) klousule 17 (1) (a).....	7,14	7,14	5,46
(ii) klousule 17 (1) (b) en (m) (1).....	9,24	9,24	6,72
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o).....	10,50	10,50	7,56
(iv) klousule 17 (1) (d), (m) (3) en (n) (2).....	11,76	11,76	8,40
(v) klousule 17 (1) (e), (m) (4) en (n) (3).....	13,02	13,02	9,66
(vi) klousule 17 (1) (f), (m) (5) en (n) (4).....	14,70	14,70	10,92
(vii) klousule 17 (1) (g).....	16,38	16,38	12,18
(viii) klousule 17 (1) (h).....	18,48	18,48	13,44
(ix) klousule 17 (1) (i).....	21,00	—	13,44
(x) klousule 17 (1) (j).....	21,00	21,00	15,12
(xi) klousule 17 (1) (k).....	21,84	—	15,12
(xii) klousule 17 (1) (l).....	23,10	23,10	17,22

(b) *Stabilisation Fund*: Every employer shall on each payday deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Council each week—

- (i) employees for whom wages are prescribed in clause 17 (1) (a), (b), (m) (1): R0,91 per week;
- (ii) employees for whom wages are prescribed in clause 17 (1) (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m) (2), (3), (4) and (5), (n) (1), (2), (3), (4) and (o): R1,83 per week.

(c) The contributions referred to in paragraphs (a) and (b) shall only be deducted from an employee's wage where such employee has worked for 27 hours or more in any week for the same employer and where an employee has been employed by two or more employers during the same week, the deduction for that week shall be made by the employer by whom he was first employed that week for 27 hours or more."

(4) In subclause (17), substitute the expression "the last day of February" for the expression "31 December".

(b) *Stabilisasiefonds*: Elke werkgever moet op elke betaaldag die bydrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is, en sodanige bydrae elke week aan die Raad betaal:

- (i) Werknemers vir wie lone voorgeskryf word by klousule 17 (1) (a), (b), (m) (1): R0,91 per week;
- (ii) werknemers vir wie lone voorgeskryf word by klousule 17 (1) (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m) (2), (3), (4) en (5), (n) (1), (2), (3), (4) en (o): R1,83 per week.

(c) Die bydraes in paragrawe (a) en (b) bedoel, moet van 'n werknemer se loon afgetrek word slegs waar sodanige werknemer 27 uur of langer in enige week vir dieselfde werkgever gewerk het, en waar 'n werknemer gedurende dieselfde week by twee of meer werkgevers in diens was, moet die aftrekking vir daardie week gedoen word deur die werkgever by wie hy die eerste 27 uur of langer in diens was."

(4) Vervang in subklousule (17) die uitdrukking "31 Desember" deur die uitdrukking "die laaste dag van Februarie".

12. CLAUSE 28: PENSION OR LIKE FUND

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

"(1) *Allowances:* (a) In addition to any other remuneration payable in terms of the Agreement, an employer shall pay to each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder:

As from 1 November 1994			
Category of employee	Area 'A'	Area 'B'	Area 'C'
	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a)	45	45	28
(ii) clause 17 (1) (b) and (m) (1)	57	57	36
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	64	64	41
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	72	72	46
(v) clause 17 (1) (e), (m) (4) and (n) (3)	81	81	51
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	91	91	58
(vii) clause 17 (1) (g)	102	102	65
(viii) clause 17 (1) (h)	115	115	74
(ix) clause 17 (1) (i)	130	—	74
(x) clause 17 (1) (j)	130	130	83
(xi) clause 17 (1) (k)	130	—	83
(xii) clause 17 (1) (l)	144	144	93

Vanaf 1 November 1994

Werknemerskategorie	Gebied 'A'	Gebied 'B'	Gebied 'C'
	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—			
(i) klousule 17 (1) (a)	45	45	28
(ii) klousule 17 (1) (b) en (m) (1)	57	57	36
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	64	64	41
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	72	72	46
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	81	81	51
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	91	91	58
(vii) klousule 17 (1) (g)	102	102	65
(viii) klousule 17 (1) (h)	115	115	74
(ix) klousule 17 (1) (i)	130	—	74
(x) klousule 17 (1) (j)	130	130	83
(xi) klousule 17 (1) (k)	130	—	83
(xii) klousule 17 (1) (l)	144	144	93

(b) The allowances referred to in paragraph (a), shall only be paid where such employee has worked for 27 hours or more in any week for the same employer, and shall be payable for not more than 42 hours in any week, irrespective of whether such time was worked at ordinary or overtime rates.

(c) The allowances referred to in paragraph (a), shall not be payable where such employee has worked for less than 27 hours in any week for the same employer."

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

"(2) *Contributions:* (a) Every employer shall on each payday deduct from the remuneration due every week to each member of the undermentioned classes of employees, the contribution specified hereunder and pay such contribution to the Council each week:

12. KLOUSULE 28: PENSIOEN- OF SOORTGELYKE FONDSE

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

"(1) *Toelaes:* (a) Benewens enige ander besoldiging wat ingevolge die Ooreenkoms betaalbaar is, moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, ten opsigte van elke uur deur sodanige werknemer gewerk, die toelae hieronder gespesifiseer, betaal:

(b) Die toelaes in paragraaf (a) bedoel, is slegs betaalbaar indien 'n werknemer vir 27 uur of langer in enige week vir dieselfde werkgewer gewerk het, en is vir hoogstens 42 uur in enige week betaalbaar, ongeag of sodanige tyd teen gewone of oortydarietewerkgewer was.

(c) Indien 'n werknemer vir minder as 27 uur in enige week vir dieselfde werkgewer gewerk het, is die toelaes in paragraaf (a) bedoel, nie betaalbaar nie."

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

"(2) *Bydraes:* (a) Elke werkgewer moet op elke betaaldag die bedrag hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is en sodanige bydrae elke week aan die Raad betaal:

As from 1 November 1994

Category of employee	R Area 'A'	R Area 'B'	R Area 'C'
	Per week	Per week	Per week
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a)	18,90	18,90	11,76
(ii) clause 17 (1) (b) and (m) (1)	23,94	23,94	15,12
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	26,88	26,88	17,22
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	30,24	30,24	19,32
(v) clause 17 (1) (e), (m) (4) and (n) (3)	34,02	34,02	21,42
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	38,22	38,22	24,36
(vii) clause 17 (1) (g)	42,84	42,84	27,30
(viii) clause 17 (1) (h)	48,30	48,30	31,08
(ix) clause 17 (1) (i)	54,60	—	31,08
(x) clause 17 (1) (j)	54,60	54,60	34,86
(xi) clause 17 (1) (k)	54,60	—	34,86
(xii) clause 17 (1) (l)	60,48	60,48	39,06

Vanaf 1 Januarie 1994

Werknemerskategorie	Gebied 'A'	Gebied 'B'	Gebied 'C'
	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—			
(i) klousule 17 (1) (a)	18,90	18,90	11,76
(ii) klousule 17 (1) (b) en (m) (1)	23,94	23,94	15,12
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	26,88	26,88	17,22
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	30,24	30,24	19,32
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	34,02	34,02	21,42
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	38,22	38,22	24,36
(vii) klousule 17 (1) (g)	42,84	42,84	27,30
(viii) klousule 17 (1) (h)	48,30	48,30	31,08
(ix) klousule 17 (1) (i)	54,60	—	31,08
(x) klousule 17 (1) (j)	54,60	54,60	34,86
(xi) klousule 17 (1) (k)	54,60	—	34,86
(xii) klousule 17 (1) (l)	60,48	60,48	39,06

(b) The contribution referred to in paragraph (a) shall only be deducted from an employee's wage where such employee has worked for 27 hours or more in any week for the same employer, and where an employee has been employed by two or more employers during the same week the deduction for that week shall be made by the employer by whom he was first employed for 27 hours or more."

(3) In subclause (8), substitute the expression "the last day of February" for the expression "31 December".

13. CLAUSE 29: SICK BENEFIT DEDUCTION

(1) In subclause (1), substitute the expression "clause 17 (1) (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m) (2) (3) (4) (5), (n) (1) (2) (3) (4) and (o)" for the expression "clause 17 (1) (c), (d), (e), (f), (g), (h), (i), (j) and (k)".

(2) Substitute the following for subclause (4):

"(4) (a) No payment or deduction in terms of subclause (1) shall be made by an employer in respect of an employee who has worked less than 27 hours in a week for him.

(b) Where an employee has been employed by two or more employers in any one week, the deduction and contribution for that week shall be made by the employer by whom such employee was first employed during that week for 27 hours or more."

14. CLAUSE 30: TRADE UNION SUBSCRIPTIONS

Substitute the following for subclause (2):

"(2) (a) Every employer shall, in respect of every employee in his employ who is a member of the trade union which is a party to the Agreement, deduct from the wages of each such employee for trade union subscription payable the following amount:

(b) Die bydrae in paragraaf (a) bedoel, moet van 'n werknemer se loon afgetrek word slegs waar sodanige werknemer 27 uur of langer in enige week vir dieselfde werkgever gewerk het, en wanneer 'n werknemer by twee of meer werkgevers gedurende dieselfde week in diens was, moet die aftrekking vir daardie week gedoen word deur die werkgever by wie hy die eerste gedurende daardie week 27 uur of langer in diens was."

(3) Vervang in subklousule (8) die uitdrukking "32 Desember" deur die uitdrukking "die laaste dag van Februarie".

13. KLOUSULE 29: AFTREKKING VIR SIEKTEBYSTAND

(1) Vervang in subklousule (1) die uitdrukking "klousule 17 (1) (c), (d), (e), (f), (g), (h), (i), (j) en (k)" deur die uitdrukking "klousule 17 (1) (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m) (2) (3) (4) (5), (n) (1) (2) (3) (4) en (o)".

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

"(4) (a) 'n Werkgever moet geen bydrae of aftrekking ingevolge subklousule (1) maak nie ten opsigte van 'n werknemer wat minder as 27 uur in 'n week vir hom gewerk het nie.

(b) Waar 'n werknemer in 'n bepaalde week by twee of meer werkgevers in diens was, moet die aftrekking en bydrae vir daardie week gedoen word deur die werkgever by wie dié werknemer die eerste gedurende daardie week 27 uur of langer gewerk het."

14. KLOUSULE 30: LEDEGELD VIR VAKVERENIGINGS

Vervang subklousule (2) deur die volgende:

"(2) (a) Elke werkgever moet, ten opsigte van elke werknemer in sy diens wat lid is van die vakvereniging wat 'n party is by die Ooreenkoms, van die loon van elke sodanige werknemer die volgende bedrag aftrek wat as ledegeld aan die vakvereniging betaalbaar is:

Category of employee	As from 1 November 1994		
	Area 'A'	Area 'B'	Area 'C'
	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a) (b), (m) (l)	1,42	1,42	1,42
(ii) clause 17 (1) (c), (d), (e), (f), (m) (2) (3) (4) (5) and (n) (1) (2) (3) (4) and (o)	2,05	2,05	2,05
(iii) clause 17 (1) (g) (h), (i), (j), (k) and (l)	2,81	2,81	2,81

Werknemerskategorie	Vanaf 1 November 1994		
	Gebied 'A'	Gebied 'B'	Gebied 'C'
	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word by			
(i) klousule 17 (1) (a) (b), (m) (l).....	1,42	1,42	1,42
(ii) klousule 17 (1) (c), (d), (e), (f), (m) (2) (3) (4) (5) en (n) (1) (2) (3) (4) en (o).....	2,05	2,05	2,05
(iii) klousule 17 (1) (g) (h), (i), (j), (k) en (l).....	2,81	2,81	2,81

(b) No payment or deduction in terms of this subclause shall however be made by an employer in respect of an employee who has worked less than 27 hours in a week for him.

(c) Where an employee has been employed by two or more employers in any one week, the deduction and contribution for that week shall be made by the employer by whom such employee was first employed during that week for 27 hours or more."

(b) 'n Werkgewer moet egter geen bydrae of aftrekking ingevolge hierdie subklousule maak nie ten opsigte van 'n werknemer wat minder as 27 uur in 'n week vir hom gewerk het nie.

(c) Waar 'n werknemer in 'n bepaalde week by twee of meer werkgevers in diens was, moet die aftrekking en bydrae vir daardie week gedoen word deur die werkgever by wie dié werknemer die eerste gedurende daardie week 27 uur of langer gewerk het."

15. CLAUSE 31: SICK PAY FUND FOR THE BUILDING INDUSTRY

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

"(2) *Allowances:* (a) In addition to any other remuneration payable in terms of the Agreement, an employer shall pay each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder, which amount shall cover payment of the employee's contribution to the Fund:

15. KLOUSULE 31: SIEKEFONDS VIR DIE BOUNYWERHEID

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

"(2) *Toelaes:* (a) Benewens ander besoldiging wat ingevolge die Ooreenkoms betaalbaar is, moet 'n werkgever elke lid van ondergenoemde klasse werknemers vir elke uur deur sodanige werknemer gewerk, die toelae betaal wat hieronder bepaal word en dié bedrag moet die betaling van dié werknemer se bydrae tot die Fonds dek:

As from 1 November 1994			
Category of employee	Area 'A'	Area 'B'	Area 'C'
	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a).....	04	04	03
(ii) clause 17 (1) (b) and (m) (1).....	05	05	03
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o).....	06	06	04
(iv) clause 17 (1) (d), (m) (3) and (n) (2).....	06	06	05
(v) clause 17 (1) (e), (m) (4) and (n) (3).....	07	07	05
(vi) clause 17 (1) (f), (m) (5) and (n) (4).....	08	08	06
(vii) clause 17 (1) (g).....	09	09	07
(viii) clause 17 (1) (h).....	10	10	07
(ix) clause 17 (1) (i).....	12	—	07
(x) clause 17 (1) (j).....	12	12	08
(xi) clause 17 (1) (k).....	12	—	08
(xii) clause 17 (1) (l).....	13	13	10

Vanaf 1 November 1994

Werknemerskategorie	Gebied 'A'	Gebied 'B'	Gebied 'C'
	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—			
(i) klousule 17 (1) (a)	04	04	03
(ii) klousule 17 (1) (b) en (m) (1)	05	05	03
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	06	06	04
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	06	06	05
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	07	07	05
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	08	08	06
(vii) klousule 17 (1) (g)	09	09	07
(viii) klousule 17 (1) (h)	10	10	07
(ix) klousule 17 (1) (i)	12	—	07
(x) klousule 17 (1) (j)	12	12	08
(xi) klousule 17 (1) (k)	12	—	08
(xii) klousule 17 (1) (l)	13	13	10

(b) The allowances referred to in paragraph (a), shall only be paid where such employee has worked for 27 hours or more in any week for the same employer, and shall be payable for not more than 42 hours in any week, irrespective of whether such time was worked at ordinary or overtime rates.

(c) The allowances referred to in paragraph (a), shall not be payable where such employee has worked for less than 27 hours in any week for the same employer."

(2) Substitute the following for subclause (3):

"(3) Contributions: (a) Every employer shall on each pay-day deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Fund each week:

(b) Die toelaes in paragraaf (a) bedoel, is slegs betaalbaar indien 'n werknemer vir 27 uur of langer in enige week vir dieselfde werkgever gewerk het, en is vir hoogstens 42 uur in enige week betaalbaar, ongeag of sodanige tyd teen gewone tyd of oortydтарыewe gewerk was.

(c) Indien 'n werknemer vir minder as 27 uur in enige week vir dieselfde werkgever gewerk het, is die toelaes in paragraaf (a) bedoel, nie betaalbaar nie."

(2) Vervang subklousule (3) deur die volgende:

"(3) Bydraes: (a) Elke werkgever moet op elke betaaldag die bydrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is en sodanige bydrae elke week aan die Fonds betaal:

As from 1 November 1994

Category of employee	Area 'A'	Area 'B'	Area 'C'
	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—			
(i) clause 17 (1) (a)	1,68	1,68	1,26
(ii) clause 17 (1) (b) and (m) (1)	2,10	2,10	1,26
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	2,52	2,52	1,68
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	2,52	2,52	2,10
(v) clause 17 (1) (e), (m) (4) and (n) (3)	2,94	2,94	2,10
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	3,36	3,36	2,52
(vii) clause 17 (1) (g)	3,78	3,78	2,94
(viii) clause 17 (1) (h)	4,20	4,20	2,94
(ix) clause 17 (1) (i)	5,04	—	2,94
(x) clause 17 (1) (j)	5,04	5,04	3,36
(xi) clause 17 (1) (k)	5,04	—	3,36
(xii) clause 17 (1) (l)	5,46	5,46	4,20

Vanaf 1 November 1994

Werknemerskategorie	Gebied 'A'	Gebied 'B'	Gebied 'C'
	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—			
(i) klousule 17 (1) (a)	1,68	1,68	1,26
(ii) klousule 17 (1) (b) en (m) (1)	2,10	2,10	1,26
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	2,52	2,52	1,68
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	2,52	2,52	2,10
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	2,94	2,94	2,10
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	3,36	3,36	2,52
(vii) klousule 17 (1) (g)	3,78	3,78	2,94
(viii) klousule 17 (1) (h)	4,20	4,20	2,94
(ix) klousule 17 (1) (i)	5,04	—	2,94
(x) klousule 17 (1) (j)	5,04	5,04	3,36
(xi) klousule 17 (1) (k)	5,04	—	3,36
(xii) klousule 17 (1) (l)	5,46	5,46	4,20

(b) The contribution referred to in paragraph (a) shall only be deducted from an employee's wage where such employee has worked for 27 hours or more in any week for the same employer and where an employee has been employed by two or more employers during the same week the deduction for that week shall be made by the employer by whom he was first employed for 27 hours or more."

(3) In subclause (8) (a), substitute the expression "31 May" for the expression "15 March" and the expression "the last day of February" for the expression "31 December".

16. CLAUSE 32: SPECIAL MEMBERSHIP LEVY—EMPLOYERS

In subclause (2), substitute the expression "27 hours" for the expression "20 hours", wherever it occurs.

Signed, on behalf of the parties, this 6th day of September 1994.

P. J. DE WET,
Chairman.

H. K. VAN WEST,
Vice-Chairman.

N. J. KRUGER,
Secretary.

No. R. 1856

28 October 1994

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE: AMENDMENT OF AGREEMENT FOR THE CAPE PENINSULA

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading of this notice, shall be binding, with effect from 1 November 1994 and for the period ending 31 October 1995 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 6, shall be binding, with effect from 1 November 1994 and for the period ending 31 October 1995 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.

T. T. MBOWENI,
Minister of Labour.

(b) Die bydrae in paragraaf (a) bedoel, moet van 'n werknemer se loon afgetrek word slegs waar sodanige werknemer 27 uur of langer in enige week vir dieselfde werkgever gewerk het, en wanneer 'n werknemer by twee of meer werkgevers gedurende dieselfde week in diens was, moet die aftrekking vir daardie week gedoen word deur die werkgever by wie hy die eerste gedurende daardie week 27 uur of langer in diens was."

(3) Vervang in subklousule (8) (a), die uitdrukking "15 Maart" deur die uitdrukking "31 Mei" en die uitdrukking "31 Desember" deur die uitdrukking "die laaste dag van Februarie".

16. KLOUSULE 32: SPESIALE LIDMAATSKAPHEF- FING—WERKGEWERS

Vervang in subklousule (2), die uitdrukking "20 uur" deur die uitdrukking "27 uur".

Namens die partye, op hede die 6de dag van September 1994 onderteken.

P. J. DE WET,
Voorsitter.

H. K. VAN WEST,
Ondervoorsitter.

N. J. KRUGER,
Sekretaris.

No. R. 1856

28 Oktober 1994

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE: WYSI- GING VAN OOREENKOMS VIR DIE KAAPSE SKIER- EILAND

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigings-ooreenkoms genoem) wat in die bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 November 1994 en vir die tydperk wat op 31 Oktober 1995 eindig, bindend is vir die werkgeversorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasies of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 6, met ingang van 1 November 1994 en vir die tydperk wat op 31 Oktober 1995 eindig, bindend is vir alle ander werkgevers 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.

T. T. MBOWENI,
Minister van Arbeid.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY
(WESTERN PROVINCE)****AGREEMENT**

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

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

**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 Mason's Society

South African Woodworkers' Union

Building Workers' Union

Construction and Allied 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 Agreement published under Government Notice No. R. 1994 of 22 October 1993.

CHAPTER 1**1. SCOPE OF APPLICATION**

(1) The terms of this Agreement shall be observed in the Building and the 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 Magisterial Districts of the Cape, Wynberg [including that portion of the Magisterial Districts of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Simon's Town, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices Nos. 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962 (Government Notice No. 283 of 2 March 1962), fell within the Magisterial District of Bellville.

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

(a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;

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

(c) labour-only contractors, working partners and working directors, principals and contractors.

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)**

**Master Masons and Quarry Owners' Association
(South Africa), wat sy lede in die Monumentklip-
messelnywerheid verteenwoordig**

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

**Amalgamated Society of Woodworkers of South
Africa**

**Amalgamated Union of Building Trade Workers of
South Africa**

South African Operative Mason's Society

South African Woodworkers' Union

Building Workers' Union

Construction and Allied 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 Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1994 van 22 Oktober 1993.

HOOFSTUK 1**1. TOEPASSINGSBESTEK**

(1) Hierdie Ooreenkoms moet in die Bou- en die 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 landdrostdistrikte Die Kaap, Wynberg [met inbegrip van die gedeelte van die landdrostdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het], Simonstad, Goodwood en Bellville, in die gedeeltes van die landdrostdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermentskennisgewings Nos. 171 van 8 Februarie 1957 en 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het en in die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 661 van 19 April 1974 binne die landdrostdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 (Goewermentskennisgewing No. 283 van 2 Maart 1962) binne die landdrostdistrik Bellville geval het.

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

(a) vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens bepaal is;

(b) kwekelinge ingevolge die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes wat daarkragtens bepaal is;

(c) slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.

(3) Notwithstanding the provision of subclause (1) (a), the terms of this Agreement shall not apply to—

- (a) clerical employees and administrative staff;
- (b) university students and graduates in building science and to construction supervisors, construction surveyors and other persons doing practical work in the completion of their academic training.

2. CLAUSE 16: MINIMUM BASIC WAGES

Substitute the following for subclause (1):

“(1) Subject to the remaining provisions of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

Category of employee	Minimum wage per hour from 1/11/94	Minimum wage per hour from 1/5/94
	Cents	Cents
(a) General workers.....	563	569
Provided that any employee who is engaged in unskilled work and who in addition to his ordinary work performs the duties of a watchman shall be paid R5 per week extra.		
(b) Cleaners	394	398
(c) Tradesman, Class 4, probationary trainee tradesmen, trainee tradesmen, Class 4 and apprentices in the first year of apprenticeship.....	619	626
(d) Tradesmen, Class 3, trainee tradesmen, Class 3, and apprentices in the second year of apprenticeship	681	690
(e) Tradesmen, Class 2, trainee tradesmen, Class 2, and apprentices in the third year of apprenticeship	929	941
(f) Drivers/plant operators:		
(i) Drivers of motor vehicles or operators of power-driven plant which require the driver or operator to be in possession of a Code 10 licence (6 500 kg and over) or a Code 11 licence (horse and trailer)	769	779
(ii) Drivers of motor vehicles or operators of power-driven plant which require the driver or operator to be in possession of a Code 9 licence (3 000 kg to 6 500 kg).....	662	671
(iii) Drivers of all other motor vehicles (Code 8 licence) and operators of hoists or drivers of dumpers	578	586
(g) (i) Artisans engaged in the performance of skilled work in all trades, including carpet layers, ceiling and/or partition erectors, glaziers, roofers, floor layers, waterproofers, motor and plant mechanics and fitters and turners	1 239	1 254
(ii) Craftsmen	1 394	1 411
(h) Employees engaged in patrolling premises and guarding property	R261,25 per week	R264,65 per week”.

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

- (a) klerke en administratiewe personeel;
- (b) universiteitstudente en gegradueerdes in die bouwetenskap en op konstruksietoeseighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding.

2. KLOUSULE 16: MINIMUM BASIESE LONE

Vervang subklousule (1) deur die volgende:

“(1) Behoudens die ander bepalings van hierdie klousule, mag geen loon wat laer is as die volgende deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

Kategorie werknemer	Minimum loon per uur vanaf 1/11/94	Minimum loon per uur vanaf 1/5/94
	Sent	Sent
(a) Algemene werkers	563	569
Met dien verstande dat 'n werknemer wat ongeskoolde werk verrig en benewens sy gewone werk die pligte van 'n wag uitvoer, R5 per week ekstra betaal moet word.		
(b) Skoonmakers.....	394	398
(c) Bouwerkers klas 4, proefkwekelingbouwerkers, kwekelingbouwerkers klas 4 en vakleerlinge in die eerste leerjaar	619	626
(d) Bouwerkers klas 3, kwekelingbouwerkers klas 3 en vakleerlinge in die tweede leerjaar	681	690
(e) Bouwerkers klas 2, kwekelingbouwerkers klas 2 en vakleerlinge in die derde leerjaar.....	929	941
(f) Drywers/masjineriebedieners:		
(i) Drywers van motorvoertuie of bedieners van kragaangedrewe masjinerie waarvoor die drywer of bediener in besit moet wees van 'n Kode 10-lisensie (6 500 kg en meer) of 'n Kode 11-lisensie (voorhaker en sleepwa)	769	779
(ii) Drywers van motorvoertuie of bedieners van kragaangedrewe masjinerie waarvoor die drywer of bediener in besit moet wees van Kode 9-lisensie (3 000 kg tot 6 500)	662	671
(iii) drywers van alle ander motorvoertuie (Kode 8-lisensie) en bedieners van hysers of drywers van stortwaens).....	578	586
(g) (i) Ambagsmanne wat geskoolde werk verrig in alle ambagte, met inbegrip van matlêers, plafon- en/of afskortingsoprigters, ruitwerkers, dakwerkers, vloerlêers, waterdigters, motor- en masjienwerktuigkundiges en passers en draaiers.....	1 239	1 254
(ii) Vakmanne	1 394	1 411
(h) Werknemers wat persele patrolleer en eiendom bewaak.....	R261,25 per week	R264,65 per week”.

3. CLAUSE 28: HOLIDAY FUND AND LEAVE PAY

Substitute the following for the table in subclause (1):

"Class of employee"	Per week
	R
Employees for whom wages are prescribed in—	
(i) clause 16 (1) (a)	17,60
(ii) clause 16 (1) (b)	12,30
(iii) clause 16 (1) (c)	18,20
(iv) clause 16 (1) (d)	20,00
(v) clause 16 (1) (e)	27,30
(vi) clause 16 (1) (f) (i)	26,00
(vii) clause 16 (1) (f) (ii)	22,40
(viii) clause 16 (1) (f) (iii) and (h)	19,50
(ix) clause 16 (1) (g) (i)	39,20
(x) clause 16 (1) (g) (ii)	43,80"

4. CLAUSE 29: PENSION OR LIKE FUND

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

"Class of employee"	Per week
	R
Employees for whom wages are prescribed in—	
(i) clause 16 (1) (a)	37,45
(ii) clause 16 (1) (b)	27,00
(iii) clause 16 (1) (c)	38,60
(iv) clause 16 (1) (d)	42,70
(v) clause 16 (1) (e)	58,70
(vi) clause 16 (1) (f) (i)	55,50
(vii) clause 16 (1) (f) (ii)	47,65
(viii) clause 16 (1) (f) (iii) and (h)	41,35
(ix) clause 16 (1) (g) (i)	75,60
(x) clause 16 (1) (g) (ii)	84,90"

5. CLAUSE 31: SICK PAY FUND FOR THE BUILDING INDUSTRY

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

"Class of employee"	Per week
	R
Employees for whom wages are prescribed in—	
(i) clause 16 (1) (a) and (b)	2,50
(ii) clause 16 (1) (c)	2,70
(iii) clause 16 (1) (d) and (f) (ii)	2,80
(iv) clause 16 (1) (e)	3,00
(v) clause 16 (1) (f) (i)	3,10
(vi) clause 16 (1) (f) (iii) and (h)	2,60
(vii) clause 16 (1) (g) (i)	8,10
(viii) clause 16 (1) (g) (ii)	8,10"

6. CLAUSE 32: TRADE UNION SUBSCRIPTIONS

In subclause (1), substitute the expressions "R2,25", "R1,02" and "R1,68" for the expression "R2,13", "96 cents" and "R1,62", respectively.

Signed at Cape Town this 5th day of September 1994.

H. MCCARTHY,
Chairman.

E. R. KAPP,
Vice-Chairman.

J. J. KITSHOFF,
Secretary.

3. KLOUSULE 28: VAKANSIEFONDS EN VERLOFBETALING

Vervang die tabel subklousule (1) deur die volgende:

"Klas werknemer"	Per week
	R
Werknemers vir wie lone voorgeskryf word by—	
(i) klousule 16 (1) (a)	17,60
(ii) klousule 16 (1) (b)	12,30
(iii) klousule 16 (1) (c)	18,20
(iv) klousule 16 (1) (d)	20,00
(v) klousule 16 (1) (e)	27,30
(vi) klousule 16 (1) (f) (i)	26,00
(vii) klousule 16 (1) (f) (ii)	22,40
(viii) klousule 16 (1) (f) (iii) en (h)	19,50
(ix) klousule 16 (1) (g) (i)	39,20
(x) klousule 16 (1) (g) (ii)	43,80"

4. KLOUSULE 29: PENSIOEN-OF SOORTGELYKE FONDS

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

"Klas werknemer"	Per week
	R
Werknemers vir wie lone voorgeskryf word by—	
(i) klousule 16 (1) (a)	37,45
(ii) klousule 16 (1) (b)	27,00
(iii) klousule 16 (1) (c)	38,60
(iv) klousule 16 (1) (d)	42,70
(v) klousule 16 (1) (e)	58,70
(vi) klousule 16 (1) (f) (i)	55,50
(vii) klousule 16 (1) (f) (ii)	47,65
(viii) klousule 16 (1) (f) (iii) en (h)	41,35
(ix) klousule 16 (1) (g) (i)	75,60
(x) klousule 16 (1) (g) (ii)	84,90"

5. KLOUSULE 31: SIEKEFONDS VIR DIE BOUWINDUSTRIE

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

"Klas werknemer"	Per week
	R
Werknemers vir wie lone voorgeskryf word by—	
(i) klousule 16 (1) (a) en (b)	2,50
(ii) klousule 16 (1) (c)	2,70
(iii) klousule 16 (1) (d) en (f) (ii)	2,80
(iv) klousule 16 (1) (e)	3,00
(v) klousule 16 (1) (f) (i)	3,10
(vi) klousule 16 (1) (f) (iii) en (h)	2,60
(vii) klousule 16 (1) (g) (i)	8,10
(viii) klousule 16 (1) (g) (ii)	8,10"

6. KLOUSULE 32: VAKVERENIGINGLEDEGELD

In subklousule (1), vervang die uitdrukkings "R2,13", "96 sent" en "R1,62" deur onderskeidelik die uitdrukkings "R2,25", "R1,02" en "R1,68".

Op hede die 5de dag van September 1994 te Kaapstad onderteken.

H. MCCARTHY,
Voorsitter.

E. R. KAPP,
Ondervoorsitter.

J. J. KITSHOFF,
Sekretaris.

INDEPENDENT BROADCASTING AUTHORITY

No. R. 1853

28 October 1994

APPLICATIONS RECEIVED FOR TEMPORARY COMMUNITY BROADCASTING LICENCES

The Independent Broadcasting Authority gives notice under the Independent Broadcasting Authority (Temporary Community Broadcasting Licences) Regulations, 1994, that applications have been received for temporary community broadcasting licences as set out in the Schedules.

The applications and any written representations received pursuant thereto are open for inspection by interested parties during the normal office hours of the Authority.

Interested persons are invited to submit written representations in relation to the applications to the Authority at, IBA House, 26 Baker Street, Rosebank, Johannesburg, OR Private Bag X31, Parklands, 2121, OR by Fax No. (011) 447-6188/9 within **two weeks of the date of publication of this notice**.

Persons who submit representations in terms hereof shall, when submitting such representations, provide proof to the satisfaction of the Authority that a copy of the representations submitted have been sent by *registered post* or delivered to the applicant concerned.

SCHEDULE

- (i) **Name and address of applicant:** AZAANIA BROADCASTING CORPORATION; Southern Africa Islamic Youth Conference, 55 Victoria Street, Durban, 4001.
- (ii) **Community:** Muslim inhabitants of the greater Durban area.
- (iii) **Proposed licence area:** Central Durban and surrounding suburbs.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** To provide religious programmes and to emphasise community needs such as problems with poverty, drug abuse and caring for the aged.

SCHEDULE

- (i) **Name and address of applicant:** BAKEN RADIO; Junior Rapportryer Movement, Die Eike, 1 Cedar Avenue, Auckland Park, 2006.
- (ii) **Community:** All Afrikaans and Ndebele speaking inhabitants of greater Pretoria.

ONAFHANKLIKE UITSAAI- OWERHEID

No. R. 1853

28 Oktober 1994

AANSOEKE OM TYDELIKE GEMEENSKAPS- UITSAAILSENSIES ONTVANG

Die Onafhanklike Uitsaai-owerheid gee kennis onder die Onafhanklike Uitsaai-owerheid (Tydelike Gemeenskapsuitsaailensies) Regulasies, 1994, dat aansoeke vir tydelike gemeenskapsuitsaailensies soos in die Bylaes uiteengesit, ontvang is.

Die aansoeke en enige skriftelike verhoë wat in verband daarmee ontvang is, is gedurende die normale kantoorure van die Owerheid ter insae van belanghebbende partye beskikbaar.

Belaghebbende partye word uitgenooi om skriftelike verhoë met betrekking tot die aansoeke te rig aan die Owerheid te IBA-huis, Bakerstraat 26, Rosebank, Johannesburg, OF Privaatsak X31, Parklands, 2121, OF Faks No. (011) 447-6188/9 binne **twee weke vanaf die datum van hierdie kennisgewing**.

Persone wat in terme hiervan verhoë rig sal, wanneer sodanige verhoë ingedien word, bewys tot bevrediging van die Owerheid voorlê dat 'n kopie van die verhoë wat ingedien is per *geregistreeerde pos* aan die betrokke aansoeker gestuur is of by die aansoeker afgelewer is.

BYLAE

- (i) **Naam en adres van aansoeker:** AZAANIA UITSAAIKORPORASIE: Southern Africa Islamic Youth Conference, Victoriastraat 55, Durban, 4001.
- (ii) **Gemeenskap:** Moslem-inwoners van die groter Durban-omgewing.
- (iii) **Voorgestelde lisensiegebied:** Durbansen-traal en omliggende voorstede.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** Om godsdienstige programme te voorsien en om gemeenskapsbehoefte soos probleme met armoede, dwelmmisbruik en sorg vir die bejaardes te beklemtoon.

BYLAE

- (i) **Naam en adres van aansoeker:** BAKEN RADIO; Junior Rapportryer-beweging, Die Eike, Cedarlaan 1, Aucklandpark, 2006.
- (ii) **Gemeenskap:** Alle Afrikaans- en Ndebele-sprekende inwoners van groter Pretoria.

- (iii) **Proposed licence area:** Greater Pretoria from Rooihuiskraal in the south to Rooiwal in the north and from Saulsville in the west to Mamelodi in the east.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** A cultural non-political Afrikaans community radio service in co-operation with a Ndebele cultural radio station to serve and develop the cultural needs of the communities concerned.

SCHEDULE

- (i) **Name and address of applicant:** ISCORIAN FM; 30 F. W. Beyer Street, Vanderbijlpark, 1900.
- (ii) **Community:** Iscor employees employed at the Vanderbijlpark Works of Iscor Limited.
- (iii) **Proposed licence area:** Vanderbijlpark Works of Iscor Limited.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** To satisfy the specific listening needs, interests and tastes of the community through a broadcasting product providing knowledge, understanding and entertainment in spoken audio and music format.

SCHEDULE

- (i) **Name and address of applicant:** KANGALA RADIO SERVICES; Silamba Trust, 904 Section D, Ekangala, 1021.
- (ii) **Community:** The inhabitants of the former self-governing territory of KwaNdebele which now forming part of Eastern Transvaal.
- (iii) **Proposed licence area:** KwaNdebele area of the Eastern Transvaal.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** To develop the culture, traditions and customs of the Ndebele community, to educate, to provide religious programmes and to market the arts and crafts of the community.

SCHEDULE

- (i) **Name and address of applicant:** RADIO TUKS; corner of Hilda Street and Duxbury Road, Hillcrest, Pretoria.

- (iii) **Voorgestelde lisensiegebied:** Groter Pretoria van Rooihuiskraal in die suide tot Rooiwal in die noorde en van Saulsville in die weste tot Mamelodi in die ooste.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** 'n Kulturele nie-politiese Afrikaanse gemeenskapsradiostasie in samewerking met 'n Ndebele-radiostasie om die kultuurbehoefte van die betrokke gemeenskappe te bedien en te ontwikkel.

BYLAE

- (i) **Naam en adres van aansoeker:** ISCORIAN FM; F. W. Beyerstraat 30, Vanderbijlpark, 1900.
- (ii) **Gemeenskap:** Iscorwerknemers werksaam by die Vanderbijlpark Werke van Iscor Beperk.
- (iii) **Voorgestelde lisensiegebied:** Vanderbijlpark Werke van Iscor Beperk.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** Om die besondere luisteraarsbehoefte en belangstellings van die gemeenskap te bevredig deur middel van 'n uitsaaiproduk wat kennis, begrip en vermaak voorsien in 'n formaat van die gesproke woord en musiek.

BYLAE

- (i) **Naam en adres van aansoeker:** KANGALA RADIODIENSTE; Silamba Trust, Seksie D 904, Ekangala, 1021.
- (ii) **Gemeenskap:** Die inwoners van die voormalige selfregerende gebied van KwaNdebele wat nou deel uitmaak van Oos-Transvaal.
- (iii) **Voorgestelde lisensiegebied:** KwaNdebele gebied van Oos-Transvaal.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** Om die kultuur, tradisies en gebruike van die Ndebele-gemeenskap te ontwikkel, om op te voed, om godsdienstige programme te voorsien en om die kuns en handwerk van die gemeenskap te bemark.

BYLAE

- (i) **Naam en adres van aansoeker:** RADIO TUKS; hoek van Hildastraat en Duxburyweg, Hillcrest, Pretoria.

- (ii) **Community:** University staff and students and the inhabitants of Pretoria Central and the eastern suburbs of Pretoria.
- (iii) **Proposed licence area:** The University of Pretoria and immediate surrounding area including Pretoria central, Hatfield, Hillcrest, Brooklyn, Lynnwood, Sunnyside, Muckleneuk, Waterkloof and Menlopark.
- (iv) **Preferred frequency band:** FM.
- (v) **Nature of the proposed service:** To inform the community, to provide them with a channel of communication, to entertain, to market the University of Pretoria and to develop the students and the community.

OFFICE OF THE PUBLIC SERVICE COMMISSION

No. R. 1823

28 October 1994

ANNEXURE

For general information it is hereby notified that the President has, under the powers vested in him by section 41 (1) of the Public Service Act, 1994, issued the following Regulations:

The Public Service Regulations, published under Government Notice No. R. 1091 of 10 June 1994, are hereby amended by the insertion of—

- (a) the words "and medical professional posts on joint medical establishments" after the words "post level 7", where it appears in paragraph 2.1 of Annexure A to Chapter J; and
- (b) the following new paragraph 2.5 after the existing paragraph 2.4 of Annexure A to Chapter J:

"Information that must be used to apply the factor tables/formulas"

2.5 For purposes of applying the above-mentioned factor tables/formulas in regard to the provision of management echelon posts or other posts or provisions with equivalent gradings for provincial administrations, the relevant information (regarding geographical area, population, gross geographic product, per capita income and consumer price index) must be obtained from the Central Statistical Service".

DEPARTMENT OF TRANSPORT

No. R. 1835

28 October 1994

ROAD TRAFFIC ACT, 1989
(ACT No. 29 OF 1989)

AMENDMENT OF THE ROAD TRAFFIC REGULATIONS

The Minister of Transport has under section 132 of the Road Traffic Act, 1989 (Act No. 29 of 1989), made the regulations contained in the Schedule hereto.

- (ii) **Gemeenskap:** Universiteitspersoneel en studente en die inwoners van Pretoria-Sentraal en die oostelike voorstede van Pretoria.
- (iii) **Voorgestelde lisensiegebied:** Die Universiteit van Pretoria en onmiddellike omgewing insluitende Pretoria-Sentraal, Hatfield, Hillcrest, Brooklyn, Lynnwood, Sunnyside, Muckleneuk, Waterkloof en Menlopark.
- (iv) **Verkose frekwensieband:** FM.
- (v) **Aard van die voorgestelde diens:** Om die gemeenskap in te lig, van 'n kommunikasiekanaal te voorsien, te vermaak, die Universiteit van Pretoria te bemark en om die studente en gemeenskap te ontwikkel.

KANTOOR VAN DIE STAATSDIENS- KOMMISSIE

No. R. 1823

28 Oktober 1994

BYLAE

Hierby word vir algemene inligting bekendgemaak dat die President kragtens artikel 41 (1) van die Staatsdienswet, 1994, die ondergemelde regulasies uitgevaardig het:

Die Staatsdiensregulasies gepubliseer by Goewermentskennisgewing No. R. 1091 van 10 Junie 1994, word hierby gewysig deur die invoeging van—

- (a) die woorde "en mediese professionele poste op gesamentlike mediese diensstate" na die woorde "op posvlak 7", waar dit in paragraaf 2.1 van Bylae A tot Hoofstuk J voorkom; en
- (b) die volgende nuwe paragraaf 2.5 na die bestaande paragraaf 2.4 van Bylae A tot Hoofstuk J:

"Inligting wat gebruik moet word by die toepassing van faktor tabelle/formules"

2.5 Vir doeleindes van die toepassing van die voorgenoemde faktor tabelle/formules ten opsigte van die bepaling van bestuurskaderposte of ander poste met gelyke graderings vir provinsiale administrasies, moet die toepaslike inligting (betreffende geografiese area, bevolking, bruto geografiese produk, per kapita inkomste en verbruikersprysindeks) vanaf die Sentrale Statistiekdiens verkry word."

DEPARTEMENT VAN VERVOER

No. R. 1835

28 Oktober 1994

PADVERKEERSWET, 1989
(WET No. 29 VAN 1989)

WYSIGING VAN DIE PADVERKEERSREGULASIES

Die Minister van Vervoer het kragtens artikel 132 van die padverkeerswet, 1989 (Wet No. 29 van 1989), die regulasies in die Bylae hiervan uitgevaardig.

SCHEDULE**BYLAE****Definition**

1. In this Schedule "the Regulations" means the Road Traffic Regulations published by Government Notice No. R. 910 of 26 April 1990, as amended by Government Notice Nos. R. 1312 of 13 June 1990, R. 1954 of 17 August 1990, R. 2066 of 31 August 1990, R. 2982 of 14 December 1990, R. 125 of 14 February 1991, R. 1059 of 4 June 1991, R. 2694 of 15 November 1991, R. 1695 of 15 June 1992, R. 2803 of 1 October 1992, R. 2895 of 8 October 1992, R. 3172 of 20 November 1992, R. 766 of 30 April 1993, R. 1214 of 1 July 1993, R. 1767 of 20 September 1993, R. 1878 of 18 October 1993, R. 2448 of 24 December 1993, R. 792 of 29 April 1994, R. 1048 of 3 June 1994, R. 1081 of 7 June 1994 and R. 1447 of 26 August 1994.

Amendment of regulation 4 of the Regulations

2. Regulation 4 of the Regulations is hereby substituted for the following regulation:

"Duty to register and license motor vehicle with appropriate registering authority"

4. Save as is otherwise provided in this Part, every motor vehicle within the Transvaal shall, whether or not it is operated on a public road, be registered and licensed in accordance with the provisions of this Part by the owner thereof with the appropriate registering authority: Provided that a motor vehicle shall be deemed to be registered and licensed—

- (a) if it is a new vehicle and is owned by a manufacturer, importer or motor dealer for the purpose of sale and is not operated on a public road;
- (b) while it is owned by any person who has bought it from—
 - (i) a manufacturer, importer or motor dealer and who, after he became the owner and without removing it from the premises of the manufacturer, importer or motor dealer, forthwith sells it to another motor dealer; or
 - (ii) a motor dealer and who, after he became the owner and without removing it from the premises of the motor dealer, forthwith sells or leases it to another person in terms of an instalment sale transaction or a leasing transaction:

Provided further that a motor vehicle which is owned by a motor dealer for the purpose of sale or exchange in the course of his business as a motor dealer while it is not operated on a public road, shall be deemed to be licenced."

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die Padverkeersregulasies gepubliseer by Goewermentskennisgewing No. R. 910 van 26 April 1990, soos gewysig by Goewermentskennisgewing No's. R. 1312 van 13 Junie 1990, R. 1954 van 17 Augustus 1990, R. 2066 van 31 Augustus 1990, R. 2982 van 14 Desember 1990, R. 125 van 14 Februarie 1991, R. 1059 van 4 Junie 1991, R. 2694 van 15 November 1991, R. 1695 van 15 Junie 1992, R. 2803 van 1 Oktober 1992, R. 2895 van 8 Oktober 1992, R. 3172 van 20 November 1992, R. 766 van 30 April 1993, R. 1214 van 1 Julie 1993, R. 1767 van 20 September 1993, R. 1878 van 18 Oktober 1993, R. 2448 van 24 Desember 1993, R. 792 van 29 April 1994 en R. 1048 van 3 Junie 1994, R. 1081 van 7 Junie 1994, R. 1447 van 26 Augustus 1994.

Wysiging van regulasie 4 van die Regulasies

2. Regulasie 4 van die Regulasies word hierby deur die volgende regulasie vervang:

"Plig om motorvoertuig by toepaslike registrasie-owerheid te registreer en te lisensieer"

4. Behoudens andersluidende bepalings in hierdie Deel vervat, word elke motorvoertuig binne Transvaal, ongeag of dit op 'n openbare pad gebruik word al dan nie, deur die eienaar daarvan ooreenkomstig die bepalings van hierdie Deel by die toepaslike registrasie-owerheid geregistreer en gelisensieer: Met dien verstande dat 'n motorvoertuig geag word aldus geregistreer en gelisensieer te wees—

- (a) waar dit 'n nuwe voertuig en die eiendom van 'n vervaardiger, invoerder of motorhandelaar is met die doel om dit te verkoop en nie op 'n openbare pad gebruik word nie;
- (b) terwyl dit die eiendom is van enige iemand wat dit gekoop het van—
 - (i) 'n vervaardiger, invoerder of motorhandelaar en wat nadat hy eienaar geword het en sonder om dit te verwyder van die perseel van die vervaardiger, invoerder of motorhandelaar, dit onverwyld aan enige ander motorhandelaar verkoop; of
 - (ii) 'n motorhandelaar en wat nadat hy eienaar geword het en sonder om dit te verwyder van die perseel van die motorhandelaar, dit onverwyld aan iemand anders ingevolge 'n afbetalingsverkooptransaksie of 'n huurtransaksie verkoop of verhuur:

Met dien verstande voorts dat 'n motorvoertuig waarvan 'n motorhandelaar die eienaar is vir die doel om dit in die loop van sy besigheid as 'n motorvoertuig te verkoop of te ruil terwyl dit nie op 'n openbare pad gebruik word nie, geag word gelisensieer te wees."

Amendment of regulation 8 of the Regulations

3. Regulation 8 of the Regulations is hereby amended by—

- (a) the substitution for subparagraph (i) of paragraph (b) of subregulation (2) of the following subparagraph:

“(i) the chassis number in not more than 15 alpha-numerical characters, which, for the purposes of this regulation may consist of letters or figures or a combination thereof: Provided that if such motor vehicle is a motor car mini-bus, bus or goods vehicle and is registered for the first time on or after 1 January 1996 such engine number shall comply with the Standard Specification of the South African Bureau of Standards—

- (i) SABS 3779:1983 “Road vehicles—Vehicle identification number (VIN)—Content and structure”;
- (ii) SABS 4030:1983 “Road vehicles—Vehicle identification number (VIN)—Location and attachment”;
- and
- (iii) SABS 3780:1983 “Road vehicles—World manufacturer identifier (WMI) code.”;

- (b) the substitution for subregulation (3) of the following subregulation:

“(3) The owner of a motor vehicle who applies for the registration thereof within 21 days after the date contemplated in regulation 21 (1), 22 (5) or 23 (7) is exempted from the payment of the fee provided for in Division 1 of Appendix 1.”; and

- (c) the deletion of subregulation (6).

Amendment of regulation 16 of the Regulations

4. Regulation 16 of the Regulations is hereby amended by the substitution of subregulation (1) of the following subregulation:

“(1) For the purpose of effecting the licencing of a motor vehicle as contemplated in regulation 4, the owner thereof shall within 21 days after the date referred to in regulation 15 apply to the appropriate registering authority on a form similar to the form as shown in Schedule 4 and the application shall be accompanied by—

- (a) the appropriate motor vehicle licence fees;
- (b) if applicable the penalties and arrear motor vehicle licence fees referred to in subregulation (3) and regulation 27; and
- (c) if applicable, a certificate of classification referred to in Schedule 4.”.

Wysiging van regulasie 8 van die Regulasies

3. Regulasie 8 van die Regulasies word hierby gewysig deur—

- (a) subparagraaf (i) van paragraaf (b) van subregulasie (2) deur die volgende subparagraaf te vervang:

“(i) die onderstelnummer in hoogstens 15 alfanumeriese karakters wat by die toepassing van hierdie regulasie uit of letters of syfers of ’n kombinasie daarvan kan bestaan: Met dien verstande dat indien sodanige motorvoertuig ’n motorkar, minibus, bus of goederevoertuig is wat op of na 1 Januarie 1996 vir die eerste keer geregistreer word, sodanige onderstelnummer aan die Standaardspesifikasies van die Suid-Afrikaanse Buro vir Standaarde—

(i) SABS 3779:1983 “Padvoertuie—Voertuigidentifikasiënnummer (VIN)—Inhoud en struktuur”;

(ii) SABS 4030:1983 “Padvoertuie—Voertuigidentifikasiënnummer (VIN)—Plasing en aanbring”;

(iii) SABS 3780:1983 “Padvoertuie—Wêreldfabrikant-identifikasiekode (WFI),

moet voldoen.”;

- (b) subregulasie (3) deur die volgende subregulasie te vervang:

“(3) Die eienaar van ’n motorvoertuig wat binne 21 dae na die datum in regulasie 21 (1), 22 (5) of 23 (7) beoog, aansoek doen om die registrasie daarvan, is vrygestel van die betaling van die geld in Afdeling 1 van Aanhangsel 1 bepaal.”; en

- (c) subregulasie (6) te skrap.

Wysiging van regulasie 16 van die Regulasies

4. Regulasie 16 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

“(1) Ten einde ’n motorvoertuig te lisensieer soos in regulasie 4 beoog, doen die eienaar daarvan binne 21 dae na die datum genoem in regulasie 15, by die toepaslike registrasie-owerheid op ’n vorm soortgelyk en die vorm soos in Bylae 4 aangedui aansoek en die aansoek gaan vergesel van—

(a) die toepaslike motorvoertuiglisensiegelde bedoel in Bylae 4;

(b) indien van toepassing die boetes en agterstallige lisensiegelde bedoel in subregulasie (3) en regulasie 27; en

(c) indien van toepassing, ’n sertifikaat van klassifikasie bedoel in Bylae 4.”.

Correction of regulation 44C of the Regulations

5. Regulation 44C of the Regulations is hereby substituted for the following regulation:

"Furnishing of information from motor vehicle register

44C. (1) A person may apply to a registering authority, other than the registering authority of the South African Police Service, on from MVR10 as shown in Schedule 4, for an information certificate in respect of a motor vehicle.

(2) The application referred to in subregulation (1) shall be accompanied by—

- (a) the identity document of the applicant; and
- (b) the appropriate fees referred to in Schedule 1.

(3) On receipt of the application referred to in subregulation (1), the registering authority shall, if satisfied that the information is required on reasonable grounds and the application is in order, issue an information certificate on form MVR2 as shown in Schedule 4."

Substitution of regulation 45 of the Regulations

6. Regulation 45 of the Regulations is hereby substituted by the following regulation:

"Special classification of persons in receipt of war pension for payment of motor vehicle licence fees

45. (1) The owner of a motor vehicle, other than a motor vehicle conveying persons or goods for reward, who—

- (a) receives a pension in terms of the Military Pensions Act, 1976, (Act No. 84 of 1976);
- (b) suffers from a pensionable disability which has been determined at not less than 50 per cent in terms of the Act; and
- (c) by reason of such disability requires the use of such motor vehicle to enable him to earn his livelihood.

may on or before the date on which he is liable in terms of regulation 15 for the licensing of the motor vehicle contemplated in such Part or during a period of grace allowed for such licensing, apply in person and on form MVR8 as shown in Schedule 4, to the appropriate registering authority for special classification for the payment of the motor vehicle licence fees in respect of such vehicle.

(2) The applicant shall furnish the registering authority with such further particulars relating to his application as the registering authority may require.

Regstelling van regulasie 44C van die Regulasies

5. Regulasie 44C van die Regulasies word hierby deur die volgende regulasie vervang:

"Verstrek van inligting uit motorvoertuigregister

44C. (1) 'n Persoon kan, op vorm MVR10 soos in Bylae 4 aangedui, by 'n registrasie-owerheid, uitgesonderd die registrasie-owerheid van die Suid-Afrikaanse Polisiediens, aansoek doen om 'n inligtingstifikaat ten aansien van 'n motorvoertuig.

(2) Die aansoek bedoel in subregulasie (1), gaan vergesel van—

- (a) die identiteitsdokument van die aansoeker;
- (b) die toepaslike gelde bedoel in Bylae 1.

(3) Die registrasie-owerheid moet by ontvangs van die aansoek bedoel in subregulasie (1), indien tevrede dat die inligting op redelike gronde nodig is en die aansoek in orde is, 'n inligtingstifikaat op vorm MVR2 soos in Bylae 4 aangedui, uitreik."

Vervanging van regulasie 45 van die Regulasies

6. Regulasie 45 van die Regulasies word hierby deur die volgende regulasie vervang:

"Spesiale klassifikasie van persoon wat oorlogspensioen ontvang vir die betaling van motorvoertuiglisensiegelede

45. (1) Die eienaar van 'n motorvoertuig, uitgesonderd 'n motorvoertuig vir die vervoer van persone of goedere teen vergoeding, wat—

- (a) 'n pensioen ingevolge die Wet op Militêre Pensioene, 1967 (Wet No. 84 van 1976), ontvang;
- (b) pensioengeregig is as gevolg van ongeskiktheid wat bereken is op ten minste 50 persent ingevolge daardie Wet; en
- (c) as gevolg van sodanige ongeskiktheid daardie motor benodig om hom in staat te stel om 'n bestaan te maak.

kan op of voor die datum waarop hy ingevolge regulasie 15 vir die lisensiering van die motorvoertuig aanspreeklik is of gedurende enige respytydperk vir sodanige lisensiering toegelaat, persoonlik en op vorm MVR8, soos in Bylae 4, aangedui by die toepaslike registrasie-owerheid om spesiale klassifikasie van die betaling van die motorvoertuiglisensiegelede ten opsigte van sodanige voertuig aansoek doen.

(2) Die aansoeker verstrek aan die registrasie-owerheid enige verdere besonderhede betreffende sy aansoek wat die registrasie-owerheid vereis.

(3) The registering authority shall thereafter forward such application to the Member of the Executive Council responsible for Road Traffic in the Province.

(4) On receipt of the application referred to in subregulation (3), the Member of the Executive Council responsible for Road Traffic in the Province shall decide whether such application should be granted or refused and he shall notify the applicant and the registering authority accordingly.

(5) If an application is granted by the Member of the Executive Council responsible for Road Traffic in the Province in terms of subregulation (4), the Director-General of the Provincial Administration concerned shall issue a certificate of special classification on form MVR 9 as shown in Schedule 4 to the applicant.

(6) Upon production, whether by post or otherwise, of the certificate of special classification referred to in subregulation (5) to the appropriate registering authority, such registering authority shall licence the motor vehicle concerned after payment of the special licence fee referred to in Schedule 4.

(7) When a person has applied for special classification in terms of this regulation, he shall not be liable for any of the penalties provided for in regulation 27 if he applies for the registration and licensing or licensing, as the case may be, of the motor vehicle concerned, within 21 days from the date of the notification referred to in subregulation (4).

(8) A special classification granted in terms of this regulation shall only be valid in respect of a period of 12 months from the first day of the month in which such classification is granted."

Amendment of regulation 197 of the Regulations

7. Regulation 197 of the Regulations is hereby amended by the substitution for subregulation (4) of the following subregulation:

"(4) If a roadworthy certificate or certificate of fitness is required and the application referred to in regulation 196 is not accompanied by such certificate or in the case of a certificate of fitness a photocopy thereof, the registering authority shall not issue a clearance certificate, until the owner of such motor vehicle submits such roadworthy certificate or certificate of fitness or photocopy thereof: Provided that if such roadworthy certificate or certificate of fitness is submitted after the month in which such motor vehicle is licensed, the licence of such motor vehicle shall become null and void on the day such roadworthy certificate or certificate of fitness is submitted and on such date the owner shall become liable for the licensing of such vehicle."

(3) Daarna stuur die registrasie-owerheid sodanige aansoek aan die Lid van die Uitvoerende Raad belas met Padverkeer in die Provinsie tesame met 'n aanbeveling of die aansoek toegestaan of geweier moet word.

(4) By ontvangs van die aansoek genoem in subregulasie (3), besluit die Lid van die Uitvoerende Raad belas met Padverkeer in die Provinsie of sodanige aansoek toegestaan of geweier moet word en stel hy die aansoeker en registrasie-owerheid dienooreenkomstig in kennis.

(5) Waar 'n aansoek deur die Lid van die Uitvoerende Raad belas met Padverkeer in die Provinsie ingevolge subregulasie (4) toegestaan word, reik die Direkteur-generaal van die betrokke Provinsiale Administrasie 'n sertifikaat op vorm MVR 9, soos in Bylae 4, aangedui aan die aansoeker uit.

(6) By die voorlegging, hetsy per pos of andersins, van die sertifikaat in subregulasie (5) genoem, aan die toepaslike registrasie-owerheid, lisensieer sodanige registrasie-owerheid die betrokke motorvoertuig na betaling van die spesiale lisensiegelde soos in Bylae 4 bedoel.

(7) Wanneer 'n persoon ingevolge hierdie regulasie om spesiale klassifikasie aansoek gedoen het, is hy nie aanspreeklik vir enigeen van die boetes waarvoor in regulasie 27 voorsiening gemaak word nie, indien hy binne 21 dae van die datum van die kennisgewing in subregulasie (4) genoem, aansoek doen om die registrasie en lisensiering of lisensiering, na gelang van die geval, van die betrokke motorvoertuig.

(8) Enige spesiale klassifikasie toegestaan ingevolge hierdie regulasie is geldig slegs ten opsigte van 'n tydperk van 12 maande vanaf die eerste dag van die maand waarvan af sodanige klassifikasie toegestaan is."

Wysiging van regulasie 197 van die Regulasies

7. Regulasie 197 van die Regulasies word hierby gewysig deur subregulasie (4) deur die volgende subregulasie te vervang:

"(4) Indien 'n padwaardigheidsertifikaat of geskiktheidsertifikaat vereis word en die aansoek bedoel in regulasie 196 nie van sodanige sertifikaat of in die geval van 'n geskiktheidsertifikaat 'n fotokopie daarvan vergesel is nie, reik die registrasie-owerheid nie 'n klaringsbewys uit nie, totdat die eienaar van sodanige motorvoertuig sodanige padwaardigheidsertifikaat of geskiktheidsertifikaat of fotokopie daarvan voorlê nie: Met dien verstande dat, indien sodanige padwaardigheidsertifikaat of geskiktheidsertifikaat na die maand waarin sodanige motorvoertuig gelisensieer is, voorgelê word, die lisensie van sodanige motorvoertuig van nul en gener waarde word op die dag waarop sodanige padwaardigheidsertifikaat of geskiktheidsertifikaat voorgelê word en die eienaar word op sodanige datum vir die lisensiering van sodanige voertuig aanspreeklik."

Amendment of regulation 201 of the Regulations

8. Regulation 201 of the Regulations is hereby amended by the substitution for subregulation (3) of the following subregulation:

- “(3) The application referred to in subregulation (2) shall be accompanied by—
- (a) the appropriate motor vehicle licence fees referred to in Schedule 4A;
 - (b) if applicable, the penalties and areaar licence fees referred to in regulation 238D and 238F;
 - (c) if required in terms of regulation 266 (1), a roadworthy certificate; and
 - (d) if required in terms of regulation 267, a certificate of fitness or a photocopy thereof.”.

Amendment of regulation 238C of the Regulations

9. Regulation 238C of the Regulations is hereby amended by the substitution for subregulation (1A) of the following subregulation:

- “(1A) The chassis number of every motor car, minibus, bus or goods vehicle registered for the first time on or after 1 January 1996, shall comply with the Standard Specifications of the South African Bureau of Standards—
- (i) SABS 3779; 1983 “Road vehicles—Vehicle identification number (VIN)—Content and structure”;
 - (ii) SABS 4030: 1983 “Road vehicles—Vehicle identification number (VIN)—Location and attachment”; and
 - (iii) SABS 2780: 1983 “Road vehicles—World manufacturer identifier (MWI) code”;

as published by Government Notice No. R. 3160 of 20 November 1992.”.

Correction of regulation 251 of the Regulations

10. Regulation 251 of the Regulations is hereby corrected by the substitution of paragraph (i) in subregulation (2) of the following paragraph:

- “(i) to a person driving a goods vehicle except for a breakdown vehicle, the gross vehicle mass of which does not exceed 3 500 kilograms.”.

Amendment of regulation 267 of the Regulations

11. Regulation 267 of the regulations is hereby amended by the substitution for subregulation (1A) of the following subregulation:

- “(1A) Subject to the provisions of subregulation (2) and notwithstanding the provisions of regulations 17 and 197 a registering authority shall not issue a clearance certificate in respect of a

Wysiging van regulasie 201 van die Regulasies

8. Regulasie 201 van die Regulasies word hierby gewysig deur subregulasie (3) deur die volgende subregulasie te vervang:

- “(3) Die aansoek bedoel in subregulasie (2) gaan vergesel van—
- (a) die toepaslike motorvoertuiglisensiegelde bedoel in Bylae 4A;
 - (b) indien van toepassing, die boetes en agterstallige lisensiegelde bedoel in regulasie 238D en 238F;
 - (c) indien ingevolge regulasie 266 (1) vereis ’n padwaardigheidsertifikaat; en
 - (d) indien ingevolge regulasie 267 vereis ’n geskiktheidsertifikaat of ’n fotokopie daarvan.”.

Wysiging van regulasies 238C van die Regulasies

9. Regulasie 238C van die Regulasies word hierby gewysig deur subregulasie (1A) deur die volgende subregulasie te vervang:

- “(1A) Die onderstelnommer van elke motorkar, minibus, bus of goederevoertuig wat op of na 1 Januarie 1996 geregistreer word, moet aan die Standaardspesifikasies van die Suid-Afrikaanse Buro vir Standaarde—
- (i) SABS 3779; 1983 “Padvoertuie—Voertuigidentifikasienommer (VIN)—Inhoud en struktuur”;
 - (ii) SABS 4030: 1983 “Padvoertuie—Voertuigidentifikasienommer (VIN)—Plasing en aanbring”; en
 - (iii) SABS 2780: 1983 “Padvoertuie—Wêreldfabrikant-identifikasiekode (WFI)”;

soos gepubliseer by Goewermentskennigewing No. R. 3160 van 20 november 1992, voldoen.”.

Regstelling van regulasie 251 van die Regulasies

10. Regulasie 251 van die Regulasies word hierby reggestel deur paragraaf (i) in subregulasie (2) deur die volgende paragraaf te vervang:

- “(i) op ’n persoon wat ’n goederevoertuig, uitgesonderd ’n teëspoedwa, waarvan die bruto voertuigmassa nie 3 500 kilogram oorskry nie, bestuur.”.

Wysiging van regulasie 267 van die Regulasies

11. Regulasie 267 van die Regulasies word hierby gewysig deur subregulasie (1A) deur die volgende subregulasie te vervang:

- “(1A) Behoudens die bepalings van subregulasie (2) en niesteenstaande die bepalings van regulasie 17 of 197 reik ’n registrasie-owerheid nie ’n klaringsbewys uit nie ten opsigte van ’n motor-

motor vehicle referred to in subregulation (1) unless a certificate of fitness or photocopy thereof in respect of such motor vehicle is produced: Provided that in case where a registering authority cannot determine if a motor vehicle is a motor vehicle as referred to in subregulation (1), a clearance certificate may be issued in respect of such motor vehicle."

Amendment of regulation 369 of the Regulations

12. Regulation 369 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) No person shall operate on a public road a tractor which according to the registration certificate thereof was registered for the first time on or after 1 January 1993, unless it is fitted with a metal plate on which—

- (a) the net power of the engine in kilowatts as determined in terms of the Code of Practice referred to in subregulation (1) (vi) (denoted as P/D);
- (b) the gross combination mass in kilograms (denoted as GCM/BKM); and
- (c) the permissible maximum drawing vehicle mass referred to in regulation 368 (c) (denoted as D/T)."

Correction of Schedule 4 of the Regulations

13. Schedule 4 of the Regulations is hereby corrected by—

- (a) the insertion of the following items after item 7 of Division II of Appendix 1 of Part One: The Transvaal:

"8. A motor vehicle classified in terms of Division II of Appendix 3 R18,00

9. A person in receipt of a military pension (regulation 45)..... R18,00";

- (b) by the substitution for the amount in Division VI of Appendix 1 to Part One: The Transvaal of the amount R250,00;

- (c) in Appendix 2 to Part One: The Transvaal the substitution for item MVR8 and MVR9 of the following items:

"MVR8	Application by person in receipt of war pension for special classification of motor vehicle for purposes of payment of licence fees.....	45 (1)
MVR8	Aansoek deur persoon wat oorlogspensioen ontvang vir spesiale klasifikasie van motorvoertuig vir doeleindes van betaling van lisensiegeelde	45 (1)
MVR9	Certificate of special exemption—person in receipt of war pension ..	45 (5)
MVR9	Spesiale klassifikasiesertifikaat—persoon wat oorlogspensioen ontvang.....	45 (5)"

voertuig in subregulasie (1) bedoel, tensy 'n geskiktheidsertifikaat of fotokopie daarvan ten opsigte van sodanige motorvoertuig voorgelê word: Met dien verstande dat in die geval waar 'n registrasie-owerheid nie kan bepaal of 'n motorvoertuig 'n motorvoertuig is soos bedoel in subregulasie (1) nie, 'n klaringsbewys wel ten opsigte van sodanige voertuig uitgereik mag word nie."

Wysiging van regulasie 369 van die Regulasies

12. Regulasie 369 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Niemand mag 'n trekker wat volgens die registrasiesertifikaat daarvan op of na 1 Januarie 1993 vir die eerste keer geregistreer is op 'n openbare pad gebruik nie, tensy dit van 'n metaalplaatjie voorsien is waarop—

- (a) die netto drywing van die enjin in kilowatt afgedruk is, soos bepaal ooreenkomstig die gebruikskode in subregulasie (1) (vi) genoem (as P/D aangedui);
- (b) die bruto kombinasie-massa in kilogram (as GCM/BKM aangedui); en
- (c) die toelaatbare maksimum trekvoertuig-massa bedoel in regulasie 368 (c) (as D/T aangedui)."

Regstelling van Bylae 4 van die Regulasies

13. Bylae 4 van die Regulasies word hierby reggestel deur—

- (a) die volgende items na item 7 van Afdeling II van Aanhangsel 1 tot Deel Een: Transvaal in te voeg:

"8. 'n Motorvoertuig geklassifiseer ingevolge Afdeling II van Aanhangsel 3..... R18,00

9. 'n Persoon in ontvangs van militêre pensioen (regulasie 45).. R18,00";

- (b) deur die bedrag in item 2 van Afdeling VI van Aanhangsel 1 tot Deel Een: Transvaal deur die bedrag R250,00 te vervang;

- (c) in Aanhangsel 2 tot Deel Een: Transvaal items MVR8 en MVR9 deur die volgende items te vervang:

- (d) in Appendix 2 to Part One: The Transvaal the insertion of the following item after item MVR9:

"MVR10	Application for information certificate	44C
MVR10	Aansoek om inligtingertifikaat	44C"

- (e) the substitution in Appendix 2 to Part One: The Transvaal for forms MVR8 and MVR9 of the forms as shown in Schedule 1;
- (f) the insertion after form MVR9 in Appendix 2 to Part One: The Transvaal of the form as shown in Schedule 2; and
- (g) by the substitution for item (3) of Division 1 of Appendix 3 of the following item:

"(3) If a motor vehicle is exempt in terms of item (1) (c), (d) and (g) is operated on a public road contrary to the provisions of item (2), the owner of such motor vehicle shall be liable for the registration thereof from the date on which it is so used."

Short title and commencement

14. These regulations are the twentieth amendment to the Road Traffic Regulations, published by Government Notice No. R. 910 of 26 April 1990, and shall come into operation on—

- (a) for regulations 2, 4, 6 and 13, 1 December 1994; and
- (b) for regulations 1, 3, 5, 7, 8, 9, 10, 11 en 12, 1 November 1994.

- (d) in Aanhangel 2 tot Deel Een: Transvaal die volgende item na item MVR9 in te voeg:

- (e) in Aanhangel 2 tot Deel Een: Transvaal vorms MVR8 en MVR9 deur die vorms in Bylae 1 aangedui te vervang;
- (f) in Aanhangel 2 tot Deel Een: Transvaal die vorm in Bylae 2 aangedui na vorm MVR9 in te voeg; en
- (g) deur item (3) van Afdeling 1 van Aanhangel 3 deur die volgende item te vervang:

"(3) Indien 'n motorvoertuig wat ingevolge item (1) (c), (d) en (g) vrygestel is, strydig met die bepalings van item (2) op 'n openbare pad gebruik word, is die eienaar van sodanige motorvoertuig aanspreeklik vir die registrasie daarvan met ingang van die datum waarop dit aldus gebruik is."

Kort titel en inwerkingtreding

14. Hierdie regulasies is die twintigste wysiging van die Padverkeersregulasies, gepubliseer by Goewermentskennisgewing No. R. 910 van 26 April 1990, en tree in werking op—

- (a) vir regulasie 2, 4, 6 en 13, 1 Desember 1994; en
- (b) vir regulasies 1, 3, 5, 7, 8, 9, 10, 11 en 12, 1 November 1994.

SCHEDULE • BYLAE 1

FORM No. MVR8

VORM No. MVR8

TRANSCVAAL PROVINCE

PROVINSIE TRANSCVAAL

**APPLICATION BY PERSON IN RECEIPT OF
WAR PENSION FOR SPECIAL CLASSIFICA-
TION IN RESPECT OF PAYMENT OF MOTOR
VEHICLE LICENCE FEES****AANSOEK DEUR PERSOON WAT OOR-
LOGSPENSIOEN ONTVANG OM SPESIALE
KLASSIFIKASIE TEN OPSIGTE VAN MOTOR-
VOERTUIGLISENSIEGELDE**

I,

Ek,

Full name Volle name

Address Adres

Occupation Beroep

hereby apply for special classification i.r.o. payment of
licence fees for the period of 12 months beginning on
the first day of.....(month and year)

doen hierby aansoek om spesiale klassifikasie t.o.v.
die betaling van lisensiegelde vir die tydperk van 12
maande beginnende op die eerste dag van.....

..... in period of the following vehicle
owned by me:

.....(maand en jaar)..... t.o.v. die
volgende motorvoertuig waarvan ek die eienaar is:

						T
--	--	--	--	--	--	---

I declare that—

Ek verklaar dat—

(a) I am in receipt of a pension in terms of the Military
Pensions Act, 1976:

(a) ek 'n pensioen ontvang ingevolge die Wet op
Militêre Pensioen, 1976:

(b) my percentage disability is:

(b) my persentasie ongeskiktheid is:

(c) by reason of such disability I require the use of
such vehicle to enable me to earn my livelihood
for the following reasons:

(c) omrede sodanige ongeskiktheid ek die gebruik
van sodanige voertuig nodig het om my in staat te
stel om my bestaan te maak op die volgende
redes:

.....
Signature/Handtekening

Date.....Datum

ONLY FOR USE BY REGISTERING-AUTHORITY**SLEGS VIR GEBRUIK VAN REGISTRASIE-OWERHEID**

To: Director-General, Pretoria

Aan: Direkteur-generaal, Pretoria

Forwarded: I recommend—

Aangestuur: Ek beveel aan—

.....
For Registering Authority/Namens Registrasie-owerheid van:

.....
Date.....Datum

FORM No. MVR9

VORM No. MVR9

TRANSCVAAL PROVINCE

PROVINSIE TRANSVAAL

**CERTIFICATE OF SPECIAL
CLASSIFICATION—PERSON IN RECEIPT
OF WAR PENSION****SERTIFIKAAT VAN SPESIALE
KLASSIFIKASIE—PERSOON WAT
OORLOGSPENSIOEN ONTVANG**

To:

Aan:

I certify that your undermentioned motor vehicle has
been specially classified i.r.o. payment of licence fees:

Ek sertifiseer dat u ondergenoemde motorvoertuig
spesiaal geklassifiseer is t.o.v. die betaling van gelde:

						T
--	--	--	--	--	--	---

for the period

vir die tydperk

.....19..... to19.....
tot

.....
Director-General/Direkteur-generaal
Pretoria

Date.....Datum

N.B.—This special classification only applies to the
owner, vehicle and the period mentioned.

L.W.—Hierdie spesiale klassifikasie is slegs van
toepassing op die eienaar, voertuig en tydperk
vermeld.

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 1994 to 30 September 1995, English 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.*

—oOo—

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 1994 tot 30 September 1995 word Engels EERSTE geplaas.
3. Hierdie reëling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.*

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