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SOUTH AFRICA



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GOVERNMENT NOTICES

DEPARTMENT OF AGRICULTURE

No. R. 1891

4 November 1994

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

MILK SCHEME: AMENDMENT

I, André Isak van Niekerk, Minister of Agriculture, acting under section 14 (1), read with section 15 (3), of the Marketing Act, 1968 (Act No. 59 of 1968), hereby—

- (a) publish the amendment set out in the Schedule, of the Milk Scheme published by Government Notice No. R. 2492 of 24 December 1993, as amended; and
- (b) declare that the said amendment shall come into operation on the date of publication hereof.

A. I. VAN NIEKERK,
Minister of Agriculture.

SCHEDULE

Definition

1. In this Schedule "the Scheme" means the Milk Scheme published by Government Notice No. R. 2492 of 24 December 1993, as amended by Government Notice No. R. 884 of 6 May 1994 (as corrected by Government Notice No. R. 1248 of 15 July 1994).

Amendment of section 1 of the Scheme

2. Section 1 of the Scheme is hereby amended—

- (a) by the substitution for the words preceding the definition of "Class" of the following words:

"In this Scheme any word or expression to which a meaning has been assigned in the Act, shall have that meaning and, unless the context otherwise indicates—"; and

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN LANDBOU

No. R. 1891

4 November 1994

BEMARKINGSWET, 1968
(WET No. 59 VAN 1968)

MELKSKEMA: WYSIGING

Ek, André Isak van Niekerk, Minister van Landbou, handelende kragtens artikel 14 (1), gelees met artikel 15 (3), van die Bemarkingswet, 1968 (Wet No. 59 van 1968)—

- (a) publiseer hierby die wysiging in die Bylae uit-eengesit, van die Melkskema gepubliseer by Goewermentskennisgewing No. R. 2492 van 24 Desember 1993, soos gewysig; en
- (b) verklaar hierby dat genoemde wysiging op datum van publikasie hiervan in werking tree.

A. I. VAN NIEKERK,
Minister van Landbou.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Skema" die Melkskema gepubliseer by Goewermentskennisgewing No. R. 2492 van 24 Desember 1993, soos gewysig by Goewermentskennisgewing No. R. 884 van 6 Mei 1994 (soos verbeter by Goewermentskennisgewing No. R. 1248 van 15 Julie 1994).

Wysiging van artikel 1 van die Skema

2. Artikel 1 van die Skema word hierby gewysig—

- (a) deur die woorde wat die omskrywing van "as 'n besigheid handel" voorafgaan, deur die volgende woorde te vervang:

"In hierdie Skema het enige woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en, tensy uit die samehang anders blyk, beteken—"; en

- (b) by the substitution for the definition of "dealing in the course of trade" of the following definition:

" 'dealing in the course of trade' in relation to milk, means every purchase of milk for purposes of the selling or processing for sale thereof from a producer by a person who is not a producer;".

Subsection of section 33 of the Scheme

3. The following section is hereby substituted for section 33 of the Scheme:

"Borrowing of money [sect. 45]

33. The Board may, with the approval of the Minister, borrow money to be utilised for the purpose of attaining the objects of this Scheme: Provided that loans may not exceed 50% of the surety value of the Board's assets."

Amendment of section 39 of the Scheme

4. Section 39 of the Scheme is hereby amended by the substitution for the expression "section 5" where it occurs in paragraph (b) of the English version of the expression "section 35".

INDEPENDENT BROADCASTING AUTHORITY

No. R. 1888

4 November 1994

APPLICATIONS RECEIVED FOR TRANSFER OF LICENCES

The Authority gives notice under the Independent Broadcasting Authority Act, 1993 (Act No. 153 of 1993), that applications have been received for the approval of the transfer of Licences for Broadcasting and Signal Distribution from Bophuthatswana Commercial Radio (Proprietary) Limited to Alberge Trading (Proprietary) Limited [a company in the process of changing its name to Radio 702 Holdings (Proprietary) Limited].

The applications with supporting documentation are open for inspection during 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 Bophuthatswana Commercial Radio (Proprietary) Limited at 135 Rivonia Road, Sandown, Sandton, 2196, **OR** P.O. Box 5572, Rivonia, 2128.

- (b) deur die omskrywing van "as 'n besigheid handel" deur die volgende omskrywing te vervang:

" 'as 'n besigheid handel' met betrekking tot melk, elke aankoop van melk vir doeleindes van die verkoop of verwerking vir verkoop daarvan vanaf 'n produsent deur 'n persoon wat nie 'n produsent is nie;".

Vervanging van artikel 33 van die Skema

3. Artikel 33 van die Skema word hierby deur die volgende artikel vervang:

"Leen van geld [art. 45]

33. Die Raad kan met die Minister se goedkeuring geld leen wat ter verwesenliking van die oogmerke van hierdie Skema aangewend moet word: Met dien verstande dat lenings nie 50% van die sekuriteitswaarde van die Raad se bates mag oorskry nie."

Wysiging van artikel 39 van die Skema

4. Artikel 39 van die Skema word hierby gewysig deur in paragraaf (b) van die Engelse weergawe die uitdrukking "section 5" deur die uitdrukking "section 35" te vervang.

ONAFHANKLIKE UITSAAI- OWERHEID

No. R. 1888

4 November 1994

AANSOEKE OM DIE OORDRAG VAN LISENSIES ONTVANG

Die Onafhanklike Uitsaai-owerheid gee kennis onder die Wet op die Onafhanklike Uitsaai-owerheid, 1993 (Wet No. 153 van 1993), dat aansoeke ontvang is vir die goedkeuring van die oordrag van Uitsaai- en Seinverspreidingslisensies van Bophuthatswana Commercial Radio (Edms.) Beperk na Alberge Trading (Edms.) Beperk ['n maatskappy wat in die proses is om sy naam te verander na Radio 702 Holdings (Edms.) Beperk].

Die aansoeke tesame met stawende dokumentasie is gedurende die normale kantoorure van die Owerheid ter insae beskikbaar.

Belanghebbende partye word uitgenooi om skriftelike verdoë 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 verdoë rig sal, wanneer sodanige verdoë ingedien word, bewys tot bevrediging van die Owerheid voorlê dat 'n kopie van die verdoë wat ingedien is per *geregistreeerde pos* aan Bophuthatswana Commercial Radio (Edms.) Beperk gestuur of afgelewer is by Rivoniaweg 135, Sandown, Sandton, 2196, **OF** Posbus 5572, Rivonia, 2128.

No. R. 1889**4 November 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:** Universal Church of the Kingdom of God, broadcasting as LIFE RADIO: BLOEMFONTEIN; 29 Talisman Avenue, Bedfordview, 2008.
- (ii) **Community:** The inhabitants of Rocklands, Blomanda, Bochabella and Mangaung in the Bloemfontein area.
- (iii) **Proposed licence area:** Rocklands, Blomanda, Bochabella and Mangaung in the Bloemfontein area.
- (iv) **Preferred frequency band:** FM for the Radio and UHF for the television service respectively.
- (v) **Nature of the proposed service:** A radio and television service to provide spiritual direction, education, legal and medical advice, community information and gospel music.

SCHEDULE

- (i) **Name and address of applicant:** Universal Church of the Kingdom of God, broadcasting as LIFE RADIO: PORT ELIZABETH; 29 Talisman Avenue, Bedfordview, 2008.
- (ii) **Community:** The inhabitants of New Brighton, Zwide, kwaZakhele and Motherwell in the Port Elizabeth area.
- (iii) **Proposed licence area:** New Brighton, Zwide, kwaZakhele and Motherwell in the Port Elizabeth area.

No. R. 1889**4 November 1994****AANSOEKE OM TYDELIKE GEMEENSKAPS-
UITSAAILISENSIES ONTVANG**

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

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

Belanghebbende partye word uitgenooi om skriftelike vertoë 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 vertoë rig sal, wanneer sodanige vertoë ingedien word, bewys tot bevrediging van die Owerheid voorlê dat 'n kopie van die vertoë 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:** Universal Church of the Kingdom of God, wat uitsaai as LIFE RADIO: BLOEMFONTEIN; Talismanlaan 29, Bedfordview, 2008.
- (ii) **Gemeenskap:** Die inwoners van Rocklands, Blomanda, Bochabella en Mangaung in die Bloemfontein-omgewing.
- (iii) **Voorgestelde lisensiegebied:** Rocklands, Blomanda, Bochabella en Mangaung in die Bloemfontein-omgewing.
- (iv) **Verkose frekwensieband:** FM vir die radio en UHF vir die televisiediens onderskeidelik.
- (v) **Aard van die voorgestelde diens:** 'n Radio en televisiediens om geestelike leiding, opvoeding, regs- en mediese advies, gemeenskapsinligting en evangeliese musiek te voorsien.

BYLAE

- (i) **Naam en adres van aansoeker:** Universal Church of the Kingdom of God, wat uitsaai as LIFE RADIO: PORT ELIZABETH; Talismanlaan 29, Bedfordview, 2008.
- (ii) **Gemeenskap:** Die inwoners van New Brighton, Zwide, kwaZakhele en Motherwell in die Port Elizabeth-omgewing.
- (iii) **Voorgestelde lisensiegebied:** New Brighton, Zwide, kwaZakhele en Motherwell in die Port Elizabeth-omgewing.

- (iv) **Preferred frequency band:** FM for the Radio and UHF for the television service respectively.
- (v) **Nature of the proposed service:** A radio and television service to provide spiritual direction, education, legal and medical advice, community information and gospel music.

SCHEDULE

- (i) **Name and address of applicant:** Universal Church of the Kingdom of God, broadcasting as LIFE RADIO: DURBAN; 29 Talisman Avenue, Bedfordview, 2008.
- (ii) **Community:** The inhabitants of Umlazi, kwa-Mashu, Phoenix and Chatsworth in the Durban area.
- (iii) **Proposed licence area:** Umlazi, kwaMashu, Phoenix and Chatsworth in the Durban area.
- (iv) **Preferred frequency band:** FM for the Radio and UHF for the television service respectively.
- (v) **Nature of the proposed service:** A radio and television service to provide spiritual direction, education, legal and medical advice, community information and gospel music.

SOUTH AFRICAN POLICE

No. R. 1864

4 November 1994

AMENDMENT OF THE REGULATIONS FOR THE SOUTH AFRICAN POLICE

The Minister of Safety and Security has under section 33 (1) of the Police Act, 1958 (Act No. 7 of 1958), made the regulations contained in the Schedule.

F. S. MUFAMADI,

Minister of Safety and Security.

SCHEDULE

Definition

1. In these Regulations the "Regulations" means the Regulations promulgated by Government Notice No. R. 203 of 14 February 1964, as amended.

Deletion of regulation 10 of the Regulations

2. Regulation 10 of the Regulations is hereby deleted.

Substitution of regulation 11 of the Regulations

3. The following regulation is hereby substituted for regulation 11 of the Regulations:

APPLICATION FOR APPOINTMENT

"11. (1) (a) A person who applies to be appointed as a member of the South African Police, shall—

- (i) make application on the prescribed form and affirm under oath or by way of a solemn declaration that the particulars furnished in the application, are the truth;
- (ii) be a South African citizen;

- (iv) **Verkose frekwensieband:** FM vir die radio en UHF vir die televisiediens onderskeidelik.
- (v) **Aard van die voorgestelde diens:** 'n Radio en televisiediens om geestelike leiding, opvoeding, regs- en mediese advies, gemeenskaps-inligting en evangeliese musiek te voorsien.

BYLAE

- (i) **Naam en adres van aansoeker:** Universal Church of the Kingdom of God, wat uitsaai as LIFE RADIO: DURBAN; Talismanlaan 29, Bedfordview, 2008.
- (ii) **Gemeenskap:** Die inwoners van Umlazi, kwa-Mashu, Phoenix en Chatsworth in die Durban-omgewing.
- (iii) **Voorgestelde lisensiegebied:** Umlazi, kwa-Mashu, Phoenix en Chatsworth in die Durban-omgewing.
- (iv) **Verkose frekwensieband:** FM vir die radio en UHF vir die televisiediens onderskeidelik.
- (v) **Aard van die voorgestelde diens:** 'n Radio en televisiediens om geestelike leiding, opvoeding, regs- en mediese advies, gemeenskaps-inligting en evangeliese musiek te voorsien.

SUID-AFRIKAANSE POLISIE

No. R. 1864

4 November 1994

WYSIGING VAN DIE REGULASIES VIR DIE SUID-AFRIKAANSE POLISIE

Die Minister van Veiligheid en Sekuriteit het kragtens artikel 33 (1) van die Polisiewet, 1958 (Wet No. 7 van 1958), die regulasies in die Bylae uitgevaardig.

F. S. MUFAMADI,

Minister van Veiligheid en Sekuriteit.

BYLAE

Woordomskrywing

1. In hierdie Regulasies beteken die "Regulasies" die Regulasies afgekondig by Goewermentskennisgewing No. R. 203 van 14 Februarie 1964, soos gewysig.

Skrapping van regulasie 10 van die Regulasies

2. Regulasie 10 van die Regulasies word hierby geskrap.

Vervanging van regulasie 11 van die Regulasies

3. Regulasie 11 van die Regulasies word hierby deur die volgende regulasie vervang:

AANSOEK OM AANSTELLING

"11. (1) (a) 'n Persoon wat aansoek doen om as lid van die Suid-Afrikaanse Polisie aangestel te word, moet—

- (i) aansoek doen op die voorgeskrewe vorm en onder eed of by wyse van 'n plegtige verklaring bevestig dat die gegewens wat in die aansoek verstrekk is, die waarheid is;
- (ii) 'n Suid-Afrikaanse burger wees;

- (iii) be at least eighteen (18) and under thirty (30) years of age of which documentary proof must be furnished;
- (iv) be of a mass which is in proportion with his or her height;
- (v) submit himself or herself to any medical examination as prescribed by the Commissioner;
- (vi) not suffer from any mental and/or physical defect, disease or infirmity which may interfere with the proper execution of his or her duties or necessitate retirement from the Force before reaching the pensionable age;
- (vii) be of good character, for which a successful appearance before a selection committee is a necessity and positive background enquiries must be obtained;
- (viii) comply with the profile of a police official, obtained through the successful completion of psychometrical tests as prescribed by the Commissioner;
- (ix) be in possession of at least a senior certificate of which documentary proof must be furnished;
- (x) be able to speak, read and write at least English as one of the official languages;
- (xi) be prepared to take the declaration of accession;
- (xii) not have been found guilty of a criminal offence or be under prosecution of such an offence and such a person shall allow his or her fingerprints to be taken;
- (xiii) not be the defendant in a civil claim;
- (xiv) not have excessive debt;
- (xv) not have any tattoo marks which will be visible when wearing a uniform;
- (xvi) be prepared to serve anywhere in the Republic; and
- (xvii) be prepared to undergo such training as may be prescribed.

(b) In the case of re-appointment of a former member of the South African Police the requirements for enlistment are those mentioned in subregulation (1) (a) with the following exceptions:

- (i) Age is not applicable but the applicant must be able to complete at least ten (10) years of service before reaching the pensionable age of sixty (60); and
- (ii) if not in possession of a senior certificate, shall be in possession of at least a standard 8 certificate, have completed five (5) years of service and/or passed one of the promotion examinations.

(2) Notwithstanding the provisions of subregulation (1), the Commissioner may in his or her discretion and in exceptional circumstances, waive any of or all the requirements to the advantage of the South African Police."

- (iii) minstens agtien (18) jaar en onder dertig (30) jaar oud wees waarvan dokumentêre bewys verskaf moet word;
- (iv) van 'n massa wees in verhouding met sy of haar lengte;
- (v) homself of haarself onderwerp aan 'n mediese ondersoek soos deur die Kommissaris voorgeskryf;
- (vi) vry wees van enige geestes- en/of fisiese gebreke, siekte of swaakheid wat die behoorlike uitvoering van sy of haar pligte sal belemmer of uittrede uit die Mag, voordat pensioeneringsouderdom bereik word, kan veroorsaak;
- (vii) van 'n goeie karakter wees, ten opsigte waarvan 'n verskynning voor 'n gekose komitee 'n noodsaaklikheid is en positiewe agtergrondkennis verkry moet word;
- (viii) voldoen aan die profiel van 'n polisiebeampte, verkry deur die suksesvolle voltooiing van psigometrie se toetse, soos deur die Kommissaris voorgeskryf;
- (ix) ten minste in besit wees van 'n senior sertifikaat ten opsigte waarvan dokumentêre bewys verskaf moet word;
- (x) in staat wees om ten minste Engels as een van die amptelike tale te praat, lees en skryf;
- (xi) bereid wees om die verklaring van ampsaanvaarding af te lê;
- (xii) nie skuldig bevind wees aan 'n kriminele oortreding nie of aangekla staan te wees van so 'n oortreding nie en sodanige persoon sal toelaat dat sy of haar vingerafdrukke geneem word;
- (xiii) nie 'n verweerder in 'n siviele aangeleentheid wees nie;
- (xiv) nie uitermatige skuld hê nie;
- (xv) geen tatoeërmärke hê wat sigbaar is wanneer uniform gedra word nie;
- (xvi) bereid wees om enige plek in die Republiek te dien; en
- (xvii) bereid wees om sodanige opleiding as wat voorgeskryf mag word, te ondergaan.

(b) Ingeval van die heraanstelling van 'n oud-lid van die Suid-Afrikaanse Polisie, is die vereistes vir aanstelling dié vermeld in subregulasie (1) (a) met die volgende uitsonderings:

- (i) Ouderdom is nie relevant nie maar die applikant moet ten minste tien (10) jaar diens voltooi voor die bereiking van die pensioeneringsouderdom van sestig (60); en
- (ii) indien nie in besit van 'n senior sertifikaat nie, in besit wees van ten minste 'n standaard 8-sertifikaat, vyf (5) jaar diens voltooi het en/of een van die bevorderingseksamens suksesvol afgelê het.

(2) Ondanks die bepalings van subregulasie (1) kan die Kommissaris na sy of haar goeë dunks, en in buitengewone omstandighede, afsien van enigeen of al die vereistes in die belang van die Suid-Afrikaanse Polisie."

Amendment of regulation 30 of the Regulations

4. Regulation 30 of the Regulations is hereby amended—

- (a) by the insertion after paragraph (b) of subregulation (1) of the following paragraph:

“(c) the Commissioner may temporarily or permanently limit or temporarily or permanently suspend the benefits of a member and/or his or her dependants if circumstances necessitate it.”;

- (b) by the substitution for paragraph (b) of subregulation (2) of the following paragraph:

“ ‘dependant’—

- (i) the legal spouse or widow or widower or a dependant child of a member referred to in paragraph (a) (i) and (ii), excluding those of a national serviceman doing his national service in the Force;

and unless otherwise directed by the Commissioner—

- (ii) the legal spouse or widow or widower or a dependant child of a member referred to in paragraph (a) (iii), (iv) and (v):

Provided that in the case of a customary law marriage only the first spouse and dependants born from this union shall qualify as dependants: Provided further that if such a widow or widower remarries, he or she shall forfeit all the benefits and privileges accruing to them under this regulation.”;

- (c) by the substitution in subregulation (3) for the words preceding paragraph (a) of the following words:

“For the purposes of this regulation ‘dependant child’ in relation to any member aforesaid means such member’s child or legally adopted child who is unmarried, who is permanently resident with such member and who is—”; and

- (d) by the substitution for subregulation (4) of the following subregulation:

“(4) The Commissioner may, notwithstanding the stipulations of this regulation, in his or her discretion give approval in exceptional circumstances other than those mentioned in this regulation for the child of a member to be regarded as a dependant child.”.

Wysiging van regulasie 30 van die Regulasies

4. Regulasie 30 van die Regulasies word hierby gewysig—

- (a) deur na paragraaf (b) van subregulasie (1) die volgende paragraaf by te voeg:

“(c) die Kommissaris die voordele van ’n lid en/of sy of haar afhanklike tydelik of permanent kan beperk of tydelik of permanent in die geheel kan opskort indien dit blyk dat omstandighede dit noodsaak.”;

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

“ ‘afhanklike’—

- (i) die wettige gade of weduwee of wewenaar of afhanklike kind van ’n in paragraaf (a) (i) en (ii) bedoelde lid, uitgesonderd dié van ’n dienspligtige lid van die Mag;

en tensy die Kommissaris anders gelas—

- (ii) die wettige gade of weduwee of wewenaar of afhanklike kind van ’n in paragraaf (a) (iii), (iv) en (v) bedoelde lid:

Met dien verstande dat in die geval van ’n gewoonteregtelike huwelik sal slegs die eerste gade en die kinders uit sodanige verbintenis gebore as afhanklikes kwalifiseer: Met dien verstande verder dat indien sodanige weduwee of wewenaar hertrou, hy of sy al die voorregte en voordele wat uit hoofde van en kragtens hierdie regulasie verleen word, verbeur.”;

- (c) deur in subregulasie (3) die woorde wat paragraaf (a) voorafgaan deur die volgende woorde te vervang:

“Vir die toepassing van hierdie regulasie beteken ‘afhanklike kind’ met betrekking tot bedoelde lid, genoemde lid se kind of regtens aangenome kind wat ongetroud is, permanent by die lid inwoon en wat—”; en

- (d) deur subregulasie (4) met die volgende subregulasie te vervang:

“(4) Die Kommissaris kan, ondanks die bepalinge van hierdie regulasie, na sy of haar oordeel goedkeuring verleen dat die kind van ’n lid in ander uitsonderlike omstandighede as dié in hierdie regulasie genoem, as ’n afhanklike kind beskou word.”.

DEPARTMENT OF LABOUR**No. R. 1873****4 November 1994**

LABOUR RELATIONS ACT, 1956

TEXTILE INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF 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 the date of publication of this notice and for the period ending 30 June 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from 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.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE TEXTILE MANUFACTURING INDUSTRY OF THE REPUBLIC OF SOUTH AFRICA

AGREEMENT

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

National Textile manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

being the parties to the National Industrial Council for the Textile Manufacturing Industry of the Republic of South Africa,

to amend the Agreement published under Government Notice No. R. 2069 of 21 September 1979, as amended and renewed by Government Notices Nos. R. 207 and R. 208 of 5 February 1982, R. 43 and R. 44 of 4 January 1985, R. 78 of 17 January 1986, R. 501 of 21 March 1986, R. 65 of 9 January 1987, R. 1159 of 29 May 1987, R. 2840 of 24 December 1987, R. 997 and R. 998 of 27 May 1988, R. 389 and R. 390 of 23 February 1990, R. 413 and R. 414 of 1 March 1991, R. 3139 and R. 3140 of 20 December 1991, R. 2039 of 17 July 1992, R. 3034 of 30 October 1992, R. 1244 of 16 July 1993, R. 1996 of 22 October 1993 and R. 1117 of 24 June 1994.

DEPARTEMENT VAN ARBEID**No. R. 1873****4 November 1994**

WET OP ARBEIDSVERHOUDINGE, 1956

TEKSTIELNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN OOREENKOMS

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 datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b), met ingang van 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.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE TEKSTIEL-NYWERHEID VAN DIE REPUBLIEK VAN SUID-AFRIKA

OOREENKOMS

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

National Textile Manufacturers' Association

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

South African Clothing and Textile Worker's Union

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

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

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2069 van 21 September 1979, soos gewysig en hernieu by Goewermentskennisgewings Nos. R. 207 en R. 208 van 5 Februarie 1982, R. 43 en R. 44 van 4 Januarie 1985, R. 78 van 17 Januarie 1986, R. 501 van 21 Maart 1986, R. 65 van 9 Januarie 1987, R. 1159 van 29 Mei 1987, R. 2840 van 24 Desember 1987, R. 997 en R. 998 van 27 Mei 1988, R. 389 en R. 390 van 23 Februarie 1990, R. 413 en R. 414 van 1 Maart 1991, R. 3139 en R. 3140 van 20 Desember 1991, R. 2039 van 17 Julie 1992, R. 3034 van 30 Oktober 1992, R. 1244 van 16 Julie 1993, R. 1996 van 22 Oktober 1993 en R. 1117 van 24 Junie 1994.

1. SCOPE OF APPLICATION OF AGREEMENT

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

- (a) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993); and
- (b) by all employers who are members of the employers' organisation and are engaged in the Textile Manufacturing Industry and by all employees who are members of the trade union and are employed in the Industry.

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

2. CLAUSE 3: DEFINITIONS

Insert the following definition after the definition of "Textile Manufacturing Industry":

"'tape or tapes' means, without in any way limiting the ordinary meaning of the expression, all narrow fabrics woven by any process whatsoever, or cut into either the strip or the piece, with a maximum width of 250 mm;"

3. CLAUSE 4: REMUNERATION

(1) In subclause (8) (b) (i), substitute the expression "R500,00" for the expression "R333,70".

(2) Substitute the following for subclause (11):

"(11) (a) Subject to the provisions of clause 5, an employer shall not pay and an employee shall not accept wages less than those specified for such employee's class of work in Annexure A, B or C to this Agreement.

(b) Every employee who, for the pay-week immediately preceding the date of coming into operation of this Agreement was receiving from his employer a wage in excess of the rate specified for his class of work in the previous Annexure to this Agreement shall, if the employ of the same employer, be paid, with effect from the date of coming into operation of this Agreement and whilst he continues in such employment, not less than the said wage, plus—

ANNEXURE A [blankets, yarn, coarse curtaining—c1.3 (a)/(b)]

In all areas—

R17,00 per week for all grades;

ANNEXURE B [canvas, duck, tapes, webbing—c1.3 (c)]

In all areas—

R13,00 per week for all grades;

ANNEXURE C [flock, wadding, felt, underfelt, cotton wool—c1.3 (d)]

In all areas—

R28,00 per week for all grades.

(c) Every employee who, for the pay-week immediately preceding the first-pay-week in January 1995 was receiving from his employer a wage in excess of the rate specified for his class of work in Column A of Annexure A or B to this Agreement shall, if in the employ of the same employer, be paid, with effect from the first pay-week in January 1995 and whilst he continues in such employment, not less than the said wage, plus—

ANNEXURE A [blankets, yarn, coarse curtaining—c1.3 (a)/(b)]

In all areas—

R11,00 per week for all grades;

ANNEXURE B [canvas, duck, tapes, webbing—c1.3 (c)]

In all areas—

R13,00 per week for all grades."

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Tekstielywerheid nagekom word—

- (a) in die Republiek van Suid-Afrika, soos dit bestaan het voor die inwerkingtreding van die konstitusie van die Republiek van Suid-Afrika, 1993 (Wet 200 van 1993); en
- (b) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die Tekstielywerheid betrokke is, en deur alle werknemers wat lede van die vakvereniging is en in die Nywerheid in diens is.

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

2. KLOUSULE 3: WOORDOMSKRYWING

Voeg die volgende in na die woordomskrywing van "Tekstielywerheid":

"'band of bande' sonder om die gewone betekenis van die uitdrukking enigerwyse te alle nou stowwe wat volgens enige metode van welke aard ook al geweef is, of in die strook of in die stuk gesny, met 'n maksimum breedte van 250 mm;"

3. KLOUSULE 4: BESOLDIGING

(1) In subklousule (8) (b) (i), vervang die uitdrukking "R333,70" deur die uitdrukking "R500,00".

(2) Vervang subklousule (11) deur die volgende:

"(11) (a) Behoudens klousule 5 mag 'n werkgewer nie 'n kleiner loon betaal en mag 'n werknemer nie 'n kleiner loon aanvaar nie as wat in Aanhangel A, B of C van hierdie Ooreenkoms vir so 'n werknemer se klas werk oorgeskryf word.

(b) Elke werknemer wat vir die betaalweek onmiddellik voor die datum van inwerkingtreding van hierdie Ooreenkoms van sy werkgewer 'n loon ontvang het wat hoër is as die loon wat vir sy klas werk in die vorige Aanhangel van hierdie Ooreenkoms voorgeskryf word, moet, indien hy by dieselfde werkgewer werksaam is, vanaf die datum van inwerkingtreding van hierdie Ooreenkoms en solank hy in die werk aanbly, besoldig word teen 'n loon wat nie minder is nie as gemelde loon, plus—

AANHANGSEL A [komberse, garing, growwe gordynstof—k1.3 (a)/(b)]

In alle gebiede—

R17,00 per week vir alle grade;

AANHANGSEL B [seil, seildoek, seilband, growwe seil—k1.3 (c)]

In alle gebiede—

R13,00 per week vir alle grade;

AANHANGSEL C [vlok, watte, vilt, ondervilt—k1.3 (d)]

In alle gebiede—

R28,00 per week vir alle grade.

(c) Elke werknemer wat vir die betaalweek onmiddellik voor die eerste betaalweek in Januarie 1995 van sy werkgewer 'n loon ontvang het wat hoër is as die loon wat vir sy klas werk in Kolom A van Aanhangel A of B van hierdie Ooreenkoms voorgeskryf word, moet, indien hy by dieselfde werkgewer werksaam is, vanaf die eerste betaalweek in Januarie 1995 en solank hy in die werk aanbly, besoldig word teen 'n loon wat nie minder is nie as gemelde loon, plus—

AANHANGSEL A [komberse, garing, growwe gordynstof—k1.3 (a)/(b)]

In alle gebiede—

R11,00 per week vir alle grade;

AANHANGSEL B [seil, seildoek, seilband, growwe seil—k1.3 (c)]

In alle gebiede—

R13,00 per week vir alle grade."

(3) Substitute the following for subclause (12):

"(12) **Annual bonus:**

- (a) Every Annexure A employee with a full year's service in December each year shall receive a bonus of 3,5% his gross annual earnings, excluding production, productivity and annual bonus.

In the event of any employee being compelled to work short time, for the purposes of calculating the annual bonus, such employee shall receive not less than 3,5% of his basic wage (inclusive of leave pay, service and shift allowances) for the total period of short time as if he had worked.

- (b) Every Annexure B and Annexure C employee with a full year's service in December each year shall receive a bonus of 3% of his gross annual earnings, excluding production, productivity and annual bonus.

In the event of any employee being compelled to work short time, for the purposes of calculating the annual bonus, such employee shall receive no less than 3% of his basic wage (inclusive of leave pay, service and shift allowances) for the total period of short time as if he had worked.

- (c) Employees having less than a full year's service shall be paid a *pro rata* amount."

4. CLAUSE 5: PAYMENT OF REMUNERATION

In subclause (7), substitute the expression "R500,00" for the expression "R333,70".

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

In subclause (8) (a) (i), substitute the expression "R500,00" for the expression "R333,70".

6. CLAUSE 7: ANNUAL LEAVE

(1) Substitute the following for subclauses (1) (a) (i) and (ii):

(a) Annexure A employees:

- (i) In the case of a five-day week employee, 12 consecutive working days' leave of absence; and
(ii) in respect of a six-day week employee, 15 consecutive working days' leave of absence;

(b) Annexure B and Annexure C employees:

- (i) In the case of a five-day week employee, 13 consecutive working days' leave of absence; and
(ii) in respect of a six-day week employee, 16 consecutive working days' leave of absence;

In respect of each completed 12 months of employment with him calculated from the commencement of the annual leave period for the preceding calendar year up to the day preceding such date in the current year, and if the annual leave period in the current year will start on any earlier date, all normal working days between these dates shall be deemed to be days worked for purpose of calculating the leave entitlement for the current year; and

"completed month" in this clause shall mean the number of completed weeks divided by four and one-third; and

(3) Vervang subklousule (12) deur die volgende:

"(12) **Jaarlikse bonus:**

- (a) Elke Aanhangsel A-werknemer met 'n volle jaar diens moet elke jaar in Desember 'n bonus ontvang van 3,5% van sy bruto jaarlikse verdienste, uitgesonderd produksie, produktiwiteit en jaarlikse bonus.

Ingeval enige werknemer verplig word om korttyd te werk, moet sodanige werknemer, vir die doeleindes van die berekening van die jaarlikse bonus, minstens 3,5% ontvang van sy basiese loon (met inbegrip van verlofbesoldiging en diens- en skoftoelaes) vir die totale tydperk van korttyd asof hy gewerk het.

- (b) Elke Aanhangsel B- en Aanhangsel C-werknemer met 'n volle jaar diens moet elke jaar in Desember 'n bonus ontvang van 3% van sy bruto jaarlikse verdienste, uitgesonderd produksie, produktiwiteit en jaarlikse bonus.

Ingeval enige werknemer verplig word om korttyd te werk, moet sodanige werknemer, vir die doeleindes van die berekening van die jaarlikse bonus, minstens 3% ontvang van sy basiese loon (met inbegrip van verlofbesoldiging en diens- en skoftoelaes) vir die totale tydperk van korttyd asof hy gewerk het.

- (c) Werknemers met minder as 'n volle jaar diens moet 'n *pro rata*-bedrag betaal word."

5. KLOUSULE 5: BETALING VAN BESOLDIGING

In subklousule (7), vervang die uitdrukking "R333,70" deur die uitdrukking "R500,00".

6. KLOUSULE 6: WERKURE, GEWONE EN OORTYD, EN BETALING VIR OORTYDWERK

In subklousule (8) (a) (i), vervang die uitdrukking "R333,70" deur die uitdrukking "R500,00".

7. KLOUSULE 7: JAARLIKSE VERLOF

(1) Vervang subklousule (1) (a) (i) en (ii) deur die volgende:

(a) Aanhangsel A-werknemers:

- (i) In die geval van 'n werknemer wat vyf dae per week werk, 12 agtereenvolgende werkdade verlof; en
(ii) ten opsigte van 'n werknemer wat ses dae per week werk, 15 agtereenvolgende werkdade verlof;

(b) Aanhangsel B- en Aanhangsel C-werknemers:

- (i) In die geval van 'n werknemer wat vyf dae per week werk, 13 agtereenvolgende werkdade verlof; en
(ii) ten opsigte van 'n werknemer wat ses dae per week werk, 16 agtereenvolgende werkdade verlof;

toestaan ten opsigte van elke voltooide 12 maande diens by dié werkgewer, bereken vanaf die begin van die jaarlikse verloftydperk vir die voorafgaande kalenderjaar tot die dag wat dié datum in die huidige jaar voorafgaan, en indien die jaarlikse verloftydperk in die huidige jaar op 'n vroeër datum begin, word alle gewone werkdade tussen dié datums geag dae gewerk te wees wanneer bereken word op hoeveel verlof 'n werknemer in die huidige jaar geregtig is; en

"voltooide maand" beteken in hierdie klousule die getal voltooide weke gedeel deur vier en een derde; en

"completed week" in this clause shall mean the number of days worked divided in respect of five-day work by five and, in respect of six-day work by six: Provided that absences provided for under subclause (5) or (6) (a), (b), (c) and (d) shall, for the purposes of this clause, be deemed to be days worked.

The major portion of such leave, other than the leave granted in terms of subclause (5), shall be granted and taken between 15 December and the 15th day of the succeeding January."

(2) In subclause (1) (e), substitute the expression "45" for the expression "46".

7. CLAUSE 8 (A): MATERNITY LEAVE

Insert the following new subclauses (5) and (6):

"(5) *Provident/Medical Aid contributions*—

When an employee goes on maternity leave the employer shall pay both the employee's and the employer's contributions to any provident and medical aid funds of which the employee may be a member, for a maximum period of three months.

(6) *Compassionate leave*:

Every employee shall be granted not more than five days' unpaid leave per year, on compassionate grounds relating to direct family only, e.g. parents, spouse and/or children of the employee concerned: Provided that this subclause shall not nullify any existing agreement between employer and employees."

8. CLAUSE 9: PUBLIC HOLIDAYS AND SUNDAYS

In subclause (3) (b), substitute the expression "R500,00" for the expression "R333,70".

9. CLAUSE 11: PENSION AND PROVIDENT FUNDS

Substitute the following for clause 11:

"11. PROVIDENT FUND

(1) The Council having been notified of the establishment of the Textile Industry Provident Fund hereby authorises, for the purposes of the implementing the objects as set forth in the rules of the Fund, the collection of contributions in accordance with the procedure hereunder.

(2) All employers in the Industry shall from the date of coming into operation of this Agreement join the Fund and be bound by its rules.

(3) All employees who are required to pay levies to the Council under clause 18 of this Agreement who at the date of coming into operation of this Agreement are members of the Provident Fund, and all employees who enter service in the Industry hereafter shall become members of the Provident Fund, be bound by its rules and pay contributions weekly at the rate of 6 per cent of their basic earnings per week, to which sum the employer shall add an equal amount which shall be applied exclusively for retirement benefits for the members.

In addition, the employer shall pay to the Provident Fund an additional amount of not more than 2,5 per cent of their basic earnings per week, for the provisions of death and disablement benefits and to cover the administration costs of the Fund, in terms of the rules.

(4) (a) The above contributions shall be deducted in respect of the first pay-week after the employee becomes a member and, so long as he remains a member, on each pay-day thereafter for which his contributions are due, until he retires in terms of the Fund's rules.

"voltooide week" beteken in hierdie klousule die getal dae gewerk, gedeel deur vyf ten opsigte van vyf dae se werk, en deur ses ten opsigte van ses dae se werk: Met dien verstande dat afwesighede waarvoor daar ingevolge subklousule (5) of (6) (a), (b), (c) en (d) voorsiening gemaak word, vir die toepassing van hierdie klousule geag word dae gewerk te wees.

Die grootste gedeelte van hierdie verlof, uitgesonderd die verlof toegestaan ingevolge subklousule (5), moet tussen 15 Desember en die 15de dag van die daaropvolgende Januarie toegestaan en geneem word."

(2) In subklousule (1) (e), vervang die uitdrukking "46" deur die uitdrukking "45".

7. KLOUSULE 8 (A): KRAAMVERLOF

Voeg die volgende nuwe subklousule (5) en (6) in:

"(5) *Voorsorg/Mediese hulp bydraes*:

As 'n werknemer op kraamverlof intree sal die werksgegewer albei die werknemer en die werksgegewer se bydraes aan enige voorsorg- en mediese hulpfondse waarvan die werksnemer 'n lid is, vir 'n maksimum tydperk van drie maande betaal.

(6) *Menslikheidsverlof*:

Elke werknemer sal nie meer as vyf dae onbetaalde verlof per jaar kry nie, op gronde van menslikheid in verband met 'n direkte familielid, b.v. ouers, eggenoot en/of kinders van die betrokke werknemer: Met dien verstande dat hierdie subklousule nie enige bestaande ooreenkoms tussen werksgegewer en werknemer sal verwyder nie."

8. KLOUSULE 9: OPENBARE VAKANSIEDAE EN SONDAE

In subklousule (3) (b), vervang die uitdrukking "R333,70" deur die uitdrukking "R500,00".

9. KLOUSULE 11: PENSIOEN- EN VOORSORGFONDS

Vervang klousule 11 deur die volgende:

"11. VOORSORGFONDS

(1) Nademaal hy in kennis gestel is van die instelling van die Voorsorgfonds van die Tekstielywerheid, verleen die Raad hierby magtiging vir die invordering van bydraes in ooreenkomstig die prosedure hieronder beskryf, vir die verwesenliking van die doelwitte wat in die reëls van die Fonds uiteengesit word.

(2) Alle werksgegewers in die Nywerheid moet vanaf die datum waarop hierdie Ooreenkoms in werking tree, lede word van die Fonds en onderworpe wees aan die reëls van die Fonds.

(3) All werknemers van wie vereis word om ingevolge klousule 18 van hierdie Ooreenkoms heffings aan die Raad te betaal en wat op die datum waarop hierdie Ooreenkoms in werking tree lede van die Voorsorgfonds en alle werknemers wat hierna in die Nywerheid in diens tree, moet lede word van die Fonds, is onderworpe aan sy reëls, en moet weekliks bydraes tot die Fonds betaal teen 'n koers van 6 persent van hul basiese verdienste vir daardie week. By hierdie bedrag moet die werksgegewer 'n gelyke bedrag voeg wat uitsluitlik vir aftreevoordele vir lede aangewend moet word.

Daarbenewens moet die werksgegewer 'n addisionele bedrag van hoogstens 2,5 persent van alle werksgegewer se basiese weeklikse verdienste aan die Voorsorgfonds betaal vir die verskaffing van sterfte- en ongeskiktheidvoordele en om die administrasiekoste van die Fonds ingevolge die reëls daarvan te dek.

(4) (a) Bogenoemde bydraes moet afgetrek word ten opsigte van die eerste betaalweek nadat die werknemer lid geword het en, solank as wat hy lid bly, op elke betaaldag daarna waarvoor sy bydraes verskuldig is, totdat hy aftree ingevolge die reëls van die Fonds.

(b) The total of all weekly contributions for employees and employers shall be due and payable to the Fund by the employer on the seventh day of the month following the said weeks of deductions and shall be forwarded by the employer month by month, together with the relevant returns required by the Fund, to reach the Fund not later than the 15th day of that month.

Note: The Fund's address is: P.O. Box 18414, Dalbridge, Durban, 4014.

(c) The contributions of employers hereby prescribed shall not be refundable.

(5) The moneys received in terms of subclause (3) shall be held and/or invested by the fund in respect of and on behalf of each member employee, to cover him for benefits in accordance with the funds rules. All payments of returnable contributions benefits shall be made by the Fund direct to the member or beneficiary concerned.

(6) Benefits, or moneys refundable in terms of the Fund's rules, which remain unclaimed shall bear no interest and if not claimed within a period of three years from the date on which they became payable or refundable, shall be forfeited by the member or beneficiary concerned and accrue to the fund for provision of additional benefits for continuing members. Should the Fund be dissolved within the said three-year period, and notwithstanding anything to the contrary contained in this clause, such moneys shall be dealt with in terms of the rules of the Fund.

(7) An employee who, on the date of coming into operation of this Agreement, would in terms of this clause be obliged to join the Fund may be granted exemption therefrom by the Council if he is participating in any pension or provident fund the provisions and benefits of which are, in the sole discretion of the Council, not less favourable than those of the Fund."

10. CLAUSE 18: COUNCIL LEVIES

Substitute the expression "30 cents" for the expression "20 cents".

11. ANNEXURES

Substitute the following for the Annexures to the Agreement:

"ANNEXURE A—Blankets/yarn/coarse curtaining [c1.3 (a) and (b)]

(b) Die totaal van alle weeklikse bydraes van werknemers en werkgewers is verskuldig en betaalbaar aan die Fonds deur die werkgewer op die sewende dag van die maand wat volg op genoemde weke van aftrekkings, en die werkgewer moet dit elke maand, saam met die toepaslike state wat deur die Fonds vereis word, aan die Fonds stuur sodat dit die Fonds voor of op die 15de dag van daardie maand bereik.

Opmerking: Die adres van die Fonds is: Posbus 18414, Dalbridge, Durban, 4014.

(c) Die bydraes van werkgewers wat hierby voorgeskryf word, is nie terugbetaalbaar nie.

(5) Die geld wat ingevolge subklousule (3) ontvang word, moet deur die Fonds gehou en/of belê word ten opsigte van en namens elke werknemerlid, om hom vir voordele ooreenkomstig die reëls van die Fondse te dek. Die Fonds moet alle terugbetaalbare bydraes en voordele regstreeks aan die betrokke lid of begunstigde betaal.

(6) Bystand, of geld wat ingevolge die reëls van die Fonds terugbetaalbaar is, wat onopgeëis bly, dra geen rente nie en indien dit nie binne 'n tydperk van drie jaar vanaf die datum waarop dit betaalbaar of terugbetaalbaar word, teruggeëis word nie, word dit totaal verbeur deur die betrokke lid of begunstigde en val dit aan die Fonds toe vir die verskaffing van bykomende voordele vir die ander lede. As die Fonds binne genoemde tydperk van drie jaar ontbind word, moet daar, ondanks andersluidende bepalings in hierdie klousule, met die geld ooreenkomstig die reëls van die Fonds gehandel word.

(7) 'n Werknemer wat op die datum waarop hierdie Ooreenkoms in werking tree, ingevolge hierdie klousule verplig word om 'n lid van die Fonds te word, kan deur die Raad daarvan vrygestel word as hy reeds lid van 'n pensioen- of voorsorgfonds waarvan die voorwaardes en voordele na goeie dinge van die Raad minstens net so gunstig is as dié van die Fonds".

10. KLOUSULE 18: HEFFINGS DEUR DIE RAAD

Vervang die uitdrukking "20 sent" deur die uitdrukking "30 sent".

11. AANHANGSELS

Vervang die Aanhangsels van die Ooreenkoms deur die volgende:

Grades	With effect from the date of coming into operation of Agreement		With effect from first pay week in January 1995	
	A Per week		B Per week	
	(i)	(ii)	(i)	(ii)
Grade I employee	248,12	240,10	259,12	251,10
Grade II employee, unqualified—				
during first three months' experience	248,12	240,10	259,12	251,10
during second three months' experience	249,37	242,04	260,37	253,04
Grade II employee, qualified	250,61	244,77	261,61	255,77
Grade III employee	254,64	245,38	265,64	256,38
Grade IV employee, unqualified—				
during first six months' experience	259,62	251,10	270,62	262,10
during second six months' experience	262,90	255,46	273,90	266,46
Grade IV employee, qualified	266,46	260,11	277,46	271,11
Grade V employee, unqualified—				
during first six months' experience	262,11	256,38	273,11	267,38
during second six months' experience	266,36	259,01	277,36	270,01
Grade V employee, qualified	268,62	261,66	279,62	272,66

Grades	With effect from the date of coming into operation of Agreement		With effect from first pay week in January 1995	
	A Per week		B Per week	
	(i)	(ii)	(i)	(ii)
Grade VI employee, unqualified—				
during first six months' experience	278,34	269,47	289,34	280,47
during second six months' experience	282,91	275,52	293,91	286,52
Grade VI employee, qualified	287,11	281,07	298,11	292,07
Grade VII employee, qualified	312,55	312,55	323,55	323,55
Grade VIII employee, qualified	336,75	336,75	347,75	347,75
Grade IX employee, qualified	384,75	384,75	395,75	395,75

(i) All areas other than the Magisterial Districts of Harrismith and East London.

(ii) The Magisterial Districts of Harrismith and East London.

“ANNEXURE B—Canvas/duck/tapes/webbing [c1.3 (c)]

Grades	With effect from the date of coming into operation of Agreement	With effect from first pay week in January 1995
	A Per week	B Per week
Grade I employee	256,62	269,62
Grade II employee, unqualified—		
during first three months' experience	256,62	269,62
during second three months' experience	257,87	270,87
Grade II employee, qualified	259,11	272,11
Grade III employee	263,14	276,14
Grade IV employee, unqualified—		
during first six months' experience	265,12	278,12
during second six months' experience	268,40	281,40
Grade IV employee, qualified	271,96	284,96
Grade V employee, unqualified—		
during first six months' experience	267,61	280,61
during second six months' experience	271,86	284,86
Grade V employee, qualified	274,12	287,12
Grade VI employee, unqualified—		
during first six months' experience	282,14	295,14
during second six months' experience	286,71	299,71
Grade VI employee, qualified	290,91	303,91
Grade VII employee, qualified	311,75	324,75
Grade VIII employee, qualified	335,25	348,25
Grade IX employee, qualified	381,25	394,25

ANNEXURE C—Flock/wadding/felt/underfelt/cotton/wool [c1.3 (d)]

Grades	With effect from the date of coming into operation of Agreement
	Per week
Grade I employee	285,12
Grade II employee, unqualified—	
during first three months' experience	285,12
during second three months' experience	286,37
Grade II employee, qualified	287,61
Grade III employee	291,64
Grade IV employee, unqualified—	
during first three months' experience	292,62
during second three months' experience	295,90
Grade IV employee, qualified	299,46
Grade V employee, unqualified—	
during first three months' experience	296,11
during second three months' experience	300,36
Grade V employee, qualified	302,62

Grades	With effect from the date of coming into operation of Agreement
	Per week
Grade VI employee, unqualified—	
during first three months' experience	308,64
during second three months' experience	313,21
Grade VI employee, qualified	317,41
Grade VII employee, qualified	336,75
Grade VIII employee, qualified	358,75
Grade IX employee, qualified	397,75"

"AANHANGSEL A—Komberse/garing/growwe gordynstof [k1.3 (a) en (b)]

Grade	Met ingang van die datum van inwerkingtreding van Ooreenkoms		Met ingang van die eerste betaalweek in Januarie 1995	
	A Per week		B Per week	
	(i)	(ii)	(i)	(ii)
Werknemer graad I	248,12	240,10	259,12	251,10
Werknemer graad II, ongekwalifiseer—				
gedurende eerste drie maande ondervinding	248,12	240,10	259,12	251,10
gedurende tweede drie maande ondervinding	249,37	242,04	260,37	253,04
Werknemer graad II, gekwalifiseer	250,61	244,77	261,61	255,77
Werknemer graad III	254,64	245,38	265,64	256,38
Werknemer graad IV, ongekwalifiseer—				
gedurende eerste ses maande ondervinding	259,62	251,10	270,62	262,10
gedurende tweede ses maande ondervinding	262,90	255,46	273,90	266,46
Werknemer graad IV, gekwalifiseer	266,46	260,11	277,46	271,11
Werknemer graad V, ongekwalifiseer—				
gedurende eerste ses maande ondervinding	262,11	256,38	273,11	267,38
gedurende tweede ses maande ondervinding	266,36	259,01	277,36	270,01
Werknemer graad V, gekwalifiseer	268,62	261,66	279,62	272,66
Werknemer graad VI, ongekwalifiseer—				
gedurende eerste ses maande ondervinding	278,34	269,47	289,34	280,47
gedurende tweede ses maande ondervinding	282,91	275,52	293,91	286,52
Werknemer graad VI, gekwalifiseer	287,11	281,07	298,11	292,07
Werknemer graad VII, gekwalifiseer	312,55	312,55	323,55	323,55
Werknemer graad VIII, gekwalifiseer	336,75	336,75	347,75	347,75
Werknemer IX, gekwalifiseer	384,75	384,75	395,75	395,75

(i) Alle ander gebiede as die landdrostdistrikte Harrismith en Oos-Londen.

(ii) Die landdrostdistrikte Harrismith en Oos-Londen.

"AANHANGSEL B—Seil/seildoek/seilband/growwe seil [k1.3 (c)]

Grade	Met ingang van die datum van inwerkingtreding van Ooreenkoms	Met ingang van die eerste betaalweek in Januarie 1995
	A Per week	B Per week
Werknemer graad I	256,62	269,62
Werknemer graad II, ongekwalifiseer—		
gedurende eerste drie maande ondervinding	256,62	269,62
gedurende tweede drie maande ondervinding	257,87	270,87
Werknemer graad II, gekwalifiseer	259,11	272,11
Werknemer graad III	263,14	276,14
Werknemer graad IV, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	265,12	278,12
gedurende tweede ses maande ondervinding	268,40	281,40
Werknemer graad IV, gekwalifiseer	271,96	284,96
Werknemer graad V, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	267,61	280,61
gedurende tweede ses maande ondervinding	271,86	284,86
Werknemer graad V, gekwalifiseer	274,12	287,12
Werknemer graad VI, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	282,14	295,14
gedurende tweede ses maande ondervinding	286,71	299,71
Werknemer graad VI, gekwalifiseer	290,91	303,91
Werknemer graad VII, gekwalifiseer	311,75	324,75
Werknemer graad VIII, gekwalifiseer	335,25	348,25
Werknemer graad IX, gekwalifiseer	381,25	394,25

AANHANGSEL C—Vlok/watte/vilt/ondervilt [k1.3 (d)]

Grade	Met ingang van die datum van inwerkingtreding van Ooreenkoms
	Per week
Werknemer graad I.....	285,12
Werknemer graad II, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	285,12
gedurende tweede drie maande ondervinding.....	286,37
Werknemer graad II, gekwalifiseer.....	287,61
Werknemer graad III.....	291,64
Werknemer graad IV, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	292,62
gedurende tweede drie maande ondervinding.....	295,90
Werknemer graad IV, gekwalifiseer.....	299,46
Werknemer graad V, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	296,11
gedurende tweede drie maande ondervinding.....	300,36
Werknemer graad V, gekwalifiseer.....	302,62
Werknemer graad VI, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	308,64
gedurende tweede drie maande ondervinding.....	313,21
Werknemer graad VI, gekwalifiseer.....	317,41
Werknemer graad VII, gekwalifiseer.....	336,75
Werknemer graad VIII, gekwalifiseer.....	358,75
Werknemer graad IX, gekwalifiseer.....	397,75".

This Agreement signed at Durban, on behalf of the parties, this 8th day of July 1994.

M. GIBBS,
for NTMA.

M. BENNETT,
for SACTWU.

H. LEVIN,
for Secretaries of the Council.

Hierdie Ooreenkoms is namens die partye, op hede die 8ste dag van Julie 1994 te Durban onderteken.

M. GIBBS,
vir NTMA.

M. BENNETT,
vir SACTWU.

H. LEVIN,
vir Sekretaris van die Raad.

No. R. 1887

4 November 1994

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 455: COMMERCIAL DISTRIBUTIVE TRADE, CERTAIN AREAS

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 455: Commercial Distributive Trade, Certain Areas, published under Government Notice No. R. 2101 of 21 October 1988, as amended by Government Notice No. R. 892 of 26 April 1991, in accordance with the Schedule hereto and fix 1 December 1994 as the date from which the said amendment shall be binding.

T. T. MBOWENI,
Minister of Labour.

No. R. 1887

4 November 1994

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 455: KOMMERSIËLE DISTRIBUSIEBEDRYF, SEKERE GEBIEDE

Ek, Tito Titus Mboweni, Minister van Arbeid, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 455: Komersiële Distribusiebedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 2101 van 21 Oktober 1988, soos gewysig deur Goewermentskennisgewing No. R. 892 van 26 April 1991, ooreenkomstig die Bylae hiervan en bepaal 1 Desember 1994 as die datum waarop genoemde wysiging bindend word.

T. T. MBOWENI,
Minister van Arbeid.

SCHEDULE

BYLAE

1. In clause 3—

(1) substitute the following for subclause (1) (a) and (b):

“(1) **Minimum wages:** (a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b), (c) and (d).

(b) An employer shall pay to each member of the undermentioned classes of his employees, other than casual employees and part-time employees, the minimum wages specified hereunder: Provided that in the case of an employer referred to in clause 1 (3), who has been engaged in this Trade for longer than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during that period, whereafter the minimum wages specified hereunder and in paragraphs (c) and (d) shall become payable and be paid:

1. In klousule 3—

(1) vervang subklousule 1 (a) en (b) deur die volgende:

“(1) **Minimum lone:** (a) Die minimum lone wat 'n werkgever aan sy werknemers moet betaal, is soos voorgeskryf by paragrawe (b), (c) en (d).

(b) 'n Werkgever moet aan elke lid van ondergenoemde klasse van sy werknemers, uitgesonderd los werknemers en deeltydse werknemers die minimum loon hieronder voorgeskryf, betaal: Met dien verstande dat in die geval van 'n werkgever in klousule 1 (3) bedoel wat reeds altesaam langer as 12 maande maar hoogstens 24 maande by hierdie Bedryf betrokke is sodanige loon gedurende daardie tydperk met hoogstens 10 persent verminder mag word, waarna die minimum loon hieronder en by paragrawe (c) en (d) voorgeskryf, betaalbaar word en betaal moet word:

	Streek A						Streek B						Streek C					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Demonstrator-salesman—																		
during the first year of experience	231,10	1 001,00	249,60	1 082,00	267,10	1 157,00	205,90	892,00	222,40	964,00	238,00	1 031,00	185,00	802,00	199,80	866,00	213,80	926,00
during the second year of experience	253,60	1 099,00	273,90	1 187,00	293,10	1 270,00	225,70	978,00	243,80	1 056,00	260,90	1 130,00	203,40	881,00	219,70	952,00	235,10	1 019,00
during the third year of experience	276,10	1 196,00	298,20	1 292,00	319,10	1 383,00	245,50	1 064,00	265,10	1 149,00	283,70	1 229,00	221,90	961,00	239,70	1 039,00	256,50	1 111,00
during the fourth year of experience	298,60	1 294,00	322,50	1 397,00	345,10	1 495,00	265,30	1 150,00	286,50	1 241,00	306,60	1 328,00	240,30	1 041,00	259,50	1 124,00	277,70	1 203,00
thereafter as qualified	321,10	1 391,00	346,80	1 503,00	371,10	1 608,00	285,00	1 235,00	307,80	1 334,00	329,30	1 427,00	258,80	1 121,00	279,50	1 211,00	299,10	1 296,00
Despatch clerk	As for a clerk																	
Displayer—																		
during the first year of experience	223,40	968,00	241,30	1 046,00	258,20	1 119,00	199,10	863,00	215,00	932,00	230,10	997,00	180,30	781,00	194,70	844,00	208,30	903,00
during the second year of experience	244,40	1 059,00	264,00	1 144,00	282,50	1 224,00	217,60	943,00	235,00	1 018,00	251,50	1 090,00	196,90	853,00	212,70	922,00	277,60	986,00
during the third year of experience	265,50	1 150,00	286,70	1 242,00	306,80	1 329,00	236,20	1 023,00	255,10	1 105,00	273,00	1 183,00	213,60	926,00	230,70	1 000,00	246,80	1 069,00
during the fourth year of experience	286,50	1 241,00	309,40	1 341,00	331,10	1 435,00	254,70	1 104,00	275,10	1 192,00	294,40	1 276,00	230,30	998,00	248,70	1 078,00	266,10	1 153,00
thereafter as qualified	307,60	1 333,00	332,20	1 439,00	355,50	1 540,00	273,20	1 184,00	295,10	1 279,00	315,80	1 368,00	247,00	1 070,00	266,80	1 156,00	285,50	1 237,00
Displayer's assistant	218,70	948,00	236,20	1 023,00	252,70	1 095,00	193,70	839,00	209,20	906,00	223,80	970,00	173,50	752,00	187,40	812,00	200,50	869,00
Driver of—																		
a light motor vehicle	199,10	863,00	215,00	932,00	230,10	997,00	175,90	762,00	190,00	823,00	203,30	881,00	158,00	685,00	170,60	739,00	182,50	791,00
a medium motor vehicle (articulated)	249,00	1 079,00	268,90	1 165,00	287,70	1 247,00	221,40	959,00	239,10	1 036,00	255,80	1 108,00	198,10	858,00	213,90	927,00	228,90	992,00
a medium motor vehicle (rigid)	241,60	1 047,00	260,90	1 130,00	279,20	1 210,00	215,00	932,00	232,20	1 006,00	248,50	1 077,00	192,40	834,00	207,80	900,00	222,30	963,00
a heavy motor vehicle (articulated)	272,60	1 181,00	294,40	1 276,00	315,00	1 365,00	242,20	1 049,00	261,60	1 134,00	279,90	1 213,00	217,00	940,00	234,40	1 016,00	250,80	1 087,00
a heavy motor vehicle (rigid)	264,10	1 144,00	285,20	1 236,00	305,20	1 322,00	236,30	1 024,00	255,20	1 106,00	273,10	1 183,00	210,20	911,00	227,00	984,00	242,90	1 052,00
an extra heavy motor vehicle (articulated)	302,20	1 309,00	326,40	1 414,00	349,20	1 513,00	268,90	1 165,00	290,40	1 258,00	310,70	1 346,00	242,00	1 049,00	261,40	1 133,00	279,70	1 212,00
an extra heavy motor vehicle (rigid)	292,50	1 267,00	315,90	1 369,00	338,00	1 465,00	260,10	1 127,00	280,90	1 217,00	300,60	1 302,00	232,80	1 009,00	251,40	1 089,00	269,00	1 166,00
an ultra heavy motor vehicle	312,70	1 355,00	337,70	1 463,00	361,30	1 566,00	278,00	1 205,00	300,20	1 301,00	321,20	1 392,00	248,70	1 078,00	268,60	1 164,00	287,40	1 245,00
Driver-salesman of—																		
a light motor vehicle	226,40	981,00	244,50	1 059,00	261,60	1 134,00	201,50	873,00	217,60	943,00	232,80	1 009,00	180,30	781,00	194,70	844,00	208,30	903,00
a medium motor vehicle (articulated)	278,60	1 207,00	300,90	1 304,00	322,00	1 395,00	245,80	1 065,00	265,50	1 150,00	284,10	1 231,00	221,40	959,00	239,10	1 036,00	255,80	1 108,00
a medium motor vehicle (rigid)	269,90	1 169,00	291,50	1 263,00	311,90	1 351,00	239,90	1 039,00	259,10	1 123,00	277,20	1 201,00	214,60	930,00	231,80	1 004,00	248,00	1 075,00
a heavy motor vehicle (articulated)	308,30	1 336,00	333,00	1 443,00	356,30	1 544,00	274,30	1 189,00	296,20	1 283,00	316,90	1 373,00	245,30	1 063,00	264,90	1 148,00	283,40	1 228,00
a heavy motor vehicle (rigid)	298,20	1 292,00	322,10	1 396,00	344,60	1 493,00	265,20	1 149,00	286,40	1 241,00	306,40	1 328,00	237,20	1 028,00	256,20	1 110,00	274,10	1 188,00
an extra heavy motor vehicle (articulated)	342,30	1 483,00	369,70	1 602,00	395,60	1 714,00	303,90	1 317,00	328,20	1 422,00	351,20	1 522,00	272,20	1 179,00	294,00	1 274,00	314,60	1 363,00
an extra heavy motor vehicle (rigid)	330,50	1 432,00	356,90	1 546,00	381,90	1 655,00	293,50	1 272,00	317,00	1 374,00	339,20	1 470,00	262,80	1 139,00	283,00	1 230,00	303,70	1 316,00
an ultra heavy motor vehicle	354,80	1 537,00	383,20	1 660,00	410,00	1 777,00	314,70	1 364,00	339,90	1 473,00	363,70	1 576,00	282,00	1 222,00	304,60	1 320,00	325,90	1 412,00

	Streek A						Streek B						Streek C					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
General assistant—																		
during the first six months of employment with the same employer	151,70	657,00	165,40	717,00	178,60	774,00	133,70	579,00	145,70	631,00	157,40	682,00	120,00	520,00	130,80	567,00	141,30	612,00
thereafter	168,60	731,00	183,80	796,00	198,50	860,00	148,50	643,00	161,90	702,00	174,90	758,00	133,30	578,00	145,30	630,00	156,90	680,00
Handyman	237,90	1 031,00	256,90	1 113,00	274,90	1 191,00	220,00	953,00	237,60	1 030,00	254,20	1 101,00	194,40	842,00	210,00	910,00	224,70	974,00
Lift attendant—																		
during the first year of experience	180,80	783,00	197,10	854,00	212,90	922,00	158,70	688,00	173,00	750,00	186,80	809,00	146,20	633,00	159,40	691,00	172,20	746,00
thereafter as qualified	206,90	896,00	225,50	977,00	243,50	1 055,00	182,50	791,00	198,90	862,00	214,80	931,00	166,30	721,00	181,30	786,00	195,80	848,00
Manager	414,10	1 794,00	447,20	1 938,00	478,50	2 073,00	368,30	1 596,00	397,80	1 724,00	425,60	1 844,00	331,20	1 435,00	357,70	1 550,00	382,70	1 658,00
Mobile hoist operator	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	178,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00
Office cashier	As for a clerk																	
Outside sales assistant	As for a displayer																	
Sales assistant operating a till—																		
during the first year of experience	238,10	1 032,00	257,10	1 114,00	275,10	1 192,00	212,60	921,00	229,60	995,00	245,70	1 065,00	190,40	825,00	205,60	891,00	220,00	953,00
during the second year of experience	257,60	1 116,00	278,20	1 205,00	297,70	1 290,00	231,50	1 003,00	250,00	1 083,00	267,50	1 159,00	207,20	898,00	223,80	970,00	239,50	1 038,00
during the third year of experience	227,00	1 200,00	299,20	1 296,00	320,10	1 387,00	250,30	1 085,00	270,30	1 171,00	289,20	1 253,00	224,10	971,00	242,00	1 049,00	258,90	1 122,00
thereafter as qualified	296,50	1 285,00	320,20	1 387,00	342,60	1 484,00	269,20	1 166,00	290,70	1 260,00	311,00	1 348,00	240,90	1 044,00	260,20	1 127,00	278,40	1 206,00
Sales assistant who does not operate a till—																		
during the first year of experience	218,70	948,00	236,20	1 023,00	252,70	1 095,00	193,70	839,00	209,20	906,00	223,80	970,00	173,50	752,00	187,40	812,00	200,50	869,00
during the second year of experience	238,10	1 032,00	257,10	1 114,00	275,10	1 192,00	212,60	921,00	229,60	995,00	245,70	1 065,00	190,40	825,00	205,60	891,00	220,00	953,00
during the third year of experience	257,60	1 116,00	278,20	1 205,00	297,70	1 290,00	231,50	1 003,00	250,00	1 083,00	267,50	1 159,00	207,20	989,00	223,80	970,00	239,50	1 038,00
during the fourth year of experience	277,00	1 200,00	299,20	1 296,00	320,10	1 387,00	250,30	1 085,00	270,30	1 171,00	289,20	1 253,00	224,10	971,00	242,00	1 049,00	258,90	1 122,00
thereafter as qualified	296,50	1 285,00	320,20	1 387,00	342,60	1 484,00	269,20	1 166,00	290,70	1 260,00	311,00	1 348,00	240,90	1 044,00	260,20	1 127,00	278,40	1 206,00

	Streek A						Streek B						Streek C					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.
Security guard—																		
if ordinary hours of work do not exceed 48 in a week..	204,50	886,00	220,90	957,00	236,40	1 024,00	180,60	783,00	195,00	845,00	208,70	904,00	162,10	702,00	175,10	759,00	187,40	812,00
if ordinary hours of work exceed 48 in a week	255,60	1 108,00	276,00	1 196,00	295,30	1 280,00	225,80	978,00	243,90	1 057,00	261,00	1 131,00	202,60	878,00	218,80	948,00	234,10	1 014,00
Senior sales assistant.....	307,60	1 333,00	332,20	1 439,00	355,50	1 540,00	273,20	1 184,00	295,10	1 279,00	315,80	1 368,00	247,00	1 070,00	266,80	1 156,00	285,50	1 237,00
Service supply salesman—																		
during the first year of experience	261,50	1 133,00	282,40	1 224,00	302,20	1 309,00	232,50	1 007,00	251,10	1 088,00	268,70	1 164,00	210,20	911,00	227,00	984,00	242,90	1 052,00
during the second year of experience	284,50	1 233,00	307,30	1 332,00	328,80	1 425,00	252,80	1 095,00	273,00	1 183,00	292,10	1 266,00	229,10	993,00	247,40	1 072,00	264,70	1 147,00
during the third year of experience	307,50	1 332,00	332,10	1 439,00	355,30	1 540,00	273,10	1 183,00	294,90	1 278,00	315,50	1 367,00	248,00	1 075,00	267,80	1 160,00	286,50	1 241,00
thereafter as qualified	330,50	1 432,00	356,90	1 546,00	381,90	1 655,00	293,50	1 272,00	317,00	1 374,00	339,20	1 470,00	266,80	1 156,00	288,10	1 248,00	308,30	1 336,00
Shop assistant operating a till—																		
during the first year of experience	213,00	923,00	230,00	997,00	246,10	1 066,00	190,90	827,00	206,20	893,00	220,60	956,00	171,30	742,00	185,00	802,00	198,00	858,00
thereafter as qualified	220,70	956,00	238,40	1 033,00	255,10	1 105,00	199,10	863,00	215,00	932,00	230,10	997,00	177,90	771,00	192,10	832,00	205,50	890,00
Shop assistant who does not operate a till—																		
during the first year of experience	193,70	839,00	211,10	915,00	228,00	988,00	170,90	741,00	186,30	807,00	201,20	872,00	154,80	671,00	168,70	731,00	182,20	789,00
during the second year of experience	201,20	872,00	219,30	950,00	236,80	1 026,00	179,00	776,00	195,10	845,00	210,70	913,00	161,30	699,00	175,80	762,00	189,90	823,00
during the third year of experience	208,70	904,00	227,50	986,00	245,70	1 065,00	187,00	810,00	203,80	883,00	220,10	954,00	167,80	727,00	182,90	793,00	197,50	856,00
thereafter as qualified	216,10	936,00	235,50	1 020,00	254,30	1 102,00	195,00	845,00	212,60	921,00	229,60	995,00	174,20	755,00	189,90	823,00	205,10	889,00
Store assistant.....	193,70	839,00	211,10	915,00	228,00	988,00	170,90	741,00	186,30	807,00	201,20	872,00	154,80	671,00	168,70	731,00	182,20	789,00
Store detective	As for a clerk																	
Storeman.....	312,30	1 353,00	337,30	1 462,00	360,90	1 564,00	284,40	1 232,00	307,20	1 331,00	328,70	1 424,00	254,40	1 102,00	274,80	1 191,00	294,00	1 274,00
Supervisor	321,10	1 391,00	346,80	1 503,00	371,10	1 608,00	285,00	1 235,00	307,80	1 334,00	329,30	1 427,00	258,80	1 121,00	279,50	1 211,00	299,10	1 296,00
Trainee manager	346,70	1 502,00	374,40	1 622,00	400,60	1 736,00	307,60	1 333,00	332,20	1 439,00	355,50	1 540,00	276,90	1 200,00	299,10	1 296,00	320,00	1 387,00
Watchman—																		
if ordinary hours of work do not exceed 48 in a week..	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	178,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00
if ordinary hours of work exceed 48 in a week	231,00	1 001,00	251,80	1 091,00	271,90	1 178,00	204,10	884,00	222,50	964,00	240,30	1 041,00	182,80	792,00	199,30	864,00	215,20	932,00
Employee not specifically mentioned elsewhere in this paragraph	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	178,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00

	Region D						Region E					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Alteration hand—												
during the first year of experience.....	147,50	639,00	160,80	697,00	173,70	753,00	143,50	622,00	156,40	678,00	168,90	732,00
during the second year of experience.....	153,50	665,00	167,30	725,00	180,70	783,00	148,20	642,00	161,50	700,00	174,40	756,00
during the third year of experience.....	159,40	691,00	173,70	753,00	187,60	813,00	152,80	662,00	166,60	722,00	179,90	780,00
thereafter as qualified.....	165,30	716,00	180,20	781,00	194,60	843,00	157,40	682,00	171,60	744,00	185,30	803,00
Assembler.....	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00
Buyer.....	As for a commercial traveller											
Chauffeur.....	146,90	637,00	158,70	688,00	169,80	736,00	135,10	585,00	145,90	632,00	156,10	676,00
Clerical assistant.....	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
Clerk—												
during the first year of experience.....	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
during the second year of experience.....	181,40	786,00	195,90	849,00	209,60	908,00	173,20	750,00	187,10	811,00	200,20	867,00
during the third year of experience.....	197,60	856,00	213,40	925,00	228,30	989,00	188,40	816,00	203,50	882,00	217,70	943,00
during the fourth year of experience.....	213,90	927,00	231,00	1 001,00	247,20	1 071,00	203,50	882,00	219,80	952,00	235,20	1 019,00
thereafter as qualified.....	230,10	997,00	248,50	1 077,00	265,90	1 152,00	218,70	948,00	236,20	1 023,00	252,70	1 095,00
Commercial traveller—												
during the first year of experience.....	225,10	975,00	243,10	1 053,00	260,10	1 127,00	216,00	936,00	233,30	1 011,00	249,60	1 082,00
during the second year of experience.....	243,00	1 053,00	262,40	1 137,00	280,80	1 217,00	233,40	1 011,00	252,10	1 092,00	269,70	1 169,00
during the third year of experience.....	261,00	1 131,00	281,90	1 221,00	301,60	1 307,00	250,00	1 087,00	270,90	1 174,00	289,90	1 256,00
thereafter as qualified.....	279,00	1 209,00	301,30	1 306,00	32,40	1 397,00	268,20	1 162,00	289,70	1 255,00	310,00	1 343,00
Commercial traveller's assistant.....	146,90	637,00	158,70	688,00	169,80	736,00	135,10	585,00	145,90	632,00	156,10	676,00
Computer operator—												
during the first year of experience.....	172,50	747,00	186,30	807,00	199,30	864,00	156,30	677,00	168,80	731,00	180,60	783,00
thereafter as qualified.....	237,50	1 029,00	256,50	1 111,00	274,50	1 189,00	213,90	927,00	231,00	1 001,00	247,20	1 071,00
Demonstrator.....	As for a clerk											

	Region D						Region E					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Demonstrator-salesman—												
during the first year of experience.....	176,20	763,00	190,30	825,00	203,60	882,00	169,50	734,00	183,10	793,00	195,90	849,00
during the second year of experience.....	193,60	839,00	209,10	906,00	223,70	969,00	186,10	806,00	201,00	871,00	215,10	932,00
during the third year of experience.....	211,10	915,00	228,00	988,00	244,00	1 057,00	202,70	878,00	218,90	948,00	234,20	1 015,00
during the fourth year of experience.....	228,50	990,00	246,80	1 069,00	264,10	1 144,00	219,30	950,00	236,80	1 026,00	253,40	1 098,00
thereafter as qualified.....	246,00	1 066,00	265,70	1 151,00	284,30	1 232,00	235,80	1 022,00	254,70	1 104,00	272,50	1 181,00
Despatch clerk.....	Ask for a clerk											
Displayer—												
during the first year of experience.....	170,80	740,00	184,50	799,00	197,40	855,00	164,10	711,00	177,20	768,00	189,60	822,00
during the second year of experience.....	187,30	812,00	202,30	877,00	216,50	938,00	180,20	781,00	194,60	843,00	208,20	902,00
during the third year of experience.....	203,80	883,00	220,10	954,00	235,50	1 020,00	196,30	851,00	212,00	919,00	226,80	963,00
during the fourth year of experience.....	220,40	955,00	238,00	1 031,00	254,70	1 104,00	212,30	920,00	229,30	994,00	245,40	1 063,00
thereafter as qualified.....	236,90	1 026,00	255,90	1 109,00	273,80	1 186,00	228,40	990,00	246,70	1 069,00	264,00	1 144,00
Displayer's assistant.....	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
Driver of—												
a light motor vehicle.....	146,90	637,00	158,70	688,00	169,80	736,00	135,10	585,00	145,90	632,00	156,10	676,00
a medium motor vehicle (articulated).....	186,00	806,00	200,90	870,00	215,00	932,00	169,80	736,00	183,40	795,00	196,20	850,00
a medium motor vehicle (rigid).....	180,60	783,00	195,00	845,00	208,70	904,00	165,10	715,00	178,30	773,00	190,80	827,00
a heavy motor vehicle (articulated).....	203,20	880,00	219,50	951,00	234,90	1 018,00	185,60	804,00	200,40	868,00	214,40	929,00
a heavy motor vehicle (rigid).....	197,10	854,00	212,90	922,00	227,80	987,00	180,30	781,00	194,70	844,00	208,30	903,00
an extra heavy motor vehicle (articulated).....	225,70	978,00	243,80	1 056,00	260,90	1 130,00	205,20	889,00	221,60	960,00	237,10	1 027,00
an extra heavy motor vehicle (rigid).....	218,30	946,00	235,80	1 022,00	252,30	1 093,00	198,80	861,00	214,70	930,00	229,70	995,00
an ultra heavy motor vehicle.....	234,90	1 018,00	253,70	1 099,00	271,50	1 176,00	211,90	918,00	228,90	992,00	244,90	1 061,00
Drivers-salesman of—												
a light motor vehicle.....	169,50	734,00	183,10	793,00	195,90	849,00	156,70	679,00	169,20	733,00	181,00	784,00
a medium motor vehicle (articulated).....	207,90	901,00	224,50	973,00	240,20	1 041,00	189,70	822,00	204,90	888,00	219,20	950,00
a medium motor vehicle (rigid).....	201,50	873,00	217,60	943,00	232,80	1 009,00	184,00	797,00	198,70	861,00	212,60	921,00
a heavy motor vehicle (articulated).....	229,80	996,00	248,20	1 075,00	265,60	1 151,00	209,20	906,00	225,90	979,00	241,70	1 047,00
a heavy motor vehicle (rigid).....	222,40	964,00	240,20	1 041,00	257,00	1 114,00	202,50	877,00	218,70	948,00	234,00	1 014,00
an extra heavy motor vehicle (articulated).....	254,70	1 104,00	275,10	1 192,00	294,40	1 276,00	231,10	1 001,00	249,60	1 082,00	267,10	1 157,00
an extra heavy motor vehicle (rigid).....	246,00	1 066,00	265,70	1 151,00	284,30	1 232,00	223,40	968,00	241,30	1 046,00	258,20	1 119,00
an ultra heavy motor vehicle.....	263,80	1 143,00	284,90	1 234,00	304,80	1 321,00	239,20	1 036,00	258,30	1 119,00	276,40	1 198,00

	Region D						Region E					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
General assistant—												
during the first six months of employment with the same employer.....	112,00	485,00	122,10	529,00	131,90	572,00	99,50	431,00	108,50	470,00	117,20	508,00
thereafter.....	124,40	539,00	135,60	588,00	146,40	634,00	110,60	479,00	120,60	523,00	130,20	564,00
Handyman	184,60	800,00	199,40	864,00	213,40	925,00	175,20	759,00	189,20	820,00	202,40	877,00
Lift attendant—												
during the first year of experience.....	137,00	594,00	149,30	647,00	161,20	698,00	127,10	551,00	138,50	600,00	149,60	648,00
thereafter as qualified.....	158,70	688,00	173,00	750,00	186,80	809,00	150,20	651,00	163,70	709,00	176,80	766,00
Manager.....	316,40	1 371,00	341,70	1 481,00	365,60	1 584,00	303,20	1 314,00	327,50	1 419,00	350,40	1 518,00
Mobile hoist operator.....	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00
Office cashier.....	As for a clerk As for a displayer											
Outside sales assistant.....												
Sales assistant operating a till—												
during the first year of experience.....	181,40	786,00	195,90	849,00	209,60	908,00	173,20	750,00	187,10	811,00	200,20	867,00
during the second year of experience.....	197,60	856,00	213,40	925,00	228,30	989,00	188,40	816,00	203,50	882,00	217,70	943,00
during the third year of experience.....	213,90	927,00	231,00	1 001,00	247,20	1 071,00	203,50	882,00	219,80	952,00	235,20	1 019,00
thereafter as qualified.....	230,10	997,00	248,50	1 077,00	265,90	1 152,00	218,70	948,00	236,20	1 023,00	252,70	1 095,00
Sales assistant who does not operate a till—												
during the first year of experience.....	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
during the second year of experience.....	181,40	786,00	195,90	849,00	209,60	908,00	173,20	750,00	187,10	811,00	200,20	867,00
during the third year of experience.....	197,60	856,00	213,40	925,00	228,30	989,00	188,40	816,00	203,50	882,00	217,70	943,00
during the fourth year of experience.....	213,90	927,00	231,00	1 001,00	247,20	1 071,00	203,50	882,00	219,80	952,00	235,20	1 019,00
thereafter as qualified.....	230,10	997,00	248,50	1 077,00	265,90	1 152,00	218,70	948,00	236,20	1 023,00	252,70	1 095,00

	Region D						Region E					
	During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter		During the first 12 months after this amendment became operative		During the second 12 months after this amendment became operative		Thereafter	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Security guard—												
if ordinary hours of work do not exceed 48 in a week	150,60	653,00	162,60	705,00	174,00	754,00	138,50	600,00	149,60	648,00	160,10	694,00
if ordinary hours of work exceed 48 in a week	188,30	816,00	203,40	881,00	217,60	943,00	173,10	750,00	186,90	810,00	200,00	867,00
Senior sales assistant	236,90	1 026,00	255,90	1 109,00	273,80	1 186,00	228,40	990,00	246,70	1 069,00	264,00	1 144,00
Service supply salesman—												
during the first year of experience	200,80	870,00	216,90	940,00	232,10	1 006,00	191,70	831,00	207,00	897,00	221,50	960,00
during the second year of experience	218,70	948,00	236,20	1 023,00	252,70	1 095,00	209,10	906,00	225,80	978,00	241,60	1 047,00
during the third year of experience	236,50	1 025,00	255,40	1 107,00	273,30	1 184,00	226,50	981,00	244,60	1 060,00	261,70	1 134,00
thereafter as qualified	254,40	1 102,00	274,80	1 191,00	294,00	1 274,00	243,90	1 057,00	263,40	1 141,00	281,80	1 221,00
Shop assistant operating a till—												
during the first year of experience	162,70	705,00	175,70	761,00	188,00	815,00	156,00	676,00	168,50	730,00	180,30	781,00
thereafter as qualified	168,80	731,00	182,30	790,00	195,10	845,00	160,70	696,00	173,60	752,00	185,80	805,00
Shop assistant who does not operate a till—												
during the first year of experience	147,50	639,00	160,80	697,00	173,70	753,00	143,50	622,00	156,40	678,00	168,90	732,00
during the second year of experience	153,50	665,00	167,30	725,00	180,70	783,00	148,20	642,00	161,50	700,00	174,40	756,00
during the third year of experience	159,40	691,00	173,70	753,00	187,60	813,00	152,80	662,00	166,60	722,00	179,90	780,00
thereafter as qualified	165,30	716,00	180,20	781,00	194,60	843,00	157,40	682,00	171,60	744,00	185,30	803,00
Store assistant	147,50	639,00	160,80	697,00	173,70	753,00	143,50	622,00	156,40	678,00	168,90	732,00
Store detective	As for a clerk											
Storeman	243,30	1 054,00	262,80	1 139,00	281,20	1 218,00	230,80	1 000,00	249,30	1 080,00	266,80	1 156,00
Supervisor	246,00	1 066,00	265,70	1 151,00	284,30	1 232,00	235,80	1 022,00	254,70	1 104,00	272,50	1 181,00
Trainee manager	264,80	1 147,00	286,00	1 239,00	306,00	1 326,00	254,40	1 102,00	274,80	1 191,00	294,00	1 274,00
Watchman—												
if ordinary hours of work do not exceed 48 in a week	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00
if ordinary hours of work exceed 48 in a week	171,30	742,00	186,70	809,00	201,60	874,00	151,40	656,00	165,00	715,00	178,20	772,00
Employee not specifically mentioned elsewhere in this paragraph...	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00

	Streek A						Streek B						Streek C					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.	R p.w.	R p.m.
Aankoper.....	Soos vir 'n handelsreisiger																	
Algemene assistent—																		
gedurende die eerste ses maande diens by dieselfde werkgever.....	151,70	657,00	165,40	717,00	178,60	774,00	133,70	579,00	145,70	631,00	157,40	682,00	120,00	520,00	130,80	567,00	141,30	612,00
daarna.....	168,60	731,00	183,80	796,00	198,50	860,00	148,50	643,00	161,90	702,00	174,90	758,00	133,30	578,00	145,30	630,00	156,90	680,00
Bediener van 'n mobiele hysmasjien.....	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	176,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00
Bestuurder.....	414,10	1 794,00	447,20	1 938,00	478,50	2 073,00	368,30	1 596,00	397,80	1 724,00	425,60	1 844,00	331,20	1 435,00	357,70	1 550,00	382,70	1 658,00
Buiteverkoopsassistent.....	Soos vir 'n uitstaller																	
Chauffeur.....	199,10	863,00	215,00	932,00	230,10	997,00	175,90	762,00	190,00	823,00	203,30	881,00	158,00	685,00	170,60	739,00	182,50	791,00
Demonstrateur.....	Soos vir 'n klerk																	
Demonstrateur-verkoopsman—																		
gedurende die eerste jaar ondervinding.....	231,10	1 001,00	249,60	1 082,00	267,10	1 157,00	205,90	892,00	222,40	964,00	238,00	1 031,00	185,00	802,00	199,80	866,00	213,80	926,00
gedurende die tweede jaar ondervinding.....	253,60	1 099,00	273,90	1 187,00	293,10	1 270,00	225,70	978,00	243,80	1 056,00	260,90	1 130,00	203,40	881,00	219,70	952,00	235,10	1 019,00
gedurende die derde jaar ondervinding.....	276,10	1 196,00	298,20	1 292,00	319,10	1 383,00	245,50	1 064,00	265,10	1 149,00	283,70	1 229,00	221,90	961,00	239,70	1 039,00	256,50	1 111,00
gedurende die vierde jaar ondervinding.....	298,60	1 294,00	322,50	1 397,00	345,10	1 495,00	265,30	1 150,00	286,50	1 241,00	306,60	1 328,00	240,30	1 041,00	259,50	1 124,00	277,70	1 203,00
daarna as gekwalifiseerd.....	321,10	1 391,00	346,80	1 503,00	371,10	1 608,00	285,00	1 235,00	307,80	1 334,00	329,30	1 427,00	258,80	1 121,00	279,50	1 211,00	299,10	1 296,00
Drywer van 'n—																		
ligte motorvoertuig.....	199,10	863,00	215,00	932,00	230,10	997,00	175,90	762,00	190,00	823,00	203,30	881,00	158,00	685,00	170,60	739,00	182,50	791,00
medium motorvoertuig (gelede).....	249,00	1 079,00	268,90	1 165,00	287,70	1 247,00	221,40	959,00	239,10	1 036,00	255,80	1 108,00	198,10	858,00	213,90	927,00	228,90	992,00
medium motorvoertuig (nie-gelede).....	241,60	1 047,00	260,90	1 130,00	279,20	1 210,00	215,00	932,00	232,20	1 006,00	248,50	1 077,00	192,40	834,00	207,80	900,00	222,30	963,00
swaar motorvoertuig (gelede).....	272,60	1 181,00	294,40	1 276,00	315,00	1 365,00	242,20	1 049,00	261,60	1 134,00	279,90	1 213,00	217,00	940,00	234,40	1 016,00	250,80	1 087,00
swaar motorvoertuig (nie-gelede).....	264,10	1 144,00	285,20	1 236,00	305,20	1 322,00	236,30	1 024,00	255,20	1 106,00	273,10	1 183,00	210,20	911,00	227,00	984,00	242,90	1 052,00
ekstra swaar motorvoertuig (gelede).....	302,20	1 309,00	326,40	1 414,00	349,20	1 513,00	268,90	1 165,00	290,40	1 258,00	310,70	1 346,00	242,00	1 049,00	261,40	1 133,00	279,70	1 212,00
ekstra swaar motorvoertuig (nie-gelede).....	292,50	1 267,00	315,90	1 369,00	338,00	1 465,00	260,10	1 127,00	280,90	1 217,00	300,60	1 302,00	232,80	1 009,00	251,40	1 089,00	269,00	1 166,00
ultra swaar motorvoertuig.....	312,70	1 355,00	337,70	1 463,00	361,30	1 566,00	278,00	1 205,00	300,20	1 301,00	321,20	1 392,00	248,70	1 078,00	268,60	1 164,00	287,40	1 245,00

	Streek A						Streek B						Streek C					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Drywer-verkoopsman van 'n—																		
ligte motorvoertuig	226,40	981,00	244,50	1 059,00	261,60	1 134,00	201,50	873,00	217,60	943,00	232,80	1 009,00	180,30	781,00	194,70	844,00	208,30	903,00
medium motorvoertuig (gelede)	278,60	1 207,00	300,90	1 304,00	322,00	1 395,00	245,80	1 065,00	265,60	1 150,00	284,10	1 231,00	221,40	959,00	239,10	1 036,00	255,80	1 108,00
medium motorvoertuig (nie-gelede)	269,90	1 169,00	291,50	1 263,00	311,90	1 351,00	239,90	1 039,00	259,10	1 123,00	277,20	1 201,00	214,60	930,00	231,80	1 004,00	248,00	1 075,00
swaar motorvoertuig (gelede)	308,30	1 336,00	333,00	1 443,00	356,30	1 544,00	274,30	1 189,00	296,20	1 283,00	316,90	1 373,00	245,30	1 063,00	264,90	1 148,00	283,40	1 228,00
swaar motorvoertuig (nie-gelede)	298,20	1 292,00	322,10	1 396,00	344,60	1 493,00	265,20	1 149,00	286,40	1 241,00	306,40	1 328,00	237,20	1 028,00	256,20	1 110,00	274,10	1 188,00
ekstra swaar motorvoertuig (gelede)	342,30	1 483,00	369,70	1 602,00	395,60	1 714,00	303,90	1 317,00	328,20	1 422,00	351,20	1 522,00	272,20	1 179,00	294,00	1 274,00	314,60	1 363,00
ekstra swaar motorvoertuig (nie-gelede)	330,50	1 432,00	356,90	1 546,00	381,90	1 655,00	293,50	1 272,00	317,00	1 374,00	339,20	1 470,00	262,80	1 139,00	283,80	1 230,00	303,70	1 316,00
ultra swaar motorvoertuig	354,80	1 537,00	383,20	1 660,00	410,00	1 777,00	314,70	1 364,00	339,90	1 473,00	363,70	1 576,00	282,00	1 222,00	304,60	1 320,00	325,90	1 412,00
Faktotum	237,90	1 031,00	256,90	1 113,00	274,90	1 191,00	220,00	953,00	237,60	1 030,00	254,20	1 101,00	194,40	842,00	210,00	910,00	224,70	974,00
Handelsreisiger—																		
gedurende die eerste jaar ondervinding	293,50	1 272,00	317,00	1 374,00	339,20	1 470,00	260,80	1 130,00	281,70	1 221,00	301,40	1 306,00	235,80	1 022,00	254,70	1 104,00	272,50	1 181,00
gedurende die tweede jaar ondervinding	318,10	1 378,00	343,50	1 488,00	367,50	1 592,00	282,60	1 225,00	305,20	1 322,00	326,60	1 415,00	254,50	1 103,00	274,90	1 191,00	294,10	1 274,00
gedurende die derde jaar ondervinding	342,70	1 485,00	370,10	1 604,00	396,00	1 716,00	304,40	1 319,00	328,80	1 425,00	351,80	1 524,00	273,10	1 183,00	294,90	1 278,00	315,50	1 367,00
daarna as gekwalifiseerd	367,20	1 591,00	396,60	1 718,00	424,40	1 839,00	326,10	1 413,00	352,20	1 526,00	376,90	1 633,00	291,80	1 264,00	315,10	1 365,00	337,20	1 461,00
Handelsreisiger se assistent	199,10	863,00	215,00	932,00	230,10	997,00	175,90	762,00	190,00	823,00	203,30	881,00	158,00	685,00	170,60	739,00	182,50	791,00
Hyserbediener—																		
gedurende die eerste jaar ondervinding	180,80	783,00	197,10	854,00	212,90	922,00	158,70	688,00	173,00	750,00	186,80	809,00	146,20	633,00	159,40	691,00	172,20	746,00
daarna as gekwalifiseerd	206,90	896,00	225,50	977,00	243,50	1 055,00	182,50	791,00	198,90	862,00	214,80	931,00	166,30	721,00	181,30	786,00	195,80	848,00
Kantoorassistent	soos vir 'n klerk																	
Klerk—																		
gedurende die eerste jaar ondervinding	218,70	948,00	236,20	1 023,00	252,70	1 095,00	193,70	839,00	209,20	906,00	223,80	970,00	173,50	752,00	187,40	812,00	200,50	869,00
gedurende die tweede jaar ondervinding	238,10	1 032,00	257,10	1 114,00	275,10	1 192,00	212,60	921,00	229,60	995,00	245,70	1 065,00	190,40	825,00	205,60	891,00	220,00	953,00
gedurende die derde jaar ondervinding	257,60	1 116,00	278,20	1 205,00	297,70	1 290,00	231,50	1 003,00	250,00	1 083,00	267,50	1 159,00	207,20	898,00	223,80	970,00	239,50	1 038,00
gedurende die vierde jaar ondervinding	277,00	1 200,00	299,20	1 296,00	320,10	1 387,00	250,30	1 085,00	270,30	1 171,00	289,20	1 253,00	224,10	971,00	242,00	1 049,00	258,90	1 122,00
daarna as gekwalifiseerd	296,50	1 285,00	320,20	1 387,00	342,60	1 484,00	269,20	1 166,00	290,70	1 260,00	311,00	1 348,00	240,90	1 044,00	260,20	1 127,00	278,40	1 206,00

	Streek A						Streek B						Streek C					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.
Klerklike assistent.....	218,70	948,00	236,20	1 023,00	252,70	1 095,00	193,70	839,00	209,20	906,00	223,80	970,00	173,50	752,00	187,40	812,00	200,50	869,00
Leerlingbestuurder.....	346,70	1 502,00	374,40	1 622,00	400,60	1 736,00	307,60	1 333,00	332,20	1 439,00	355,50	1 540,00	276,90	1 200,00	299,10	1 296,00	320,00	1 387,00
Magasynman.....	312,30	1 353,00	337,30	1 462,00	360,90	1 564,00	284,40	1 232,00	307,20	1 331,00	328,70	1 424,00	254,40	1 102,00	274,80	1 191,00	294,00	1 274,00
Monteur.....	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	178,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00
Pakhuisassistent.....	193,70	839,00	211,10	915,00	228,00	988,00	170,90	741,00	186,30	807,00	201,20	872,00	154,80	671,00	168,70	731,00	182,20	789,00
Rekenaaroperateur—																		
gedurende die eerste jaar ondervinding.....	231,50	1 003,00	250,00	1 083,00	267,50	1 159,00	205,20	889,00	221,60	960,00	237,10	1 027,00	184,00	797,00	198,70	861,00	212,60	921,00
daarna as gekwalifiseerd.....	319,70	1 385,00	345,30	1 496,00	369,50	1 601,00	283,00	1 226,00	305,60	1 324,00	327,00	1 417,00	253,70	1 099,00	274,00	1 187,00	293,20	1 270,00
Sekuriteitswag—																		
indien die gewone werkure nie 48 in 'n week oorskry nie.....	204,50	886,00	220,90	957,00	236,40	1 024,00	180,60	783,00	195,00	845,00	208,70	904,00	162,10	702,00	175,10	759,00	187,40	812,00
indien die gewone werkure 48 in 'n week oorskry.....	255,60	1 108,00	276,00	1 196,00	295,30	1 280,00	225,80	978,00	243,90	1 057,00	261,00	1 131,00	202,60	878,00	218,80	948,00	234,10	1 014,00
Senior verkoopsassistent.....	307,60	1 333,00	332,20	1 439,00	355,50	1 540,00	273,20	1 184,00	295,10	1 279,00	315,80	1 368,00	247,00	1 070,00	266,80	1 156,00	285,50	1 237,00
Toesighouer.....	321,10	1 391,00	346,80	1 503,00	371,10	1 608,00	285,00	1 235,00	307,80	1 334,00	329,30	1 427,00	258,80	1 121,00	279,50	1 211,00	299,10	1 296,00
Uitstallers—																		
gedurende die eerste jaar ondervinding.....	223,40	968,00	241,30	1 046,00	258,20	1 119,00	199,10	863,00	215,00	932,00	230,10	997,00	180,30	781,00	194,70	844,00	208,30	903,00
gedurende die tweede jaar ondervinding.....	244,40	1 059,00	264,00	1 144,00	282,50	1 224,00	217,60	943,00	235,00	1 018,00	251,50	1 090,00	196,90	853,00	212,70	922,00	227,60	986,00
gedurende die derde jaar ondervinding.....	265,50	1 150,00	286,70	1 242,00	306,80	1 329,00	236,20	1 023,00	255,10	1 105,00	273,00	1 183,00	213,60	926,00	230,70	1 000,00	246,80	1 069,90
gedurende die vierde jaar ondervinding.....	286,50	1 241,00	309,40	1 341,00	331,10	1 435,00	254,70	1 104,00	275,10	1 192,00	294,40	1 276,00	230,30	998,00	248,70	1 078,00	266,10	1 153,00
daarna as gekwalifiseerd.....	307,60	1 333,00	332,20	1 439,00	355,50	1 540,00	273,20	1 184,00	295,10	1 279,00	315,80	1 368,00	247,00	1 070,00	266,80	1 156,00	285,50	1 237,00
Uitstaller se assistent.....	218,70	948,00	236,20	1 023,00	252,70	1 095,00	193,70	839,00	209,20	906,00	223,80	970,00	173,50	752,00	187,40	812,00	200,50	869,90
Verkoopsassistent wat 'n kontantkas bedien—																		
gedurende die eerste jaar ondervinding.....	238,10	1 032,00	257,10	1 114,00	275,10	1 192,00	212,60	921,00	229,60	995,00	245,70	1 065,00	190,40	825,00	205,60	891,00	220,00	953,00
gedurende die tweede jaar ondervinding.....	257,60	1 116,00	278,20	1 205,00	297,70	1 290,00	231,50	1 003,00	250,00	1 083,00	267,50	1 159,00	207,20	898,00	223,80	970,00	239,50	1 038,00
gedurende die derde jaar ondervinding.....	277,00	1 200,00	299,20	1 296,00	320,10	1 387,00	250,30	1 085,00	270,30	1 171,00	289,20	1 253,00	224,10	971,00	242,00	1 049,00	258,90	1 122,00
daarna as gekwalifiseerd.....	296,50	1 285,00	320,20	1 387,00	342,60	1 484,00	269,20	1 166,00	290,70	1 260,00	311,00	1 348,00	240,90	1 044,00	260,20	1 127,00	278,40	1 206,00

	Streek A						Streek B						Streek C					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.	Rp.w.	Rp.m.
Verkoopsassistent wat nie 'n kontantkas bedien nie—																		
gedurende die eerste jaar ondervinding	218,70	948,00	236,20	1 023,00	252,70	1 095,00	193,70	839,00	209,20	906,00	223,80	970,00	173,50	752,00	187,40	812,00	200,50	869,00
gedurende die tweede jaar ondervinding	238,10	1 032,00	257,10	1 114,00	275,10	1 192,00	212,60	921,00	229,60	995,00	245,70	1 065,00	190,40	825,00	205,60	891,00	220,00	953,00
gedurende die derde jaar ondervinding	257,60	1 116,00	278,20	1 205,00	297,80	1 290,00	231,50	1 003,00	250,00	1 083,00	267,50	1 159,00	207,20	898,00	223,80	970,00	239,50	1 038,00
gedurende die vierde jaar ondervinding	277,00	1 200,00	299,20	1 296,00	320,10	1 387,00	250,30	1 085,00	270,30	1 171,00	289,20	1 253,00	224,10	971,00	242,00	1 049,00	258,90	1 122,00
daarna as gekwalifiseerd	296,50	1 285,00	320,20	1 387,00	342,60	1 484,00	269,20	1 166,00	290,70	1 260,00	311,00	1 348,00	240,90	1 044,00	260,20	1 127,00	278,40	1 206,00
Versendingsklerk	Soos vir 'n klerk																	
Versorger-bestelknemer—																		
gedurende die eerste jaar ondervinding	261,50	1 133,00	282,40	1 224,00	302,20	1 309,00	232,50	1 007,00	251,10	1 088,00	268,70	1 164,00	210,20	911,00	227,00	984,00	242,90	1 052,00
gedurende die tweede jaar ondervinding	284,50	1 233,00	307,30	1 332,00	328,80	1 425,00	252,80	1 095,00	273,00	1 183,00	292,10	1 266,00	229,10	993,00	247,40	1 072,00	264,70	1 147,00
gedurende die derde jaar ondervinding	307,50	1 332,00	332,10	1 439,00	355,30	1 540,00	273,10	1 183,00	294,90	1 278,00	315,50	1 367,00	248,00	1 075,00	267,80	1 160,00	286,50	1 241,00
daarna as gekwalifiseerd	330,50	1 432,00	356,90	1 546,00	381,90	1 655,00	293,50	1 272,00	317,00	1 374,00	339,20	1 470,00	266,80	1 156,00	288,10	1 248,00	308,30	1 336,00
Versteller—																		
gedurende die eerste jaar ondervinding	193,70	839,00	211,10	915,00	228,00	988,00	170,90	741,00	186,30	807,00	201,20	872,00	154,80	671,00	168,70	731,00	182,20	789,00
gedurende die tweede jaar ondervinding	201,20	872,00	219,30	950,00	236,80	1 026,00	179,00	776,00	195,10	845,00	210,70	913,00	161,30	699,00	175,80	762,00	189,90	823,00
gedurende die derde jaar ondervinding	208,70	904,00	227,50	986,00	245,70	1 065,00	187,00	810,00	203,80	883,00	220,10	954,00	167,80	727,00	182,90	793,00	197,50	856,00
daarna as gekwalifiseerd	216,10	936,00	235,50	1 020,00	254,30	1 102,00	195,00	845,00	212,60	921,00	229,60	995,00	174,20	755,00	189,90	823,00	205,10	889,00
Wag—																		
indien die gewone werkure nie 48 in 'n week oorskry nie	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	178,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00
indien die gewone werkure 48 in 'n week oorskry	231,00	1 001,00	251,80	1 091,00	271,90	1 178,00	204,10	884,00	222,50	964,00	240,30	1 041,00	182,80	792,00	199,30	864,00	215,20	932,00
Winkelassistent wat 'n kontantkas bedien—																		
gedurende die eerste jaar ondervinding	213,00	923,00	230,00	997,00	246,10	1 066,00	190,90	827,00	206,20	893,00	220,60	956,00	171,30	742,00	185,00	802,00	198,00	858,00
daarna as gekwalifiseerd	220,70	956,00	238,40	1 033,00	255,10	1 105,00	199,10	863,00	215,00	932,00	230,10	997,00	177,90	771,00	192,10	832,00	205,50	890,00
Winkelassistent wat nie 'n kontantkas bedien nie—																		
gedurende die eerste jaar ondervinding	193,70	839,00	211,10	915,00	228,00	988,00	170,90	741,00	186,30	807,00	201,20	872,00	154,80	671,00	168,70	731,00	182,20	789,00
gedurende die tweede jaar ondervinding	201,20	872,00	219,30	950,00	236,80	1 026,00	179,00	776,00	195,10	845,00	210,70	913,00	161,30	699,00	175,80	762,00	189,90	823,00
gedurende die derde jaar ondervinding	208,70	904,00	227,50	986,00	245,70	1 065,00	187,00	810,00	203,80	883,00	220,10	954,00	167,80	727,00	182,90	793,00	197,50	856,00
daarna as gekwalifiseerd	216,10	936,00	235,50	1 020,00	254,30	1 102,00	195,00	845,00	212,60	921,00	229,60	995,00	174,20	755,00	189,90	823,00	205,10	889,00
Winkelspeurder	Soos vir 'n klerk																	
Werknemer nie elders in hierdie paragraaf uitdruklik vermeld nie	184,80	801,00	201,40	873,00	217,50	942,00	163,30	708,00	178,00	771,00	192,20	833,00	146,20	633,00	159,40	691,00	172,20	746,00

	Streek D						Streek E					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Aankoper	Soos vir 'n handelsreisiger											
Algemene assistent—												
gedurende die eerste ses maande diens by dieselfde werkgever	112,00	485,00	122,10	529,00	131,90	572,00	99,50	431,00	108,50	470,00	117,20	508,00
daarna	124,40	539,00	135,60	588,00	146,40	634,00	110,60	479,00	120,60	523,00	130,20	564,00
Bediener van 'n mobiele hysmasjien	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00
Bestuurder	316,40	1 371,00	341,70	1 481,00	365,60	1 584,00	303,20	1 314,00	327,50	1 419,00	350,40	1 518,00
Buiteverkoopsassistent	Soos vir 'n uitstaller											
Chaufeur	146,90	637,00	158,70	688,00	169,80	736,00	135,10	585,00	145,90	632,00	156,10	676,00
Demonstrateur	Soos vir 'n klerk											
Demonstrateur-verkoopsman—												
gedurende die eerste jaar ondervinding	176,20	763,00	190,30	825,00	203,60	882,00	169,50	734,00	183,10	793,00	195,90	849,00
gedurende die tweede jaar ondervinding	193,60	839,00	209,10	906,00	223,70	969,00	186,10	806,00	201,00	871,00	215,10	932,00
gedurende die derde jaar ondervinding	211,10	915,00	228,00	988,00	244,00	1 057,00	202,70	878,00	218,90	948,00	234,20	1 015,00
gedurende die vierde jaar ondervinding	228,50	990,00	246,80	1 069,00	264,10	1 144,00	219,30	950,00	236,80	1 026,00	253,40	1 098,00
daarna as gekwalifiseerd	246,00	1 066,00	265,70	1 151,00	284,30	1 232,00	235,80	1 022,00	254,70	1 104,00	272,50	1 181,00
Drywer van 'n—												
ligte motorvoertuig	146,90	637,00	158,70	688,00	169,80	736,00	135,10	585,00	145,90	632,00	156,10	676,00
medium motorvoertuig (gelede)	186,00	806,00	200,90	870,00	215,00	932,00	169,80	736,00	183,40	759,00	196,20	850,00
medium motorvoertuig (nie-gelede)	180,60	783,00	195,00	845,00	208,70	904,00	165,10	715,00	178,30	773,00	190,80	827,00
swaar motorvoertuig (gelede)	203,20	880,00	219,50	951,00	234,90	1 018,00	185,60	804,00	200,40	868,00	214,40	929,00
swaar motorvoertuig (nie-gelede)	197,10	854,00	212,90	922,00	227,80	987,00	180,30	781,00	194,70	844,00	208,30	903,00
ekstra swaar motorvoertuig (gelede)	225,70	978,00	243,80	1 056,00	260,90	1 113,00	205,20	889,00	221,60	960,00	237,10	1 027,00
ekstra swaar motorvoertuig (nie-gelede)	218,30	946,00	235,80	1 022,00	252,30	1 093,00	198,80	861,00	214,70	930,00	229,70	995,00
ultra swaar motorvoertuig	234,90	1 018,00	253,70	1 099,00	271,50	1 176,00	211,90	918,00	228,90	992,00	244,90	1 061,00

	Streek D						Streek E					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Drywer-verkoopsman van 'n—												
ligte motorvoertuig.....	169,50	734,00	183,10	793,00	195,90	849,00	156,70	679,00	169,20	733,00	181,00	784,00
medium motorvoertuig (gelede).....	207,90	901,00	224,50	973,00	240,20	1 041,00	189,70	822,00	204,90	888,00	219,20	950,00
medium motorvoertuig (nie-gelede).....	201,50	873,00	217,60	943,00	232,80	1 009,00	184,00	797,00	198,70	861,00	212,60	921,00
swaar motorvoertuig (gelede).....	229,80	996,00	248,20	1 075,00	265,60	1 151,00	209,20	906,00	225,90	979,00	241,70	1 047,00
swaar motorvoertuig (nie-gelede).....	222,40	964,00	240,20	1 041,00	257,00	1 114,00	202,50	877,00	218,70	948,00	234,00	1 014,00
ekstra swaar motorvoertuig (gelede).....	254,70	1 104,00	275,10	1 192,00	294,40	1 276,00	231,10	1 001,00	249,60	1 082,00	267,10	1 157,00
ekstra swaar motorvoertuig (nie-gelede).....	246,00	1 066,00	265,70	1 151,00	284,30	1 232,00	223,40	968,00	241,30	1 046,00	258,20	1 119,00
ultra swaar motorvoertuig.....	263,80	1 143,00	284,90	1 234,00	304,80	1 321,00	239,20	1 036,00	258,30	1 119,00	276,40	1 198,00
Faktotum.....	184,60	800,00	199,40	864,00	213,40	925,00	175,20	759,00	189,20	820,00	202,40	877,00
Handelsreisiger—												
gedurende die eerste jaar ondervinding.....	225,10	975,00	243,10	1 053,00	260,10	1 127,00	216,00	936,00	233,30	1 011,00	249,60	1 082,00
gedurende die tweede jaar ondervinding.....	243,00	1 053,00	262,40	1 137,00	280,80	1 217,00	233,40	1 011,00	252,10	1 092,00	269,70	1 169,00
gedurende die derde jaar ondervinding.....	261,00	1 131,00	281,90	1 221,00	301,60	1 307,00	250,80	1 087,00	270,90	1 174,00	289,90	1 256,00
daarna as gekwalifiseerd.....	279,00	1 209,00	301,30	1 306,00	322,40	1 397,00	268,20	1 162,00	289,70	1 255,00	310,00	1 343,00
Handelsreisiger se assistent.....	146,90	637,00	158,70	688,00	169,80	736,00	135,10	585,00	145,90	632,00	156,10	676,00
Hyserbediener—												
gedurende die eerste jaar ondervinding.....	137,00	594,00	149,30	647,00	161,20	698,00	127,10	551,00	138,50	600,00	149,60	648,00
daarna as gekwalifiseerd.....	158,70	688,00	173,00	750,00	186,80	809,00	150,20	651,00	163,70	709,00	176,80	766,00
Kantoorassistent.....	Soos vir 'n klerk											
Klerk—												
gedurende die eerste jaar ondervinding.....	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
gedurende die tweede jaar ondervinding.....	181,40	786,00	195,90	849,00	209,60	908,00	173,20	750,00	187,10	811,00	200,20	867,00
gedurende die derde jaar ondervinding.....	197,60	856,00	213,40	925,00	228,30	989,00	188,40	816,00	203,50	882,00	217,70	943,00
gedurende die vierde jaar ondervinding.....	213,90	927,00	231,00	1 001,00	247,20	1 071,00	203,50	882,00	219,80	952,00	235,20	1 019,00
daarna as gekwalifiseerd.....	230,10	997,00	248,50	1 077,00	265,90	1 152,00	218,70	948,00	236,20	1 023,00	252,70	1 095,00

	Streek D						Streek E					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Klerklike assistent	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
Leerlingbestuurder	264,80	1 147,00	286,00	1 239,00	306,00	1 326,00	254,40	1 102,00	274,80	1 191,00	294,00	1 274,00
Magasynman	243,30	1 054,00	262,80	1 139,00	281,20	1 218,00	230,80	1 000,00	249,30	1 080,00	266,80	1 156,00
Monteur	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00
Pakhuisassistent	147,50	639,00	160,80	697,00	173,70	753,00	143,50	622,00	156,40	678,00	168,90	732,00
Rekenaaroperateur—												
gedurende die eerste jaar ondervinding	172,50	747,00	186,30	807,00	199,30	864,00	156,30	677,00	168,80	731,00	180,60	783,00
daarna as gekwalifiseerd	237,50	1 029,00	256,50	1 111,00	274,50	1 189,00	213,90	927,00	231,00	1 001,00	247,20	1 071,00
Sekuriteitswag—												
indien die gewone werkure nie 48 in 'n week oorskry nie	150,60	653,00	162,60	705,00	174,00	754,00	138,50	600,00	149,60	648,00	160,10	694,00
indien die gewone werkure 48 in 'n week oorskry	188,30	816,00	203,40	881,00	217,60	943,00	173,10	750,00	186,90	810,00	200,00	867,00
Senior verkoopsassistent	236,90	1 026,00	255,90	1 109,00	273,80	1 186,00	228,40	990,00	246,70	1 069,00	264,00	1 144,00
Toesighouer	246,00	1 066,00	265,70	1 151,00	284,30	1 232,00	235,80	1 022,00	254,70	1 104,00	272,50	1 181,00
Uitstaller—												
gedurende die eerste jaar ondervinding	170,80	740,00	184,50	799,00	197,40	855,00	164,10	711,00	177,20	768,00	189,60	822,00
gedurende die tweede jaar ondervinding	187,30	812,00	202,30	877,00	216,50	938,00	180,20	781,00	194,60	843,00	208,20	902,00
gedurende die derde jaar ondervinding	203,80	883,00	220,10	954,00	235,50	1 020,00	196,30	851,00	212,00	919,00	226,80	983,00
gedurende die vierde jaar ondervinding	220,40	955,00	238,00	1 031,00	254,70	1 104,00	212,30	920,00	229,30	994,00	245,40	1 063,00
daarna as gekwalifiseerd	236,90	1 026,00	255,90	1 109,00	273,80	1 186,00	228,40	990,00	246,70	1 069,00	264,00	1 144,00
Uitstaller se assistent	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
Verkoopsassistent wat 'n kontantkas bedien—												
gedurende die eerste jaar ondervinding	181,40	786,00	195,90	849,00	209,60	908,00	173,20	750,00	187,10	811,00	200,20	867,00
gedurende die tweede jaar ondervinding	197,60	856,00	213,40	925,00	228,30	989,00	188,40	816,00	203,50	882,00	217,70	943,00
gedurende die derde jaar ondervinding	213,90	927,00	231,00	1 001,00	247,2	1 071,00	203,50	882,00	219,80	952,00	235,20	1 019,00
daarna as gekwalifiseerd	230,10	997,00	248,50	1 077,00	265,90	1 152,00	218,70	948,00	236,20	1 023,00	252,70	1 095,00

	Streek D						Streek E					
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het		Gedurende die tweede 12 maande nadat hierdie wysiging in werking getree het		Daarna	
	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m	Rp.w	Rp.m
Verkoopsassistent wat nie 'n kontantkas bedien nie—												
gedurende die eerste jaar ondervinding	165,10	715,00	178,30	773,00	190,80	827,00	158,00	685,00	170,60	739,00	182,50	791,00
gedurende die tweede jaar ondervinding	181,40	786,00	195,90	849,00	209,60	908,00	173,20	750,00	187,10	811,00	200,20	867,00
gedurende die derde jaar ondervinding	197,60	856,00	213,40	925,00	228,30	989,00	188,40	816,00	203,50	882,00	217,70	943,00
gedurende die vierde jaar ondervinding	213,90	927,00	231,00	1 001,00	247,20	1 071,00	203,50	882,00	219,80	952,00	236,20	1 019,00
daarna as gekwalifiseerd	230,10	997,00	248,50	1 077,00	265,90	1 152,00	218,70	948,00	236,20	1 023,00	252,70	1 095
Versendingsklerk	Soos vir 'n klerk											
Versorger-bestellingnemer—												
gedurende die eerste jaar ondervinding	200,80	870,00	216,90	940,00	232,10	1 006,00	191,70	831,00	207,00	897,00	221,50	960,00
gedurende die tweede jaar ondervinding	218,70	948,00	236,20	1 023,00	252,70	1 095,00	209,10	906,00	225,80	978,00	241,60	1 047,00
gedurende die derde jaar ondervinding	236,50	1 025,00	255,40	1 107,00	273,30	1 184,00	226,50	981,00	244,60	1 060,00	261,70	1 134,00
daarna as gekwalifiseerd	254,40	1 102,00	274,80	1 191,00	294,00	1 274,00	243,90	1 057,00	263,40	1 141,00	281,80	1 221,00
Versteller—												
gedurende die eerste jaar ondervinding	147,50	639,00	160,80	697,00	173,70	753,00	143,50	622,00	156,40	678,00	168,90	732,00
gedurende die tweede jaar ondervinding	153,50	665,00	167,30	725,00	180,70	783,00	148,20	642,00	161,50	700,00	174,40	756,00
gedurende die derde jaar ondervinding	159,40	691,00	173,70	753,00	187,60	813,00	152,80	662,00	166,60	722,00	179,90	780,00
daarna as gekwalifiseerd	165,30	716,00	180,20	781,00	194,60	843,00	157,40	682,00	171,60	744,00	185,30	803,00
Wag—												
indien die gewone werkure nie 48 in 'n week oorskry nie	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00
indien die gewone werkure 48 in 'n week oorskry	171,30	742,00	186,70	809,00	201,60	874,00	151,40	656,00	165,00	715,00	178,20	772,00
Winkelassistent wat 'n kontantkas bedien—												
gedurende die eerste jaar ondervinding	162,70	705,00	175,70	761,00	188,00	815,00	156,00	676,00	168,50	730,00	180,30	781,00
daarna as gekwalifiseerd	168,80	731,00	182,30	790,00	195,10	845,00	160,70	696,00	173,60	752,00	185,80	805,00
Winkelassistent wat nie 'n kontantkas bedien nie—												
gedurende die eerste jaar ondervinding	147,50	639,00	160,80	697,00	173,70	753,00	143,50	622,00	156,40	678,00	168,90	732,00
gedurende die tweede jaar ondervinding	153,50	665,00	167,30	725,00	180,70	783,00	148,20	642,00	161,50	700,00	174,40	756,00
gedurende die derde jaar ondervinding	159,40	691,00	173,70	753,00	187,60	813,00	152,80	662,00	166,60	722,00	179,90	780,00
daarna as gekwalifiseerd	165,30	716,00	180,20	781,00	194,60	843,00	157,40	682,00	171,60	744,00	185,30	803,00
Winkelspeurder	Soos vir 'n klerk											
Werknemer nie elders in hierdie paragraaf uitdruklik vermeld nie	137,00	594,00	149,30	647,00	161,20	698,00	121,10	525,00	132,00	572,00	142,60	618,00

(2) substitute in subclause (5) (b) (i), (ii), (iii) and (iv) the expressions "66c", "75c", "84c" and "R1,00", for the expressions "47c", "53c", "60c" and "73c", respectively;

(3) substitute the following for subclause (6) (a):

"(a) In addition to the payment of any other remuneration due to an employee who, in the performance of his duties, is absent from his place of residence and the employer's establishment, his employer shall reimburse him all reasonable expenses for—

(i) meals, tea, coffee or similar beverages where such absence exceeds six consecutive hours but does not extend over a night; or

(ii) accommodation as well as meals, tea, coffee or similar beverages, or pay a subsistence allowance of not less than R45 per night, whichever is the greater amount, where such absence extends over one or more nights."

(4) substitute in subclause (8) the expressions "R6,00" and "R1,20" for the expressions "R4,50" and "90c", respectively.

2. In clause 4, substitute the following for subclause (6) (d):

"(d) whenever an employee is required by law or agrees to accept accommodation, meals or rations from his employer, a deduction agreed to, in writing, by the employer and his employee: Provided that such deduction may not exceed 17 per cent of the employee's wage in respect of meals or rations, and eight per cent of the employee's wage in respect of accommodation;"

3. In clause 6, substitute the following for subclause (8) (b) (ii) (ae):

"(ae) on compassionate leave in terms of clause 17;

(af) for any other reason not being in breach of the contract of employment."

4. In clause 7 substitute the following for subclause (4) (a) (i) (ae):

"(ae) on compassionate leave in terms of clause 17;

(af) for any other reason not being in breach of the contract of employment."

5. In clause 11—

(1) substitute in subclause (2) the expression "R3,20" for the expression "R2,20";

(2) substitute in subclause (7) the expression "R1,80" for the expression "R1,50".

6. Insert the following new clause:

"17. COMPASSIONATE LEAVE

(1) In the event of the death of a child, parent or spouse of an employee who has completed not less than six months of employment with his employer, the employee shall be entitled to leave of absence from work for a period not exceeding three days: Provided that an employee shall not be entitled to such leave for a period exceeding five days in any year of employment. The leave shall commence on the date of such death or on the working day immediately thereafter, as requested by the employee.

(2) The employer shall pay his employee in respect of any leave taken in terms of subclause (1) an amount of not less than the wage the employee would have received had the leave not been taken.

(2) vervang in subklousule (5) (b) (i), (ii), (iii) en (iv) die uitdrukkings "47c", "53c", "60c" en "73c", deur onderskeidelik die uitdrukkings "66c", "75c", "84c" and "R1,00";

(3) vervang subklousule (6) (a) deur die volgende:

"(a) Benewens die betaling van enige ander besoldiging verskuldig aan 'n werknemer wat in die uitvoering van sy pligte van sy woonplek en die werkgewer se bedryfsinrigting afwesig is, moet sy werkgewer hom vergoed vir alle redelike uitgawes vir—

(i) etes, tee, koffie of soortgelyke drankes, waar sodanige afwesigheid ses agtereenvolgende ure oorskry maar nie oor 'n nag strek nie; of

(ii) verblyf, sowel as etes, tee, koffie of soortgelyke drankes, of 'n onderhoudstoelae van minste R45 per nag betaal, watter bedrag ook al die grootste is, waar sodanige afwesigheid oor een of meer nagte strek."

(4) vervang in subklousule (8) die uitdrukkings "R4,50" en "90c" deur onderskeidelik die uitdrukkings "R6,00" en "R1,20".

2. In klousule 4, vervang subklousule (6) (d) deur die volgende:

"(d) wanneer 'n werknemer by wet verplig word of daartoe instem om huisvesting, etes of rantsoene van sy werkgewer aan te neem, 'n bedrag waarvoor skriftelik tussen die werkgewer en sy werknemer ooreengekom is: Met dien verstande dat die bedrag ten opsigte van etes en rantsoene hoogstens 17 persent van die werknemer se loon mag wees en ten opsigte van huisvesting hoogstens 8 persent van die werknemer se loon;"

3. In klousule 6, vervang subklousule (8) (b) (ii) (ae) deur die volgende:

"(ae) met deernisverlof ingevolge klousule 17;

(af) om enige ander rede wat nie teenstrydig is met die dienskontrak nie."

4. In klousule 7, vervang subklousule (4) (a) (i) (ae) deur die volgende:

"(ae) met deernisverlof ingevolge klousule 17;

(af) om enige ander rede wat nie teenstrydig is met die dienskontrak nie."

5. In klousule 11—

(1) vervang in subklousule (2) die uitdrukking "R2,20" deur die uitdrukking "R3,20";

(2) vervang in subklousule (7) die uitdrukking "R1,50" deur die uitdrukking "R1,80".

6. Voeg die volgende nuwe klousule by:

"17. DEERNISVERLOF

(1) In die geval van die dood van 'n kind, ouer of gade van 'n werknemer wat minstens ses maande diens by sy werkgewer voltooi het, is die werknemer geregtig op 'n tydperk van hoogstens drie dae verlof tot afwesigheid van sy werk: Met dien verstande dat 'n werknemer in enige jaar diens nie op 'n tydperk van meer as vyf dae sodanige verlof geregtig is nie. Die verlof neem 'n aanvang op die datum van sodanige dood of op die werkdag onmiddellik daarna, soos deur die werknemer versoek.

(2) Die werkgewer moet sy werknemer ten opsigte van enige verlof ingevolge subklousule (1) geneem, 'n bedrag betaal van minstens die loon wat die werknemer sou ontvang het as die verlof nie geneem was nie.

- (3) An employer may, as a condition precedent to the payment of any amount claimed by an employee in terms of this clause, require the employee to produce written proof of the death of the person concerned, in the form of a death certificate or burial order or declaration by a member of the clergy or such other proof as may be acceptable to the employer.
- (4) An employer shall pay any amount due to an employee in terms of subclause (2) on the first pay-day following the production of the proof referred to in subclause (3) or, if the employer has waived such proof, on the first pay-day after the employee's return to work.
- (5) For the purposes of this clause the expression—
- (a) 'child' shall include an adopted child, a person duly placed under the guardianship of the employee or the latter's spouse, and a person who was raised by and was wholly dependent on the employee or the latter's spouse;
 - (b) 'parent' shall include a foster-parent or guardian as contemplated in paragraph (a), and a person by whom the employee was raised and on whom the latter was wholly dependent;
 - (c) 'employment' shall have the meaning assigned thereto in clause 6 (8) (b).
- (6) **Savings:** (a) This clause shall not apply to an employee whose annual leave on full pay exceeds the period prescribed in clause 6 (1) by at least one week.
- (b) For the purposes of this subclause 'week' means five working days in the case of an employee who normally works on not more than five days in a week, and six working days in the case of an employee who normally works on more than five days in a week."

J. N. HITCHCOCK,

Acting Chairman.

D. C. MOODY,

Member.

M. J. DELPORT,

Secretary.

- (3) 'n Werkgewer kan, as 'n opskortende voorwaarde vir die betaling van 'n bedrag wat 'n werknemer kragtens hierdie klousule eis, van die werknemer vereis om van die dood van die betrokke persoon skriftelike bewys voor te lê in die vorm van 'n doodsertifikaat of 'n begrafnisorder of 'n verklaring van 'n lid van die geestelike of enige ander bewys wat vir die werkgewer aanneemlik is.
- (4) 'n Werkgewer moet enige bedrag wat ingevolge subklousule (2) aan 'n werknemer verskuldig is, op die eerste betaaldag wat volg op die voorlegging van die bewys bedoel in subklousule (3) betaal of, indien die werkgewer van sodanige bewys afgesien het, op die eerste betaaldag nadat die werknemer na sy werk teruggekeer het.
- (5) By die toepassing van hierdie klousule—
- (a) omvat die uitdrukking 'kind' 'n aangenome kind, 'n persoon wat behoorlik onder die voogdyskap van die werknemer of laasgenoemde se gade geplaas is, en 'n persoon wat grootgemaak is deur en volkome afhanklik was van die werknemer of laasgenoemde se gade;
 - (b) omvat die uitdrukking 'ouer' 'n pleegouer of voog soos beoog in paragraaf (a), en 'n persoon deur wie die werknemer grootgemaak is en van wie laasgenoemde volkome afhanklik was;
 - (c) het die uitdrukking 'diens' die betekenis wat in klousule 6 (8) (b) daaraan toegewys is.
- (6) **Voorbehoudsbepalings:** (a) Hierdie klousule is nie van toepassing nie op 'n werknemer wie se jaarlikse verlof met volle besoldiging die tydperk voorgeskryf by klousule 6 (1) met minstens een week oorskry.
- (b) By die toepassing van hierdie subklousule beteken 'week' vyf werkdade in die geval van 'n werknemer wat gewoonlik op hoogstens vyf dae in 'n week werk, en ses werkdade in die geval van 'n werknemer wat gewoonlik op meer as vyf dae in 'n week werk."

J. N. HITCHCOCK,

Waarnemende Voorsitter.

D. C. MOODY,

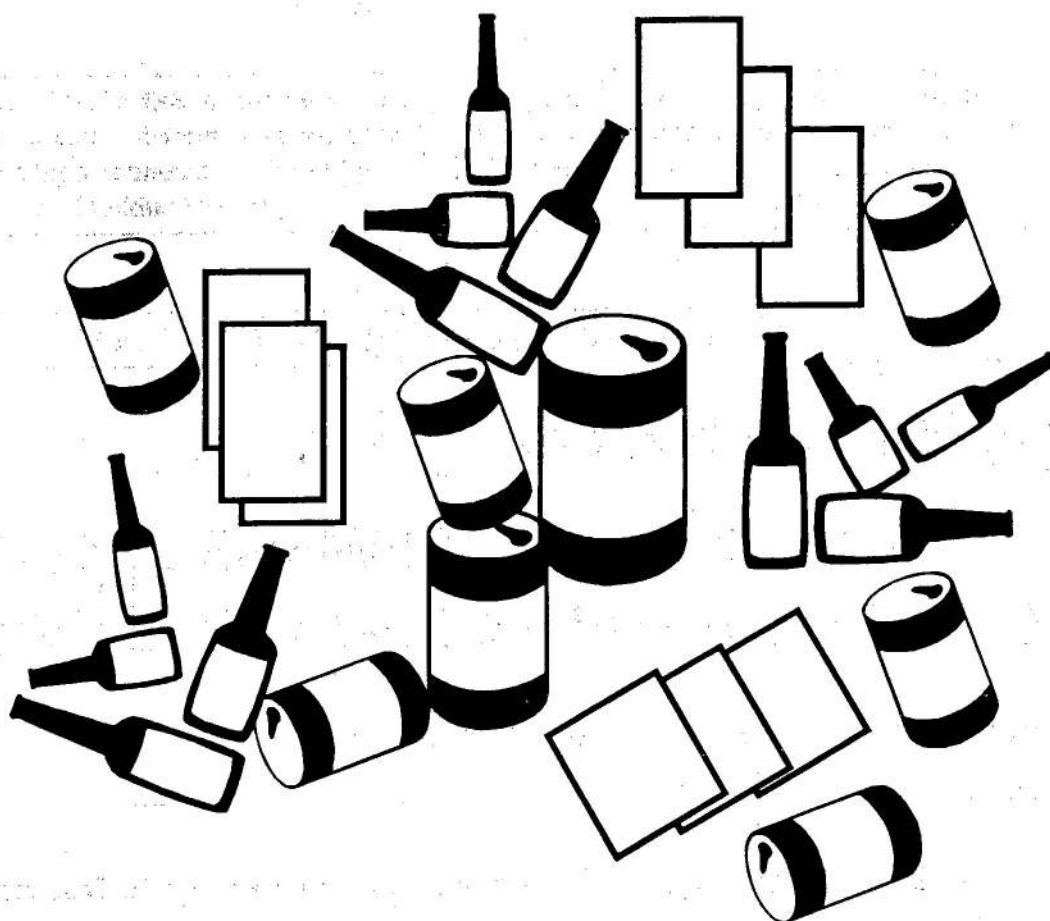
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M. J. DELPORT,

Sekretaris.



HERGEBRUIK RECYCLE



Departement van Omgewingsake
Department of Environment Affairs



IMPORTANT ANNOUNCEMENT

Closing times PRIOR TO PUBLIC HOLIDAYS for

LEGAL NOTICES
GOVERNMENT NOTICES **1994**

*The closing time is **15:00** sharp on the following days:*

- ▶ **8 December**, Thursday, for the issue of Thursday **15 December**
- ▶ **22 December**, Thursday, for the issue of Friday **30 December**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is being accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

Sluitingstye VOOR VAKANSIEDAE vir

WETLIKE KENNISGEWINGS
GOEWERMENSKENNISGEWINGS **1994**

*Die sluitingstyd is stiptelik **15:00** op die volgende dae:*

- ▶ **8 Desember**, Donderdag, vir die uitgawe van Donderdag **15 Desember**
- ▶ **22 Desember**, Donderdag, vir die uitgawe van Vrydag **30 Desember**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word.

Wanneer 'n **APARTE Staatskoerant** verlang word moet die kopie drie kalenderweke voor publikasie ingedien word



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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.*

Save a drop — and save a million

Water conservation is very important to the community and industry to ensure their survival. So save water!



Spaar 'n druppel — en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad

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CONTENTS**INHOUD**

No.		Page No.	Gazette No.
GOVERNMENT NOTICES			
Agriculture, Department of			
<i>Government Notices</i>			
R. 1891	Marketing Act (59/1968): Milk Scheme: Amendment	1	16055
Independent Broadcasting Authority			
<i>Government Notices</i>			
R. 1888	Independent Broadcasting Authority Act (153/1993): Transfer of licences: Applications received	2	16055
R. 1889	Independent Broadcasting Authority (Temporary Community Broadcasting Licences) Regulations, 1994: Temporary community broadcasting licences: Applications received	3	16055
Labour, Department of			
<i>Government Notices</i>			
R. 1873	Labour Relations Act (28/1956): Textile Industry, Republic of South Africa: Amendment of Agreement	7	16055
R. 1887	Wage Act (5/1957): Amendment of Wage Determination 455: Commercial Distributive Trade, Certain Areas	14	16055
South African Police Service			
<i>Government Notice</i>			
R. 1864	Police Act (7/1958): Amendment of the Regulation for the South African Police....	4	16055

GOEWERMENSKENNISGEWINGS			
Arbeid, Departement van			
<i>Goewermentskennisgewings</i>			
R. 1873	Wet op Arbeidsverhoudinge (28/1956): Tekstielywerheid, Republiek van Suid-Afrika: Wysiging van Ooreenkoms	7	16055
R. 1887	Loonwet (5/1957): Wysiging van Loonvasstelling 455: Kommersiële Distribusiebedryf, Sekere Gebiede	14	16055
Landbou, Departement van			
<i>Goewermentskennisgewing</i>			
R. 1891	Bemarkingswet (59/1968): Melkskema: Wysiging	1	16055
Onafhanklike Uitsaai-owerheid			
<i>Goewermentskennisgewings</i>			
R. 1888	Wet op die Onafhanklike Uitsaai-owerheid (153/1993): Oordrag van lisensies: Aansoeke ontvang	2	16055
R. 1889	Onafhanklike Uitsaai-owerheid (Tydelike Gemeenskapsuitsaailisensies) Regulasies, 1994: Tydelike Gemeenskapsuitsaailisensies: Aansoeke ontvang	3	16055
Suid-Afrikaanse Polisie			
<i>Goewermentskennisgewing</i>			
R. 1864	Polisiewet (7/1958): Wysiging van die Regulasies vir die Suid-Afrikaanse Polisie	4	16055