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GOVERNMENT NOTICES

DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM

No. R. 1073

21 July 1995

SEA FISHERY ACT, 1988
(ACT No. 12 OF 1988)

AMENDMENT OF REGULATIONS

The Minister of Environmental Affairs and Tourism has, after consultation with the Sea Fishery Advisory Committee, under section 45 of the Sea Fishery Act, 1988 (Act No. 12 of 1988), amended the regulations promulgated in terms of the said Act, as set out in the Schedule.

SCHEDULE

1. "The Regulations" means the Regulations published under Government Notice No. R. 2934 dated 23 October 1992 as amended by Government Notices No. R. 3248 of 27 November 1992, No. R. 5 of 8 January 1993, No. R. 1052 of 18 June 1993, No. R. 2003 of 15 October 1993, No. R. 2228 of 17 November 1993, No. R. 2556 of 31 December 1993, No. R. 656 of 8 April 1994, No. R. 1371 of 12 August 1994, No. R. 486 of 31 March 1995 and No. R. 987 of 30 June 1995.

2. The Regulations are hereby amended by the substitution in paragraph (a) of regulation 44 of the figures "40" for the figures "60" where they appear after the words "White steenbras (*Lithognathus lithognathus*)".

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN OMGEWING- SAKE EN TOERISME

No. R. 1073

21 Julie 1995

WET OP SEEVISSERY, 1988
(WET No. 12 VAN 1988)

WYSIGING VAN REGULASIES

Die Minister van Omgewingsake en Toerisme het, na oorleg met die Seevisserij-advieskomitee, kragtens artikel 45 van die Wet op Seevisserij, 1988 (Wet No. 12 van 1988), die Regulasies uitgevaardig kragtens genoemde Wet, gewysig soos in die Bylae uiteengesit.

BYLAE

1. "Die Regulasies" beteken die Regulasies afgekondig by Goewermentskennisgewing No. R. 2934 gedateer 23 Oktober 1992, soos gewysig by Goewermentskennisgewings No. R. 3248 van 27 November 1992, No. R. 5 van 8 Januarie 1993, No. R. 1052 van 18 Junie 1993, No. R. 2003 van 15 Oktober 1993, No. R. 2228 van 17 November 1993, No. R. 2556 van 31 Desember 1993, No. R. 656 van 8 April 1994, No. R. 1371 van 12 Augustus 1994, No. R. 486 van 31 Maart 1995 en No. R. 987 van 30 Junie 1995.

2. Die Regulasies word hierby gewysig deur in paragraaf (a) van regulasie 44 die syfers "40" met "60" te vervang waar dit volg op die woorde "Witsteenbras (*Lithognathus lithognathus*)".

No. R. 1074**21 July 1995****SEA FISHERY ACT, 1988
(ACT No. 12 OF 1988)****AMENDMENT OF LEVIES ON FISH AND
FISH PRODUCTS**

I, David Jacobus de Villiers, Minister of Environmental Affairs and Tourism, acting after consultation with the Sea Fishery Advisory Committee, and with the concurrence of the Minister of Finance, hereby under section 29 of the Sea Fishery Act, 1988 (Act No. 12 of 1988), amend the levies on fish and fish products published under Government Notice No. R. 2018 of 25 November 1994, as set out in the Schedule.

D. J. DE VILLIERS,

Minister of Environmental Affairs and Tourism.

SCHEDULE

1. The following paragraph is hereby inserted after paragraph 6 of the Notice:

"6A. Subject to paragraph 10, a person who is authorised to catch hake by means of the long line method, shall pay a levy of R40,00 per ton whole mass caught."

2. Paragraph 11 of the Notice is hereby substituted for the following paragraph:

"11. In the application of paragraphs 4, 6 and 6A the whole mass of fish shall be determined by multiplying the mass of the trimmed fish species caught, as indicated in column 1 of the following table, with the appropriate figure indicated in column 2:

<i>Column 1</i>	<i>Column 2</i>
(a) Hake, headless and gutted.....	× 1,46
(b) Hake, untrimmed fillets.....	× 1,94
(c) Hake, trimmed, skinless fillets	× 2,25
(d) Hake, broken and/or sour.....	× 1,46
(e) Hake, caught by the longline method.....	× 1,10
(f) Sole, gutted.....	× 1,06
(g) Kingklip, headless and gutted	× 1,52
(h) Kingklip, untrimmed fillets	× 2,28
(i) Shrimps, prawns, tails	× 1,6
(j) Langoustines, tails	× 2,8
(k) West Coast rock lobster (spiny or slipper), tails	× 2,2
(l) Horse mackerel, headless and gutted.....	× 1,40
(m) Horse mackerel, gutted	× 1,09
(n) Snoek, frozen	× 1,41
(o) Snoek, salted (flecked).....	× 2,12
(p) Monkfish, tails	× 3,44
(q) Ribbonfish, headed and tailed	× 1,80
(r) Ribbonfish, headed and gutted	× 1,40
(s) Gurnard, headed and gutted	× 1,40."

DEPARTMENT OF LABOUR**No. R. 1040****21 July 1995****LABOUR RELATIONS ACT, 1956****LEATHER INDUSTRY, REPUBLIC OF SOUTH
AFRICA: RENEWAL OF SICK BENEFIT FUND
AGREEMENT**

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour

No. R. 1074**21 Julie 1995****WET OP SEEVISSERY, 1988
(WET No. 12 VAN 1988)****WYSIGING VAN HEFFINGS OP VIS EN
VISPRODUKTE**

Ek, David Jacobus de Villiers, Minister van Omgewingsake en Toerisme, handelende na oorleg met die Seevisserij-advieskomitee en met die instemming van die Minister van Finansies, wysig kragtens artikel 29 van die Wet op Seevisserij, 1988 (Wet No. 12 van 1988), die heffings op vis en visprodukte gepubliseer in Goewermentskennisgewing No. R. 2018 van 25 November 1994, soos in die Bylae uiteengesit.

D. J. DE VILLIERS,

Minister van Omgewingsake en Toerisme.

BYLAE

1. Die volgende paragraaf word hierby na paragraaf 6 van die Kennisgewing ingevoeg:

"6A. Behoudens paragraaf 10, betaal die persoon wat gemagtig is om stokvis met die langlynmetode te vang, 'n heffing van R40,00 per ton heelgewig stokvis gevang."

2. Paragraaf 11 van die Kennisgewing word hierby deur die volgende paragraaf vervang:

"11. By die toepassing van paragrawe 4, 6 en 6A word die heelmassa van die vis bepaal deur die massa van die verwerkte visspesies gevang, soos aangedui in kolom 1 van die volgende tabel, te vermenigvuldig met die toepaslike syfer in kolom 2 aangedui:

<i>Kolom 1</i>	<i>Kolom 2</i>
(a) Koningklip, sonder kop en derms ...	× 1,52
(b) Koningklip, onbewerkte filette	× 2,28
(c) Stokvis, sonder kop en derms	× 1,46
(d) Stokvis, onbewerk, filette	× 1,94
(e) Stokvis, bewerk, vellose filette	× 2,25
(f) Stokvis, gebreek en/of suur	× 1,46
(g) Stokvis met langlynmetode gevang	× 1,10
(h) Tongvis, sonder derms.....	× 1,06
(i) Garnale, steurgarnale, sterte	× 1,6
(j) Langoustines, sterte.....	× 2,8
(k) Weskuskreef ("spiny" of "slipper"), sterte.....	× 2,2
(l) Marsbanker, sonder kop en derms	× 1,40
(m) Marsbanker, sonder derms	× 1,09
(n) Snoek, gevries	× 1,41
(o) Snoek, gesout (gevelek)	× 2,12
(p) Monnikvis, sterte	× 3,44
(q) Battersnoek, sonder kop en stert....	× 1,80
(r) Battersnoek, sonder kop en derms	× 1,40
(s) Lanternvis, sonder kop en derms ...	× 1,40."

DEPARTEMENT VAN ARBEID**No. R. 1040****21 Julie 1995****WET OP ARBEIDSVERHOUDINGE, 1956****LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA:
HERNUWING VAN SIEKTEBYSTANDSFONDSOOR-
EENKOMS**

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a)

Relations Act, 1956, declare the provisions of Government Notices R. 1301 of 1 July 1988, R. 570 of 31 March 1989, R. 2407 of 12 October 1990, R. 3093 of 13 November 1992 and R. 446 of 24 March 1995, to be effective from the date of publication of this notice and for the period ending 31 December 1995.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 1042 21 July 1995

LABOUR RELATIONS ACT, 1956
MOTOR INDUSTRY: EXTENSION OF
ADMINISTRATIVE AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 1599 of 16 September 1994; R. 99 of 27 January 1995 and R. 834 of 23 June 1995 by a further period ending 31 August 2000.

D. VAN DER WALT,
Director: Labour Relations.

No. R. 1043 21 July 1995

LABOUR RELATIONS ACT, 1956
FURNITURE MANUFACTURING INDUSTRY,
NATAL: EXTENSION OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 2620 of 30 November 1984, R. 1444 of 28 June 1985, R. 187 of 31 January 1986, R. 520 of 21 March 1986, R. 742 and R. 743 of 18 April 1986, R. 1169 of 13 June 1986, R. 1523 and R. 1524 of 18 July 1986, R. 1204 of 24 June 1988, R. 2333 and R. 2334 of 18 November 1988, R. 2111 of 29 September 1989, R. 391 of 23 February 1990, R. 137 of 25 January 1991, R. 1080 of 17 May 1991, R. 2855 of 29 November 1991, R. 863 of 20 March 1992, R. 1479 of 29 May 1992, R. 1792 of 26 June 1992, R. 2776 of 2 October 1992, R. 3362 of 18 December 1992, R. 3395 of 24 December 1992, R. 1182 of 2 July 1993, R. 1773 of 24 September 1993, R. 2222 and R. 2223 of 19 November 1993, R. 1090 of 17 June 1994, R. 1840 of 28 October 1994, R. 1944 of 18 November 1994, R. 2246 of 23 December 1994 and R. 876 of 15 June 1995, by a further period ending 31 October 1995.

D. VAN DER WALT,
Director: Labour Relations.

(ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1301 van 1 Julie 1988, R. 570 van 31 Maart 1989, R. 2407 van 12 Oktober 1990, R. 3093 van 13 November 1992 en R. 446 van 24 Maart 1995, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 1042 21 Julie 1995

WET OP ARBEIDSVERHOUDINGE, 1956
MOTORNWERKHEID: VERLENGING VAN
ADMINISTRATIEWE OOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings R. 1599 van 16 September 1994; R. 99 van 27 Januarie 1995 en R. 834 van 23 Junie 1995 met 'n verdere tydperk wat op 31 Augustus 2000 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 1043 21 Julie 1995

WET OP ARBEIDSVERHOUDINGE, 1956
MEUBELNWERKHEID, NATAL: VERLENGING VAN
HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 2620 van 30 November 1984, R. 1444 van 28 Junie 1985, R. 187 van 31 Januarie 1986, R. 520 van 21 Maart 1986, R. 742 en R. 743 van 18 April 1986, R. 1169 van 13 Junie 1986, R. 1523 en R. 1524 van 18 Julie 1986, R. 1204 van 24 Junie 1988, R. 2333 en R. 2334 van 18 November 1988, R. 2111 van 29 September 1989, R. 391 van 23 Februarie 1990, R. 137 van 25 Januarie 1991, R. 1080 van 17 Mei 1991, R. 2855 van 29 November 1991, R. 863 van 20 Maart 1992, R. 1479 van 29 Mei 1992, R. 1792 van 26 Junie 1992, R. 2776 van 2 Oktober 1992, R. 3362 van 18 Desember 1992, R. 3395 van 24 Desember 1992, R. 1182 van 2 Julie 1993, R. 1773 van 24 September 1993, R. 2222 en R. 2223 van 19 November 1993, R. 1090 van 17 Junie 1994, R. 1840 van 28 Oktober 1994, R. 1944 van 18 November 1994, R. 2246 van 23 Desember 1994 en R. 876 van 15 Junie 1995, met 'n verdere tydperk wat op 31 Oktober 1995 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 1044**21 July 1995****LABOUR RELATIONS ACT, 1956**

FURNITURE MANUFACTURING INDUSTRY, NATAL: EXTENSION OF PROVIDENT FUND, SICK BENEFIT SOCIETY AND MORTALITY BENEFIT ASSOCIATION AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the period fixed in Government Notice No. R. 1689 of 19 June 1992 by a further period ending 31 July 2001.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 1076**21 July 1995****MANPOWER TRAINING ACT, 1981**

CHEMICAL, OIL AND ALLIED INDUSTRIES TRAINING BOARD: DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Tito Titus Mboweni, Minister of Labour, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

(a) designate in the Chemical, Oil and Allied Industries in the Republic of South Africa the undermentioned trades as trades in respect of which the Act shall apply with effect from the second Monday after the date of publication of this notice:

TRADES

Boilermaker;
Diesel Mechanic;
Electrician;
Fitter;
Instrument Mechanician (Process Control);
Motor Mechanic;
Rigger;
Turner; and
Welder;

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out hereunder as Conditions of Apprenticeship in respect of the trades designated in paragraph (a) in the Industry and area mentioned therein; and

(c) withdraw Government Notice No. R. 368 of 25 February 1983, as amended by Government Notice No. R. 47 of 11 January 1985, with effect from the said second Monday after the date of publication of this notice: Provided that clauses 2, 3, 4, 5, 6 and 7 of the relevant conditions of apprenticeship shall remain applicable in respect of an apprentice whose contract of apprenticeship was entered into prior to the date of coming into operation of this notice.

No. R. 1044**21 Julie 1995****WET OP ARBEIDSVIRHOUDINGE, 1956**

MEUBELNYWERHEID, NATAL: VERLENGING VAN VOORSORGFONDS-, SIEKTEBYSTANDSGENOOTSKAP- EN STERFTEBYSTANDSVERENIGING-OOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperk vasgestel in Goewermenskennisgewing No. R. 1689 van 19 Junie 1992 met 'n verdere tydperk wat op 31 Julie 2001 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 1076**21 Julie 1995****WET OP MANNEKRAGOPLEIDING, 1981**

OPLEIDINGSRAAD VIR DIE CHEMIESE EN OLIE- NYWERHEID EN VERWANTE NYWERHEDE: AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Tito Titus Mboweni, Minister van Arbeid, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby in die Chemiese en Olie-nywerheid en Verwante Nywerhede in die Republiek van Suid-Afrika, die ondergenoemde ambagte aan as ambagte ten opsigte waarvan die bepalings van die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is:

AMBAGTE

Ketelmaker;
Dieselwerktuigkundige;
Elektrisiën;
Passer;
Instrumentmeganikus (Prosesbeheer);
Motorwerktuigkundige;
Takelaar;
Draaier; en
Sweiser;

(b) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die voorwaardes hieronder uiteengesit, voor as Leervoordes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en gebied daarin genoem; en

(c) trek hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermenskennisgewing No. R. 368 van 25 Februarie 1983, soos gewysig by Goewermenskennisgewing No. R. 47 van 11 Januarie 1985, in: Met dien verstande dat klousules 2, 3, 4, 5, 6 en 7 van die betrokke leervoordes van toepassing bly ten opsigte van 'n vakleerling wie se kontrak van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing.

For the purpose of this notice, "Chemical, Oil and Allied Industries" or "Industry", without in any way limiting the ordinary meaning of the expression, means the Industry in its broadest sense in which employers and employees are associated for the purpose of engaging in, *inter alia*, the following activities:

- (a) Manufacturing basic industrial chemicals;
- (b) manufacturing fertilizers, pesticides and herbicides;
- (c) manufacturing explosives and explosives accessories;
- (d) manufacturing synthetics, resins, plastic materials and man-made fibres, except glass;
- (e) manufacturing paint, varnishes and lacquers;
- (f) petroleum refineries;
- (g) manufacturing miscellaneous products of petroleum and coal;
- (h) manufacturing vinyl products;
- (i) manufacturing yarn and textile products;
- (j) manufacturing acrylic products and polyvinyl chloride (PVC);
- (k) manufacturing water treatment and speciality chemicals, including any other activities or processes which are normally regarded as falling within the Industry;
- (l) manufacturing synthetic rubber, rubber latex and industrial, mining and construction chemicals; and
- (m) manufacturing food chemicals and alcohol products.

T. T. MBOWENI,
Minister of Labour.

CONDITIONS OF APPRENTICESHIP

1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship shall be as follows:

- (1) 16 years in all trades.
- (2) (a) A Standard 8 or N1-certificate or equivalent with passes in the subjects Mathematics and Science at standard grade for all trades.
- (b) Where an employer wishes to specify higher entry qualifications, the employer shall consult the constituent union(s) in the establishment.
- (c) All contracts of apprenticeship shall be accepted by the Authorised Apprenticeship Committee in accordance with the requirements prescribed in the Act.
- (d) The Chemical, Oil and Allied Industries Training Board (the Board) may admit into apprenticeship individuals whose prior acquired skills/knowledges/experience it deems to be the equivalent, after adjudication, of the above qualifications for commencing apprenticeship.

Vir die doeleindes van hierdie kennisgewing beteken "Chemiese en Olienrywerheid en Verwante Nywerhede" of "Nywerheid", sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die Nywerheid in sy wydste betekenis waarin werkgewers en werknemers geassosieer is vir die doel van, onder andere, die volgende aktiwiteite:

- (a) Die vervaardiging van basiese nywerheidschemikalieë;
- (b) die vervaardiging van kunsmis, plaagdoders en onkruidodders;
- (c) die vervaardiging van plofstowwe en plofstofbybehore;
- (d) die vervaardiging van sintetiese stowwe, harse, plastiek materiale en gefabriseerde vesel, uitgesonderd glas;
- (e) die vervaardiging van verf, vernisse en lakke;
- (f) brandstofraffinaderye;
- (g) die vervaardiging van diverse produkte van brandstof en steenkool;
- (h) die vervaardiging van vinielprodukte;
- (i) die vervaardiging van gare en tekstielprodukte;
- (j) die vervaardiging van akrielprodukte en poli-vinielchloried (PVC);
- (k) die vervaardiging van waterbehandelings- en spesialiteitschemikalieë, insluitende enige ander aktiwiteite of prosesse wat normaalweg geag word binne die Nywerheid te val;
- (l) die vervaardiging van sintetiese rubber, rubberlateks, nywerheids-, myn- en konstruksiechemikalieë; en
- (m) die vervaardiging van voedselchemikalieë en alkoholprodukte.

T. T. MBOWENI,
Minister van Arbeid.

LEERVOORWAARDES

1. KWALIFIKASIES OM MET VAKLEERLINGSKAP TE BEGIN

Die minimum leeftyd en opvoedkundige kwalifikasies om met vakleerlingskap te begin is soos volg:

- (1) 16 jaar vir alle ambagte.
- (2) (a) 'n Standaard 8- of N1-sertifikaat of gelykwaardige sertifikaat met 'n slaagpunt in die vakke Wiskunde en Wetenskap op standaardgraad vir alle ambagte.
- (b) Waar 'n werkgewer verkies om hoër toetreevereistes voor te skryf, moet die werkgewer oorleeg pleeg met die konstituerende vakvereniging(s) in die onderneming.
- (c) Alle kontrakte van vakleerlingskap moet deur die Gemagtigde Vakleerlingskapskomitee in ooreenstemming met die vereistes van die Wet aanvaar word.
- (d) Die Opleidingsraad vir die Chemiese en Olienrywerheid en Verwante Nywerhede (die Raad) kan persone tot vakleerlingskap toelaat wie se vooraf verworwe vaardighede/kennis/ondervinding hy ag, na beoordeling, gelykwaardig te wees aan bovermelde kwalifikasies om met vakleerlingskap te begin.

2. PERIOD OF APPRENTICESHIP

(1) The period of apprenticeship for all trades shall be determined by the apprentice's progress through the modules and criterion tests attached thereto but shall not exceed 4 years (208 weeks). The Board may reduce the said period commensurate with exemption granted for skills or qualifications acquired prior to indenturing: Provided that the apprentice successfully completes the appropriate competency tests contained in the industry-approved training schedule concerned.

(2) The maximum period referred to above shall include annual leave, sick leave up to a maximum of 30 days per year and absence without leave, time spent at technical institutions and time spent on compulsory military or police service in terms of the Defence Act, 1957, or the Police Act, 1958, up to a maximum of 30 days per year.

The maximum period shall, however, exclude time spent on compulsory military or police service in terms of the Defence Act, 1957, or the Police Act, 1958, in excess of the 30 days per year, any period of sick leave in excess of 30 days per year up to a maximum period of 90 days, absence from work due to an accident or a scheduled disease in respect of which compensation is payable in terms of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), during such period as a disablement payment is payable under the Act, up to a maximum period of 90 days.

(3) Contracts of apprenticeship may be terminated by agreement of the parties thereto in terms of section 24 (a) or at the instance of any party thereto by the Board, in terms of section 24 (b) of the Manpower Training Act, 1981.

3. REMUNERATION

(1) An employer shall remunerate an apprentice monthly, in accordance with the apprentice's achieved level of training, at not less than the following minimum percentages of R4 096,00:

Level of remuneration	Rate per month
Level 1 (entry level).....	25%
Level 2 (after passing phase 1).....	30%
Level 3 (after passing phase 2).....	35%
Level 4 (after passing phase 3).....	40%

(2) The level of remuneration will be determined by demonstrated competence in the skills specified in the compulsory phase tests contained in the training schedules for the designated trades.

(3) Special leave without pay shall be granted to an apprentice for the period of absence from service to attend the first period of compulsory training or service in terms of the Defence Act, 1957, or the Police Act, 1958.

4. TECHNICAL STUDIES

(1) An apprentice who is not already in possession of the prescribed minimum technical qualifications required to be accepted for the trade test in the trade in which he/she is indentured, shall attend technical classes at a technical institution or correspond with an institution approved by the employer in order to obtain the prescribed minimum qualifications.

2. TYDPERK VAN VAKLEERLINGSKAP

(1) Die tydperk van vakleerlingskap vir alle ambagte word bepaal deur die vakleerling se vordering deur die modules en kriteriumtoetse daaraan verbonde maar mag nie 4 jaar (208 weke) oorskry nie. Die Raad kan genoemde tydperk verminder eweredig met vrystelling verleen vir vaardighede of kwalifikasies verwerf voor inboeking: Met dien verstande dat die vakleerling die toepaslike vaardigheidstoetse, vervat in die nywerheid se goedgekeurde betrokke opleidingskediule, suksesvol aflê.

(2) Die maksimum tydperk hierbo bedoel, omvat jaarlikse verlof, siekteverlof tot 'n maksimum van 30 dae per jaar en afwesigheid sonder verlof, tyd bestee aan tegniese inrigtings en tyd bestee aan verpligte militêre of polisiediens kragtens die Verdedigingswet, 1957, of die Polisiewet, 1958, tot 'n maksimum van 30 dae per jaar.

Die maksimum tydperk sluit egter tyd uit wat bestee is aan verpligte militêre of polisiediens kragtens die Verdedigingswet, 1957, of die Polisiewet, 1958, meer as 30 dae per jaar, enige tydperk van siekteverlof meer as 30 dae per jaar tot 'n maksimum tydperk van 90 dae afwesigheid van werk as gevolg van 'n ongeluk of 'n geskeduleerde siekte ten opsigte waarvan vergoeding betaalbaar is kragtens die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993 (Wet No. 130 van 1993), gedurende sodanige tydperk as wat 'n ongeskiktheidsbetaling ingevolge dié Wet tot 'n maksimum van 90 dae betaalbaar is.

(3) Kontrakte van vakleerlingskap kan by ooreenkoms van die partye daarby kragtens artikel 24 (a) of op versoek van enige party daarby deur die Raad kragtens artikel 24 (b) van die Wet op Mannekragopleiding, 1981, ontbind word.

3. BESOLDIGING

(1) 'n Werkgewer moet 'n vakleerling maandeliks besoldig, in ooreenstemming met die vakleerling se verworwe vlak van opleiding, teen nie minder nie as die volgende minimum persentasies van R4 096,00:

Vlak van besoldiging	Skaal per maand
Vlak 1 (toetreevlak).....	25%
Vlak 2 (na slaging van fase 1).....	30%
Vlak 3 (na slaging van fase 2).....	35%
Vlak 4 (na slaging van fase 3).....	40%

(2) Die vlak van besoldiging sal bepaal word deur bevoegdheid in die vaardighede voorgeskryf in die verpligte fase-toetse vervat in die opleidingskediules van die aangewese ambagte.

(3) Spesiale verlof sonder betaling moet aan 'n vakleerling toegestaan word vir die tydperk van afwesigheid van diens om die eerste tydperk van verpligte opleiding of diens kragtens die Verdedigingswet, 1957, of die Polisiewet, 1958, by te woon.

4. TEGNIESE STUDIES

(1) 'n Vakleerling wat nie reeds beskik oor die voorgeskrewe minimum tegniese kwalifikasies wat vereis word om aanvaar te word vir 'n ambagstoets in die ambag waarvoor hy/sy ingeboek is nie, moet tegniese klasse bywoon by 'n tegniese inrigting of 'n korrespondensiekursus volg van 'n inrigting wat deur die werk-gewer goedgekeur is, ten einde die voorgeskrewe minimum kwalifikasies te behaal.

(2) Where facilities exist for technical class attendance by continuous course of study, the apprentice shall attend such classes on five days a week during ordinary hours of work for the duration of the course: Provided that an apprentice shall not be entitled to attend more than one continuous (block release) course of study, during ordinary hours of work, in any academic year.

An apprentice who attends classes during ordinary hours of work shall, for the duration of the course, not be required to report for work.

(3) An apprentice who fails to attain the required qualification during any course for which he/she was given time off from work to study, shall pursue such studies outside normal working hours and shall, on producing the required qualification at the level at which he/she previously failed, again be entitled to attend classes at a higher level during normal working hours.

(4) An apprentice who has obtained the prescribed minimum qualifications or who is already in possession of a higher technical qualification than prescribed may, in agreement with his/her employer, voluntarily pursue his/her studies according to the terms and conditions agreed upon between them.

5. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES

An employer shall advance to the technical institution concerned the class or course fees and examination fees payable by an apprentice who is required to attend any courses or take correspondence courses or enter for an examination. The employer may deduct the amount so advanced from the wages of the apprentice, in equal monthly instalments, during a period of 12 months from the date on which the advance was made: Provided that—

(a) if the apprentice obtains a pass in all subjects enrolled for, the employer shall refund to the apprentice the full amount deducted;

(b) if the apprentice does not pass all the subjects enrolled for, the employer shall refund to the apprentice the fees in respect of the subjects passed.

6. TRADE TESTS

(1) Every apprentice in each designated trade shall pass an approved trade test to qualify as an artisan.

(2) To be accepted as a candidate for the trade test an apprentice shall—

(a) have completed the off and on-the-job training programme approved by the Board for the trade concerned;

(b) have obtained the minimum theoretical qualification as prescribed in the relevant training schedule for the particular trade;

(c) have passed all the necessary module and phase tests as prescribed in the relevant training schedule for the particular trade; and

(d) supply documentary proof of having met the requirements of paragraphs (b) and (c).

(2) Waar daar fasiliteite vir bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus bestaan, moet 'n vakleerling sodanige klasse vir die duur van die kursus op vyf dae per week gedurende sy/haar gewone werkure bywoon: Met dien verstande dat 'n vakleerling nie geregtig sal wees om meer as een aaneenlopende (blokvystelling) studiekursus gedurende gewone werkure, in een akademiese jaar by te woon nie.

Van 'n vakleerling wat klasse gedurende gewone werkure bywoon, word nie vereis om vir werk aan te meld nie.

(3) 'n Vakleerling wat nie daarin slaag om die vereiste kwalifikasie te verwerf nie gedurende enige kursus waarvoor hy/sy van werk vrygestel was om te studeer, moet sodanige studies buite gewone werkure voortsit en moet, by voorlegging van die vereiste kwalifikasie op die vlak waarop hy/sy voorheen gedruip het, weer toegelaat word om klasse op die hoër vlak gedurende gewone werkure by te woon.

(4) 'n Vakleerling wat die voorgeskrewe minimum kwalifikasies behaal het of wat alreeds in besit is van 'n hoër kwalifikasie as die voorgeskrewe, kan met die instemming van sy/haar werkgever, vrywillig sy/haar studies voortsit in ooreenstemming met die bepalings en voorwaardes tussen hulle ooreengekom.

5. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE

'n Werkgever moet aan die betrokke tegniese inrigting die klas- of kursus- en eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word om enige kursusse by te woon of om 'n korrespondensiekursus te volg of vir 'n eksamen in te skryf. Die werkgever kan die bedrag sodanig voorskiet in gelyke maandelikse paaielemente aftrek van die loon van 'n vakleerling gedurende 'n tydperk van 12 maande vanaf die datum waarop die voorskot gemaak is: Met dien verstande dat—

(a) indien die vakleerling in al die vakke waarvoor ingeskryf is, slaag, die werkgever aan die vakleerling die volle bedrag moet terugbetaal;

(b) indien die vakleerling nie al die vakke waarvoor ingeskryf is, slaag nie, moet die werkgever die vakleerling terugbetaal ten opsigte van die vakke wat geslaag is.

6. AMBAGSTOETSE

(1) Elke vakleerling in elke aangewese ambag moet 'n goedgekeurde ambagstoets slaag om as 'n ambagsman te kwalifiseer.

(2) Om as 'n kandidaat vir 'n ambagstoets aanvaar te word, moet 'n vakleerling—

(a) die uittaak- en intakopleidingsprogram, deur die Raad goedgekeur vir die betrokke ambag, voltooi het;

(b) die minimum teoretiese kwalifikasie soos voorgeskryf in die betrokke opleidingskediule vir die besondere ambag, verwerf het;

(c) al die nodige module- en fase-toetse, soos voorgeskryf in die betrokke opleidingskediule vir die besondere ambag, geslaag het; en

(d) dokumentêre bewys voorlê dat die vereistes in paragrawe (b) en (c) nagekom is.

(3) An apprentice who fails a first attempt at the trade test shall be permitted a further attempt before the maximum period of apprenticeship expires. An apprentice who makes a second attempt at the trade test shall be required to undertake the test after 30 days have elapsed since the date of taking the first test but before the expiry of 90 days from such date. An apprentice may apply to take subsequent tests, with valid reasons, before the maximum period of apprenticeship expires. The employer may, however, apply to the Board to rescind the contract of apprenticeship after an apprentice has failed in his/her third attempt at the trade test.

(4) The cost of the first and second trade test undertaken at a trade test centre accredited by the Board shall be borne by the employer, while the cost of subsequent attempts at the trade test shall be borne by the apprentice.

7. TRAINING, TESTING AND CERTIFICATION

(1) An employer shall provide an apprentice with practical and institutional training or have the apprentice trained in the trade for which he/she is indentured, in accordance with the relevant training schedule, approved and published by the Board. Apprentices shall receive their practical on-the-job training under the regular supervision of a qualified artisan in the relevant trade.

(2) On completion of each module and phase of training, an apprentice shall be tested to demonstrate his/her competence in the skills or knowledge required by the training schedule for the trade concerned. An apprentice shall be permitted at least three attempts at each module and phase test. After an apprentice has failed in his/her third attempt at the competency test for any specific module or phase, the employer may apply to the Board to rescind the contract of apprenticeship.

(3) On successful completion of each of the three phases of training, as specified in the training schedules for the designated trades, the employer shall issue the apprentice with a certificate listing his/her demonstrated skills related to the modules comprising that phase.

(4) An apprentice who passes the approved trade test shall qualify as an artisan in the Industry for the trade in which he/she is indentured and shall receive a certificate endorsed by the Board.

8. OTHER CONDITIONS OF EMPLOYMENT

Conditions of apprenticeship not expressly detailed above or provided for in the Manpower Training Act, 1981, shall not be less favourable than the provisions of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983).

No. R. 1077 21 July 1995

CORRECTION NOTICE

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE PLASTICS INDUSTRY

Kindly note that the address of the Plastics Industry Training Board, where it appears in clause 7 of Government Notice No. R. 1494 of 2 September 1994, has from the date of publication of this notice changed to: Private Bag X68, Halfway House, 1685.

(3) 'n Vakleerling wat 'n eerste ambagstoetspoging druip, moet 'n verdere poging toegelaat word voordat die maksimum tydperk van vakleerlingskap verstryk. Van 'n vakleerling wat 'n tweede ambagstoets aandurf, word vereis om sodanige toets aan te durf na 30 dae verstryk het sedert die aandurf van die eerste toets maar voor die verstryking van 90 dae vanaf sodanige datum. 'n Vakleerling kan aansoek doen om daaropvolgende toetse, met geldige redes, voor die maksimum tydperk van vakleerlingskap verstryk. Die werkgever kan egter by die Raad aansoek doen om die kontrak van vakleerlingskap te ontbind nadat 'n vakleerling sy/haar derde poging in 'n ambagstoets gedruip het.

(4) Die koste van die eerste en tweede ambagstoets aangedurf by 'n sentrum deur die Raad geakkrediteer, word deur die werkgever gedra terwyl die koste van daaropvolgende pogings in die ambagstoets deur die vakleerling gedra word.

7. OPLEIDING, TOETSING EN SERTIFISERING

(1) 'n Werkgever moet 'n vakleerling voorsien van praktiese en institusionele opleiding of die vakleerling laat oplei in die ambag waarvoor hy/sy ingeboek is, in ooreenstemming met die betrokke opleidingskodule soos deur die Raad goedgekeur en gepubliseer. Vakleerlinge ontvang die praktiese intaakopleiding onder die gereelde toesig van 'n gekwalifiseerde ambagsman in die betrokke ambag.

(2) By voltooiing van elke module en fase van opleiding word 'n vakleerling getoets ten einde sy/haar bevoegdheid te bewys in die vaardighede of kennis vereis in die opleidingskodule vir die betrokke ambag. 'n Vakleerling word minstens drie (3) pogings in elke module en fase toegelaat. Nadat 'n vakleerling sy/haar derde poging in die vaardigheidstoets vir enige bepaalde module of fase gedruip het, kan die werkgever by die Raad aansoek doen om die kontrak van vakleerlingskap te ontbind.

(3) By suksesvolle voltooiing van elk van die drie fases van opleiding, soos uiteengesit in die opleidingskodes vir die aangewese ambagte, voorsien die werkgever die vakleerling van 'n sertifikaat waarin sy/haar bewese vaardighede in verband met die modules vervat in daardie fase, aangedui word.

(4) 'n Vakleerling wat die goedgekeurde ambagstoets slaag, kwalifiseer as 'n ambagsman in die nywerheid ten opsigte van die ambag waarin hy/sy ingeboek is en ontvang 'n sertifikaat deur die Raad geëndosseer.

8. ANDER DIENSVOORWAARDES

Leervoorwaardes wat nie uitdruklik hierbo uiteengesit is nie of waarvoor daar nie uitdruklik in die Wet op Mannekragopleiding, 1981, voorsiening gemaak word nie, mag nie minder gunstig wees nie as die bepalings van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983).

No. R. 1077 21 Julie 1995

VERBETERINGSKENNISGEWING

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE PLASTIEKNYWERHEID

Geliewe kennis te neem dat die adres van die Plastieknywerheid Opleidingsraad, waar dit verskyn in klousule 7 van Goewermentskennisgewing No. R. 1494 van 2 September 1994, met ingang van die datum van publikasie van hierdie kennisgewing verander het na: Privaatsak X68, Halfweghuis, 1685.

No. R. 1066

CORRECTION NOTICE

Appendix 1 (Fee for Professional Services) of the English text to Government Notice R. 176 appearing in *Government Gazette* No. 16418 of 19 May 1995 is hereby corrected by the substitution for the percentage "6,25%" of the percentage "6,50%" in the fourth line of Column A.

IMPORTANT ANNOUNCEMENT

*Closing times **PRIOR TO PUBLIC HOLIDAYS** for*

LEGAL NOTICES
GOVERNMENT NOTICES **1995**

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

- ▶ **3 August**, Thursday, for the issue of Friday **11 August**
- ▶ **21 September**, Thursday, for the issue of Friday **29 September**
- ▶ **20 December**, Wednesday, for the issue of Friday **29 December**
- ▶ **28 December**, Thursday, for the issue of Friday **5 January 1996**

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

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*Sluitingstye **VOOR VAKANSIEDAE** vir*

WETLIKE KENNISGEWINGS
GOEWERMENTSKENNISGEWINGS **1995**

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

- ▶ **3 Augustus**, Donderdag, vir die uitgawe van Vrydag **11 Augustus**
- ▶ **21 September**, Donderdag, vir die uitgawe van Vrydag **29 September**
- ▶ **20 Desember**, Woensdag, vir die uitgawe van Vrydag **29 Desember**
- ▶ **28 Desember**, Donderdag, vir die uitgawe van Vrydag **5 Januarie 1996**

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

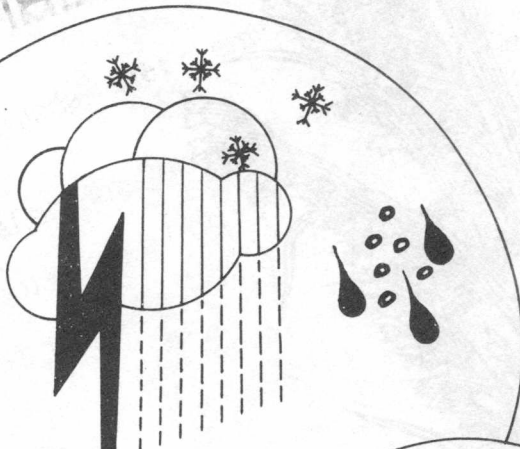
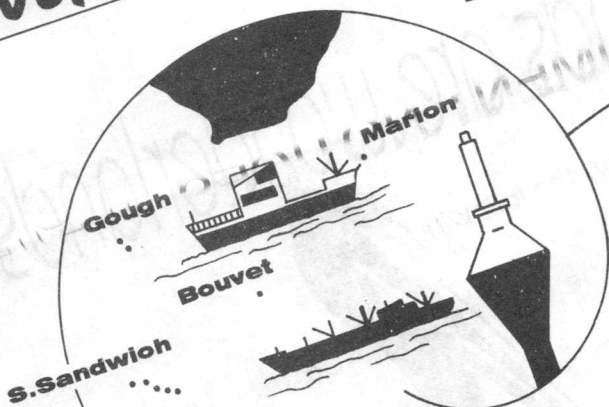
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STAATSKOERANT, 21 JULIE 1995

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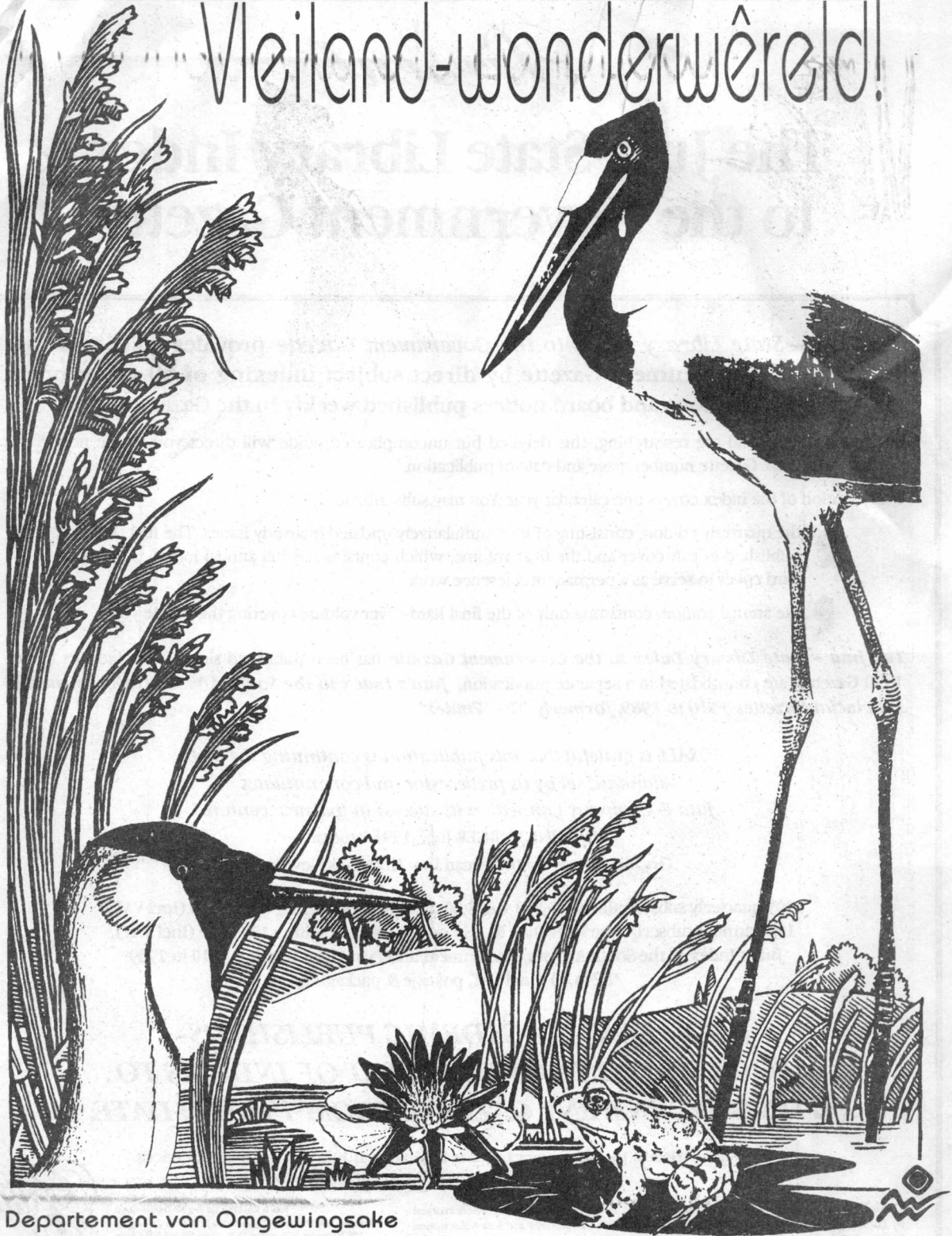
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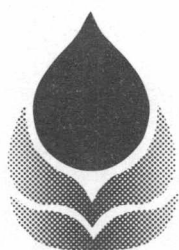
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CONTENTS

INHOUD

No.		Page No.	Gazette No.
GOVERNMENT NOTICES			
Environmental Affairs and Tourism, Department of			
<i>Government Notices</i>			
R. 1073	Sea Fishery Act (12/1988): Amendment of regulations	1	16561
R. 1074	do.: Amendment of levies on fish and fish products	2	16561
Labour, Department of			
<i>Government Notices</i>			
R. 1040	Labour Relations Act (28/1956): Leather Industry, Republic of South Africa: Renewal of Sick Benefit Fund Agreement	2	16561
R. 1042	Labour Relations Act (28/1956): Motor Industry: Extension of Administrative Agreement	3	16561
R. 1043	do.: Furniture Manufacturing Industry, Natal: Extension of Main Agreement	3	16561
R. 1044	do.: do.: Extension of Provident Fund, Sick Benefit Society and Mortality Benefit Association Agreement	4	16561
R. 1076	Manpower Training Act, 1981: Chemical, Oil and Allied Industries Training Board: Designation of Trades and Prescription of Conditions of Apprenticeship	4	16561
R. 1077	do.: Training Scheme for the Plastics Industry: Correction notice	8	16561
Public Works, Department of			
<i>Government Notice</i>			
R. 1066	Architects' Act (35/1970): Correction notice	9	16561

No.		Bladsy No.	Koerant No.
GOEWERMENSKENNISGEWINGS			
Arbeid, Departement van			
<i>Goewermentskennisgewings</i>			
R. 1040	Wet op Arbeidsverhoudinge (28/1956): Leernywerheid, Republiek van Suid-Afrika: Hernuwing van Siektebystandsfondsooreenkoms	2	16561
R. 1042	Wet op Arbeidsverhoudinge (28/1956): Motornywerheid: Verlenging van Administratiewe Ooreenkoms	3	16561
R. 1043	do.: Meubelnywerheid, Natal: Verlenging van Hofooreenkoms	3	16561
R. 1044	do.: do.: Verlenging van Voorsorgfonds-, Siektebystandsverenigingsooreenkoms	4	16561
R. 1076	Wet op Mannekragopleiding, 1981: Opleidingsraad vir die Chemiese en Olie-nywerheid en Verwante Nywerhede: Aanwysing van Ambagte en Voorskrywing van Leervooraardes	4	16561
R. 1077	do.: Opleidingskema vir die Plastieknywerheid: Verbeteringskennisgewing	8	16561
Omgewingsake en Toerisme, Departement van			
<i>Goewermentskennisgewings</i>			
R. 1073	Wet op Seevisserij (12/1988): Wysiging van regulasies	1	16561
R. 1074	do.: Wysiging van heffings op vis en visprodukte	2	16561
Openbare Werke, Departement van			
<i>Goewermentskennisgewing</i>			
R. 1066	Architects' Act (35/1970): Correction notice	9	16561