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OF
SOUTH AFRICA



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GOVERNMENT NOTICES

DEPARTMENT OF JUSTICE

No. R. 1507

6 October 1995

DESIGNATION OF A BODY FOR THE PURPOSES OF SECTION 212 (4) (a) OF THE CRIMINAL PROCEDURE ACT, 1977

Under section 212 (4) (a) of the Criminal Procedure Act, 1977 (Act No. 51 of 1977), I, Abdulah Mohamed Omar, Minister of Justice, hereby designate the Board of Umgani Water, a water board established in terms of section 108 of the Water Act, 1956 (Act No. 54 of 1956), as a body for the purposes of the said section 212 (4) (a).

A. M. OMAR,
Minister of Justice.

DEPARTMENT OF LABOUR

No. R. 1503

6 October 1995

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY,
NATAL: EXTENSION OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Collective Bargaining, 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. 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

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN JUSTISIE

No. R. 1507

6 Oktober 1995

AANWYSING VAN 'N LIGGAAM VIR DIE DOEL-EINDES VAN ARTIKEL 212 (4) (a) VAN DIE STRAF-PROSESWET, 1977

Kragtens artikel 212 (4) (a) van die Strafproseswet, 1977 (Wet No. 51 van 1977), wys ek, Abdulah Mohamed Omar, Minister van Justisie, hierby die Raad van Umgani Water, 'n waterraad ingestel kragtens artikel 108 van die Waterwet, 1956 (Wet No. 54 van 1956), aan as 'n liggaam vir die doeleindes van genoemde artikel 212 (4) (a).

A. M. OMAR,
Minister van Justisie.

DEPARTEMENT VAN ARBEID

No. R. 1503

6 Oktober 1995

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, NATAL: VERLENGING VAN
HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermenskennisgewings 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,

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, R. 876 of 15 June 1995 and R. 1043 of 21 July 1995, by a further period ending 30 June 1996.

D. VAN DER WALT,

Director: Collective Bargaining.

No. R. 1509

6 October 1995

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF SUPPLEMENTARY SICK BENEFIT FUND 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 second Monday after the date of publication of this notice and for the period ending 30 April 1997, upon the employers' organisations and trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1997, 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

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

SUPPLEMENTARY SICK BENEFIT FUND

AGREEMENT

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

- (a) **Western Cape Leather Industries Association;**
- (b) **South African Tanning Employers' Organisation;**

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, R. 876 van 15 Junie 1995 en R. 1043 van 21 Julie 1995, met 'n verdere tydperk wat op 30 Junie 1996 eindig.

D. VAN DER WALT,

Direkteur: Kollektiewe Bedinging.

No. R. 1509

6 Oktober 1995

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN AANVULLENDE SIEKTEBYSTANDSFONDSOORENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1997, eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1997 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 LEERNYWERHEID VAN SUID-AFRIKA

AANVULLENDE SIEKTEBYSTANDSFONDS

OOREENKOMS

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

- (a) **Western Cape Leather Industries Association;**
- (b) **South African Tanning Employers' Association;**

(c) **Footwear Manufacturers' Federation of South Africa;**

and

(d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

(e) **National Union of Leather Workers;**

(f) **Transvaal Leather and Allied Trades Industrial Union;**

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

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

to amend the Agreement for the Supplementary Sick Benefit Fund published under Government Notice No. R. 1791 of 3 September 1982, as amended and extended by Government Notices Nos. R. 2446 of 4 November 1983, R. 304 of 21 February 1986, R. 2073 of 26 September 1986, R. 307 of 13 February 1987, R. 2268 of 9 October 1987, R. 2872 of 7 December 1990, R. 1152 of 24 April 1992 and R. 746 of 26 May 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Leather Industry—

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

(2) 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)

2. CLAUSE 9: CONTRIBUTIONS

Insert the following new subclauses (3) and (4):

"(3) In the event of an employer failing to submit the contributions to the Secretary of the Fund in terms of subclause (1), the Council shall, for the purposes of instituting legal proceedings, calculate all outstanding contributions payable based on the last contributions previously submitted by the employer.

(4) *Payment of costs in civil proceedings:* In the event of the Council instituting civil proceedings against an employer for failing to pay to the Secretary of the Fund the total amount prescribed in subclause (1) on the date prescribed therein, such employer shall be liable for all legal fees and disbursements incurred by the Council as between attorney and client, including collection charges."

Signed at Port Elizabeth, on behalf of the parties, this 17th day of March 1995.

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

T. DAVAN,
Member of the Council.

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

No. 1510 **6 October 1995**

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF SICK BENEFIT FUND 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

(c) **Footwear Manufacturers' Federation of South Africa;**

en

(d) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

(e) **National Union of Leather Workers;**

(f) **Transvaal Leather and Allied Trades Industrial Union;**

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

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

om die Ooreenkoms vir die Aanvullende Siektebystandsfonds, gepubliseer by Goewermentskennisgewing No. R. 1791 van 3 September 1982, soos gewysig en verleng deur die Goewermentskennisgewings Nos. R. 2446 van 4 November 1983, R. 304 van 21 Februarie 1986, R. 2073 van 26 September 1986, R. 307 van 13 Februarie 1987, R. 2268 van 9 Oktober 1987, R. 2872 van 7 Desember 1990, R. 1152 van 24 April 1992 en R. 746 van 26 Mei 1995, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

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

(2) in die Republiek van Suid-Afrika soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

2. KLOUSULE 9: BYDRAES

Voeg die volgende nuwe subklousules (3) en (4) in:

"(3) In die geval van 'n werkgewer wat versuim om kragtens subklousule (1) die bydraes aan die Hoofsekretaris van die Fonds voor te lê, bereken die Raad, vir die doel van die instelling van 'n regsgeeding, alle uitstaande betaalbare bydraes gebaseer op die laaste bydraes wat voorheen deur die werkgewer voorgelê is.

(4) *Betaling van koste in siviele sake:* In die geval waar die Raad 'n siviele regsgeeding teen 'n werkgewer instel omdat hy versuim het om aan die Hoofsekretaris, van die Fonds die totale bedrag daarin bepaal, te betaal, is sodanige werkgewer aanspreeklik vir alle regskoste en uitbetalings deur die Raad aangegaan soos tussen prokureur en kliënt, met inbegrip van invorderingsgelde."

Namens die partye op hede die 17de dag van Maart 1995 te Port Elizabeth onderteken.

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

T. DAVAN,
Lid van die Raad.

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

No. 1510

6 Oktober 1995

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS

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 Wysigingsooreen-

the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48(1)(b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1(1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

SICK BENEFIT FUND AGREEMENT

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

- (a) Western Cape Leather Industries Association;
- (b) South African Tanning Employers' Organisation;
- (c) Footwear Manufacturers' Federation of South Africa; and
- (d) Association of South African Manufacturers of Luggage, Handbags and General Goods

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

- (e) National Union of Leather Workers;
- (f) South African Clothing and Textile Workers' Union;

and

- (g) Transvaal Leather and Allied Trades Industrial Union

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

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

to amend the Sick Benefit Fund Agreement published under Government Notice No. R. 1301 of 1 July 1988 (hereinafter referred to as the Re-enacting Agreement, as amended and extended by Government Notices Nos. R. 570 of 31 March 1989, R. 2407 of 12 October 1990, R. 1150 of 24 April 1992, R. 2950 of 23 October 1992, R. 3093 of 13 November 1992, R. 1676 of 10 September 1993, R. 76 of 21 January 1994, R. 1225 of 15 July 1994, R. 144 of 3 February 1995 and R. 446 of 24 March 1995.

koms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir die werkgeversorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48(1)(b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1(1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir alle ander werkgevers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

SIEKTEBYSTANDSFONDSOOREENKOMS

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

- (a) Western Cape Leather Industries Association;
- (b) South African Tanning Employers' Organisation;
- (c) Footwear Manufacturers' Federation of South Africa; en
- (d) Association of South African Manufacturers of Luggage, Handbags and General Goods

(hierna die "werkgevers" of die "werkgeversorganisasies" genoem), aan die eenkant, en die

- (e) National Union of Leather Workers;
- (f) South African Clothing and Textile Workers' Union;

en

- (g) Transvaal Leather and Allied Trades Industrial Union

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

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

tot wysiging van die Siektebystandsfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1301 van 1 Julie 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig en verleng deur Goewermentskennisgewings Nos. R. 570 van 31 Maart 1989, R. 2407 van 12 Oktober 1990, R. 1150 van 24 April 1992, R. 2950 van 23 Oktober 1992; R. 3093 van 13 November 1992; R. 1676 van 10 September 1993; R. 76 van 21 Januarie 1994; R. 1225 van 15 Julie 1994, R. 144 van 3 Februarie 1995 en R. 446 van 24 Maart 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Leather Industry—

(1) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, who are engaged and employed in the said Industry, respectively;

(2) 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): Provided that, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry", as contained in clause 1 of the Agreement published under Government Notice No. R. 1792 of 3 September 1982, it shall be observed only in the Magisterial District of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial Districts of Bellville, The Cape, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982 respectively, fell within the Magisterial District of Inanda, and Johannesburg: Provided further that on the operations set forth in paragraph (7) (a) of the definition of "Industry" or "Leather Industry" as contained in the said Agreement, it shall be observed only in the Magisterial District of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial Districts of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982 respectively, fell within the Magisterial District of Inanda, and on the operations set forth in paragraph (7) (b) of the said definition, it shall be observed only in the Magisterial District of Wynberg: Provided further that, on the operations set forth in paragraph (8) of the definition of "Industry" or "Leather Industry", it shall be observed in the Magisterial Districts of Bellville (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape: Provided further that, on the operations set forth in paragraph (9) of the definition of "Industry" or "Leather Industry", it shall be observed in the Magisterial Districts of Bellville (including those portions of the Magisterial Districts of Goodwood and Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town and Pietermaritzburg.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;

(2) in die Republiek van Suid-Afrika: Soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993): Met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid", soos vervat in klousule 1 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1792 van 3 September 1982, dit nagekom moet word slegs in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Die Kaap, Goodwood en Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, en Johannesburg: Met dien verstande voorts dat in verband met die werksaamhede uiteengesit in paragraaf (7) (a) van die omskrywing van "Nywerheid" of "Leernywerheid", soos vervat in genoemde Ooreenkoms, dit nagekom moet word slegs in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Goodwood en Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, en in verband met die werksaamhede uiteengesit in paragraaf (7) (b) van genoemde omskrywing, dit slegs in die landdrosdistrik Wynberg nagekom moet word: Voorts met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing van "Nywerheid" of "Leernywerheid", dit nagekom moet word in die landdrosdistrikte Bellville (met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort en Die Kaap: Met dien verstande voorts dat, in verband met die werksaamhede uiteengesit in paragraaf (9) van die omskrywing van "Nywerheid" of "Leernywerheid", dit nagekom moet word in die landdrosdistrikte Bellville (met inbegrip van die gedeeltes van die landdrosdistrikte Goodwood en Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town en Pietermaritzburg.

2. CLAUSE 6: CONTRIBUTIONS

Insert the following new subclauses (6), (7) and (8):

"(6) In the event of an employer failing to submit the contributions to the General Secretary of the Council in terms of subclause (4), the Council shall, for the purposes of instituting legal proceedings, calculate all outstanding contributions payable based on the last contributions previously submitted by the employer.

(7) *Payment of costs in civil proceedings:* In the event of the Council instituting civil proceedings against an employer for failing to pay to the General Secretary of the Council the total amount prescribed in subclause (4) on the date prescribed therein, such employer shall be liable for all legal fees and disbursements incurred by the Council as between attorney and client, including collection charges.

(8) When an employee is on leave on full pay or less than full pay, both his own and the employer's contributions shall be continued."

Signed at Port Elizabeth, on behalf of the parties, this 17th day of March 1995.

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

T. DAVAN,
Member of the Council.

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

2. KLOUSULE 6: BYDRAES

Voeg die volgende nuwe subklousules (6), (7) en (8) in:

"(6) In die geval waar 'n werkgewer versuim om kragtens subklousule (4) die bydraes aan die Hoofsekretaris van die Raad voor te lê, bereken die Raad, vir die doel van die instelling van 'n regsding, alle uitstaande betaalbare bydraes gebaseer op die laaste bydraes wat voorheen deur die werkgewer voorgelê is.

(7) *Betaling van koste in siviele sake:* In die geval waar die Raad 'n siviele regsding teen 'n werkgewer instel, omdat hy versuim het om aan die Hoofsekretaris van die Raad die totale bedrae in subklousule (4) bepaal, op die voorgeskrewe datum daarin bepaal, te betaal, is sodanige werkgewer aanspreeklik vir alle reëskoste en uitbetalings deur die Raad aangegaan soos tussen prokureur en kliënt, met inbegrip van invorderingsgelde.

(8) Wanneer 'n werknemer met verlof met volle besoldiging of minder as volle besoldiging is, word sowel sy eie as sy werkgewer se bydraes voortgesit."

Namens die partye op hede die 17de dag van Maart 1995 te Port Elizabeth onderteken.

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

T. DAVAN,
Lid van die Raad.

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

No. R. 1549 6 October 1995**LABOUR RELATIONS ACT, 1956****BUILDING INDUSTRY, EAST CAPE: AMENDMENT OF MAIN AGREEMENT**

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) of Part I and 1 (a) of Part II, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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.

No. R. 1549 6 Oktober 1995**WET OP ARBEIDSVERHOUDINGE, 1956****BOUNYWERHEID, OOS-KAAP: WYSIGING VAN HOOFOOREENKOMS**

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir die werkgewers-organisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) van Deel I en 1 (a) van Deel II, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY,
EAST CAPE****AGREEMENT**

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

Building Industries Association, East Cape

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

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

and

Construction and Allied Workers' Union

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

being the parties to the Industrial Council for the Building Industry, East Cape,

to amend the Agreement published under Government Notice No. R. 2380 of 27 September 1991 (hereinafter referred to as the "Re-enacting Agreement"), as extended and amended by Government Notices Nos. R. 1940 of 10 July 1992, R. 2654 of 18 September 1992, R. 2810 of 5 October 1992, R. 1658 of 3 September 1993, R. 1774 of 24 September 1993, R. 2034 of 25 November 1994 and R. 2035 of 25 November 1994.

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

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

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

(b) in the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, Queenstown (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Riversdale, Uitenhage, Uniondale, and in that portion of the Magisterial District of Hankey which, prior to 1 November 1963, fell within the Magisterial District of Port Elizabeth, but excluding that portion of the Magisterial District of Port Elizabeth which, prior to the publication of Government Notice No. 1974 of 26 September 1980, fell within the Magisterial District of Hankey.

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

(a) only apply to those classes of employees for whom wages are prescribed in this Agreement and to learn this Agreement and to learners;

(b) apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof;

(c) apply to labour-only contractors, working partners and working directors;

(d) not apply to university students and graduates in building science and construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;

(e) not apply to clerical employees or to employees engaged in administrative duties or to any member of an administrative staff.

BYLAE**NYWERHEIDSRAAD VIR DIE BOUNYWERHEID,
OOS-KAAP****OOREENKOMS**

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

Building Industries Association, East Cape

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

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

en

Construction and Allied Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Oos-Kaap,

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2380 van 27 September 1991 (hierna die "Herbekragtigingsooreenkoms" genoem), soos verleng en gewysig by Goewermentskennisgewings Nos. R. 1940 van 10 Julie 1992, R. 2654 van 18 September 1992, R. 2810 van 5 Oktober 1992, R. 1658 van 3 September 1993, R. 1774 van 24 September 1993, R. 2034 van 25 November 1994 en R. 2035 van 25 November 1994.

DEEL I**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

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

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

(b) in die landdrosdistrikte Albany, Alexandria, Bathurst, Beaufort-Wes, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Port Elizabeth, Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 binne die landdrosdistrik Stockenström geval het), Riversdale, Uitenhage, Uniondale, en in die gedeelte van die landdrosdistrik Hankey wat voor 1 November 1963 binne die landdrosdistrik Port Elizabeth geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Port Elizabeth wat voor die publikasie van Goewermentskennisgewing No. 1974 van 26 September 1980 binne die landdrosdistrik Hankey geval het.

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

(a) van toepassing slegs op die klasse werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op leerlinge;

(b) van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie;

(c) van toepassing op slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs;

(d) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en konstruksietoe-sighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;

(e) nie van toepassing op klerke of op werknemers wat administratiewe pligte verrig of op 'n lid van 'n administratiewe personeel nie.

(3) Notwithstanding the provisions of section (1) (a), the provisions of clauses 15 (3), 27 and 40 of Part I of the Agreement published under Government Notice No. R. 2217 of 31 October 1980, as amended and re-enacted (hereinafter referred to as the Former Agreement), shall not apply in Areas B, C, D, E, and F.

2. CLAUSE 8 OF PART I: WAGES

(1) Substitute the following for subclause (1)(i) to (xvii):

"(1) *Minimum wage rates:* No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:

Category of employee and area	Per hour
(i) General employees:	R
Area A.....	5,90
Area B.....	4,00
Area C.....	3,80
Area D.....	3,05
Area E.....	3,30
Area F.....	3,20
(ii) Semi-skilled employees:	
Area A.....	6,54
Area B.....	4,58
Area C.....	4,41
Area D.....	3,22
Area E.....	3,75
Area F.....	4,33
(iii) Journeyman's assistants:	
Area A.....	8,72
Area B.....	5,19
Area C.....	5,44
Area D.....	3,43
Area E.....	4,51
Area F.....	4,85
(iv) Drivers of mechanical vehicles with a payload of—	
up to and including 2 722 kg:	
Area A.....	6,54
Area B.....	4,21
Area C.....	4,21
Area D.....	2,87
over 2 722 kg but not exceeding 4 536 kg:	
Area A.....	7,42
Area B.....	5,19
Area C.....	4,40
Area D.....	2,93
over 4 536 kg:	
Area A.....	8,72
Area D.....	3,22
(v) General foremen, foremen and journeymen in all trades and occupations:	
Area A.....	14,53
(vi) Watchmen, per six-day week:	
Area A.....	250,16
Area B.....	183,11
Area C.....	167,25
Area D.....	153,64
(vii) Apprentices: Wages and prescribed under the Manpower Training Act, 1981, for apprentices in the Building Industry.	
(viii) Minors in all trades: Wages as prescribed for apprentices in the Building Industry.	

(3) Ondanks subklousule (1) (a), is klousule 15 (3), 27 en 40 van Deel I van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2217 van 31 Oktober 1980, soos gewysig en herbekragtig (hierna die Vorige Ooreenkoms genoem), nie van toepassing in Gebiede B, C, D, E, en F nie.

2. KLOUSULE 8 VAN DEEL I: LONE

(1) Vervang die volgende vir subklousule (1)(i) tot (xvii):

"(1) *Minimum loonskale:* Geen lone wat laer is as die volgende, gelees met die res van hierdie klousule, mag deur 'n werkgever betaal en deur 'n werknemer aange- neem word nie:

Klas werknemer en gebied	Per uur
(i) Algemene werknemers:	R
Gebied A.....	5,90
Gebied B.....	4,00
Gebied C.....	3,80
Gebied D.....	3,05
Gebied E.....	3,30
Gebied F.....	3,20
(ii) Halfgeskoolde werknemers:	
Gebied A.....	6,54
Gebied B.....	4,58
Gebied C.....	4,41
Gebied D.....	3,22
Gebied E.....	3,75
Gebied F.....	4,33
(iii) Ambagsmansassitente:	
Gebied A.....	8,72
Gebied B.....	5,19
Gebied C.....	5,44
Gebied D.....	3,43
Gebied E.....	4,51
Gebied F.....	4,85
(iv) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg:	
Gebied A.....	6,54
Gebied B.....	4,21
Gebied C.....	4,21
Gebied D.....	2,87
meer as 2 722 kg maar hoogstens 4 536 kg:	
Gebied A.....	7,42
Gebied B.....	5,19
Gebied C.....	4,40
Gebied D.....	2,93
meer as 4 536 kg:	
Gebied A.....	8,72
Gebied D.....	3,22
(v) Algemene voormanne, voormanne en ambagsmanne in alle ambagte en beroepe:	
Gebied A.....	14,53
(vi) Wagte, per week van ses dae:	
Gebied A.....	250,16
Gebied B.....	183,11
Gebied C.....	167,25
Gebied D.....	153,64
(vii) Vakleerlinge: Lone ooreenkomstig die Wet op Manne- kragopleiding, 1981, vir vakleerlinge in die Bounywer- heid voorgeskryf.	
(viii) Minderjariges in alle ambagte: Lone soos vir vakleer- linge in die Bounywerheid voorgeskryf.	

Category of employee and area	Per hour R	Klas werknemer en gebied	Per uur R
(ix) Learners: Wages as fixed by the Council in terms of clause 25 of the Former Agreement.		(ix) Leerlinge: Lone soos deur die Raad vasgestel ingevolge klousule 25 van die Vorige Ooreenkoms.	
(x) Unskilled cleaners: 70 per cent of the wage prescribed for general employees in subparagraph (i).		(x) Ongeskoolde skoonmakers: 70 persent van die loon in subparagraaf (i) vir algemene werknemers voorgeskryf.	
(xi) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees:		(xi) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge:	
Area A.....	5,90	Gebied A.....	5,90
Area B.....	4,00	Gebied B.....	4,00
Area C.....	3,80	Gebied C.....	3,80
Area D.....	3,05	Gebied D.....	3,05
Area E.....	3,30	Gebied E.....	3,30
Area F.....	3,20	Gebied F.....	3,20
(xii) Grade A journeymen in the painting and glazing trades:		(xii) Ambagsmanne graad A in die ambagte skilder- en ruitwerk:	
Area B.....	7,05	Gebied B.....	7,05
Area C.....	7,05	Gebied C.....	7,05
Area F.....	7,77	Gebied F.....	7,77
(xiii) Other journeymen in the painting and glazing trades:		(xiii) Ander ambagsmanne in die ambagte skilder- en ruitwerk:	
Area B.....	6,66	Gebied B.....	6,66
Area C.....	6,66	Gebied C.....	6,66
Area D.....	5,57	Gebied D.....	5,57
Area E.....	6,51	Gebied E.....	6,51
Area F.....	7,15	Gebied F.....	7,15
(xiv) Grade A journeymen in other trades:		(xiv) Ambagsmanne graad A in ander ambagte:	
Area B.....	8,20	Gebied B.....	8,20
Area C.....	8,20	Gebied C.....	8,20
Area D.....	7,15	Gebied D.....	7,15
Area E.....	7,25	Gebied E.....	7,25
Area F.....	8,00	Gebied F.....	8,00
(xv) Journeymen in other trades:		(xv) Ambagsmanne in ander ambagte:	
Area B.....	6,66	Gebied B.....	6,66
Area C.....	6,66	Gebied C.....	6,66
Area D.....	5,78	Gebied D.....	5,78
Area E.....	6,57	Gebied E.....	6,57
Area F.....	7,53	Gebied F.....	7,53
(xvi) Motor vehicle drivers and operators of cranes and hoists:		(xvi) Motorvoertuigdrywers en bedieners van krane en hysers:	
Area F.....	4,97."	Gebied F.....	4,97."

3. CLAUSE 37 OF PART I: ANNUAL LEAVE, PAID PUBLIC HOLIDAYS, BONUS PAYMENT AND THE BUILDING INDUSTRY HOLIDAY FUND, EAST CAPE

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

"(1)(a) No work shall be performed in the Industry by employers and employees during the period stated hereunder:

Between finishing time on 15 December 1995 and starting time on 15 January 1996; except—

(i) in the case of emergency work, when the employer must notify the Secretary of the Council in writing within three days of having commenced such overtime of the circumstances necessitating such overtime;

(ii) in the case where the prior written exemption has been obtained from the Council."

PART II

SPECIAL PROVISIONS APPLICABLE TO THE TIMBER TRADE IN THE BUILDING INDUSTRY

1. SCOPE OF APPLICATION

The terms of Part II of this Agreement shall be observed in the Timber Trade in the Building Industry—

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

3. KLOUSULE 37 VAN DEEL I: JAARLIKSE VERLOF, OPENBARE VAKANSIEDAE MET BESOLDIGING, BONUSBETALING EN DIE VAKANSIEFONDS VIR DIE BOUNYWERHEID, OOS-KAAP

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

"(1)(a) Geen werk mag in die Nywerheid deur werkgewers en werknemers gedurende die tydperk hieronder vermeld, gedoen word nie:

Tussen uitskeityd op 15 Desember 1995 en begintyd op 15 Januarie 1996; behalwe—

(i) in die geval van noodwerk, in welke geval die werkgewer binne drie dae nadat sodanige oortyd begin is, die Sekretaris van die Raad skriftelik daarvan in kennis moet stel, asook van die omstandighede wat sodanige oortyd noodsaaklik gemaak het;

(ii) in die geval waar die skriftelike vrystelling eers vooraf van die Raad verkry is."

DEEL II

SPESIALE BEPALINGS WAT OP DIE HOUTNYWERHEID IN DIE BOUNYWERHEID VAN TOEPASSING IS

1. TOEPASSINGSBESTEK

Deel II van hierdie Ooreenkoms moet in die Houtnywerheid in die Bounywerheid nagekom word—

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

(b) in the Magisterial Districts of Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, but excluding that portion of the Magisterial District of Port Elizabeth which, prior to the publication of Government Notice No. 1974 of 26 September 1980, fell within the Magisterial District of Hankey; Riversdale, Uitenhage and Uniondale, and in that portion of the Magisterial District of Hankey which, prior to 1 November 1963, fell within the Magisterial District of Port Elizabeth.

2. CLAUSE 4 OF PART II: WAGES

Substitute the following for subclause (1) (i) to (xvii):

“(1) *Minimum wage rates:* No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:

Category of employee and area	Per hour
(i) General employees:	R
Area A.....	5,90
Area B.....	4,00
Area C.....	3,80
Area D.....	3,05
(ii) Semi-skilled employees:	
Area A.....	6,54
Area B.....	4,58
Area C.....	4,41
Area D.....	3,22
(iii) Drivers of mechanical vehicles with a payload of—	
up to and including 2 722 kg:	
Area A.....	6,54
Area B.....	4,21
Area C.....	4,21
Area D.....	2,87
over 2 722 kg but not exceeding 4 536 kg:	
Area A.....	7,42
Area B.....	5,19
Area C.....	4,40
Area D.....	2,93
over 4 536 kg:	
Area A.....	8,72
Area D.....	3,22
(iv) Journeyman's assistants:	
Area A.....	8,72
Area B.....	5,19
Area C.....	5,44
Area D.....	3,43
(v) Machine minders and sawyers:	
Area A.....	8,26
Area B.....	5,46
Area C.....	5,37
Area D.....	3,49
(vi) Mechanical handling equipment drivers:	
Area A.....	8,26
Area B.....	5,46
Area C.....	5,37
Area D.....	3,49

(b) in die landdrosdistrikte Alexandria, Bathurst, Beaufort-Wes, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Port Elizabeth, maar uitgesonderd die gedeelte van die landdrosdistrik Port Elizabeth wat voor die publikasie van Goewermentskennisgewing No. 1974 van 26 September 1980 binne die landdrosdistrik Hankey geval het; Riversdal, Uitenhage en Uniondale, en in die gedeelte van die Landdrosdistrik Hankey wat voor 1 November 1963 binne die landdrosdistrik Port Elizabeth geval het.

2. KLOUSULE 4 VAN DEEL II: LONE

Vervang subklousule (1) (i) tot (xvii) deur die volgende:

“(1) *Minimum loonskale:* Geen lone wat laer is as die volgende, gelees met die res van hierdie klousule, mag deur 'n werkgever betaal en deur 'n werknemer aange-
neem word nie:

Klas werknemer en gebied	Per uur
(i) Algemene werknemers:	R
Gebied A.....	5,90
Gebied B.....	4,00
Gebied C.....	3,80
Gebied D.....	3,05
(ii) Halfgeskoolde werknemers:	
Gebied A.....	6,54
Gebied B.....	4,58
Gebied C.....	4,41
Gebied D.....	3,22
(iii) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg:	
Gebied A.....	6,54
Gebied B.....	4,21
Gebied C.....	4,21
Gebied D.....	2,87
meer as 2 722 kg maar hoogstens 4 536 kg:	
Gebied A.....	7,42
Gebied B.....	5,19
Gebied C.....	4,40
Gebied D.....	2,93
meer as 4 536 kg:	
Gebied A.....	8,72
Gebied D.....	3,22
(iv) Ambagsmansassistentie:	
Gebied A.....	8,72
Gebied B.....	5,19
Gebied C.....	5,44
Gebied D.....	3,43
(v) Masjienoppassers en saers:	
Gebied A.....	8,26
Gebied B.....	5,46
Gebied C.....	5,37
Gebied D.....	3,49
(vi) Drywers van meganiese hanteeruitrusting:	
Gebied A.....	8,26
Gebied B.....	5,46
Gebied C.....	5,37
Gebied D.....	3,49

Category of employee and area	Per hour R	Klas werknemer en gebied	Per uur R
(vii) Joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades:		(vii) Skrynwerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte:	
Area A.....	14,53	Gebied A.....	14,53
(viii) Glaziers in joinery shop:		(viii) Glaswerkers in skrynwerkwinkel:	
Area A.....	14,23	Gebied A.....	14,23
(ix) Watchmen, per six-day week:		(ix) Wagte, per week van ses dae:	
Area A.....	250,16	Gebied A.....	250,16
Area B.....	183,11	Gebied B.....	183,11
Area C.....	167,25	Gebied C.....	167,25
Area D.....	153,64	Gebied D.....	153,64
(x) Apprentices: Wages and prescribed under the Manpower Training Act, 1981, for apprentices in the Building Industry.		(x) Vakleerlinge: Lone soos voorgeskryf vir vakleerlinge in die Bounywerheid, kragtens die Wet op Mannekrasopleiding, 1981.	
(xi) Learners: Wages as fixed by the Council in terms of clause 25 of the Former Agreement.		(xi) Leerlinge: Lone soos deur die Raad vasgestel ingevolge klousule 25 van die Vorige Ooreenkoms.	
(xii) Minors in all trades: Wages as prescribed from time to time for apprentices in the Building Industry.		(xii) Minderjariges in alle ambagte: Lone soos van tyd tot tyd vir vakleerlinge in die Bounywerheid voorgeskryf.	
(xiii) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees:		(xiii) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kweklinge:	
Area A.....	5,90	Gebied A.....	5,90
Area B.....	4,00	Gebied B.....	4,00
Area C.....	3,80	Gebied C.....	3,80
Area D.....	3,05	Gebied D.....	3,05
(xiv) Grade A joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades:		(xiv) Skrynwerkers graad A, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte:	
Area B.....	8,20	Gebied B.....	8,20
Area C.....	8,20	Gebied C.....	8,20
Area F.....	8,00	Gebied F.....	8,00
(xv) Other joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades:		(xv) Ander skrynwerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte:	
Area B.....	6,66	Gebied B.....	6,66
Area C.....	6,66	Gebied C.....	6,66
Area D.....	5,78	Gebied D.....	5,78
(xvi) Grade A glaziers in joinery shop:		(xvi) Glaswerker graad A in skrynwerkwinkel:	
Area B.....	7,05	Gebied B.....	7,05
Area C.....	7,05	Gebied C.....	7,05
Area D.....	7,15	Gebied D.....	7,15
(xvii) Other glaziers in joinery shop:		(xvii) Ander glaswerkers in skrynwerkwinkel:	
Area B.....	6,66	Gebied B.....	6,66
Area C.....	6,66	Gebied C.....	6,66
Area D.....	6,10."	Gebied D.....	6,10."

3. CLAUSE 10 OF PART II: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

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

"(1) (a) No work shall be performed in the Industry by employers and employees during the periods stated hereunder:

Between finishing time on 15 December 1995 and starting time on 15 January 1996; except—

(i) in the case of emergency work, when the employer must notify the Secretary of the Council in writing within three days of having commenced such overtime and of the circumstances necessitating such overtime;

(ii) in the case where prior written exemption has been obtained from the Council."

Signed at Port Elizabeth, on behalf of the parties, this 11th day of September 1995.

E. A. CILLIERS,
Chairman of the Council.

C. J. MAZAMBELA,
Vice-Chairman of the Council.

V. H. LE ROUX,
General Secretary of the Council.

3. KLOUSULE 10 VAN DEEL II: JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE MET BESOLDIGING

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

"(1) (a) Geen werk mag in die Nywerheid deur werkgewers en werknemers gedurende die tydperke hieronder vermeld gedoen word nie:

Tussen uitskeityd op 15 Desember 1995 en begintyd op 15 Januarie 1996; behalwe—

(i) in die geval van noodwerk, in welke geval die werkgewer binne drie dae nadat sodanige oortyd begin is, die Sekretaris van die Raad skriftelik daarvan in kennis moet stel, asook van die omstandighede wat sodanige oortyd noodsaaklik gemaak het;

(ii) in die geval waar skriftelike vrystelling vooraf van die Raad verkry is."

Namens die partye op hede die 11de dag van September 1995 te Port Elizabeth onderteken.

E. A. CILLIERS,
Voorsitter van die Raad.
C. J. MAZAMBELA,
Ondervoorsitter van die Raad.
V. H. LE ROUX,
Hoofsekretaris van die Raad.

**DEPARTMENT OF MINERAL
AND ENERGY AFFAIRS****No. R. 1571 6 October 1995****MINES AND WORKS ACT, 1956
(ACT No. 27 OF 1956)****DECLARATION OF WORK IN
NATIONAL INTEREST**

Under section 9 (1) (f) of the Mines and Works Act, 1956 (Act No. 27 of 1956), I, Roelof Frederik Botha, Minister of Mineral and Energy Affairs, hereby declare that in my opinion, the performance of Sundays of work necessary for the mining, sweeping and vamping of working places by Creation Mining Limited at the mine known as **St Helena Gold Mines Limited**, in the Magisterial District of Welkom, Province of the Free State, is necessary in the national interest for a period of 12 months from 1 October 1995.

R. F. BOTHA,
Minister of Mineral and Energy Affairs.

No. R. 1572 6 October 1995**MINES AND WORKS ACT, 1956
(ACT No. 27 OF 1956)****DECLARATION OF WORK IN
NATIONAL INTEREST**

Under section 9 (1) (f) of the Mines and Works Act, 1956 (Act No. 27 of 1956), I, Roelof Frederik Botha, Minister of Mineral and Energy Affairs, hereby declare that in my opinion the performance on Sundays of work necessary for the mining of stope faces, including the crushing, transport and hoisting of ore at the mine known as **Buffelsfontein Gold Mining Company Limited**, in the Magisterial District of Klerksdorp, North-West Province, in my opinion, is necessary in the national interest for a period of 12 months from 1 October 1995.

R. F. BOTHA,
Minister of Mineral and Energy Affairs.

**DEPARTEMENT VAN MINERAAL-
EN ENERGIESAKE****No. R. 1571 6 Oktober 1995****WET OP MYNE EN BEDRYWE, 1956
(WET No. 27 VAN 1956)****VERKLARING VAN WERK IN
NASIONALE BELANG**

Ek, Roelof Frederik Botha, Minister van Mineraal- en Energiesake, verklaar hierby, kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet No. 27 van 1956), dat die verrigting op Sondae van werk, nodig vir die ontginning, veeg en vloerkorsherwinning van werkplekke deur Creation Mining Limited by die myn bekend as **St Helena Gold Mines Limited**, geleë in die Welkom-landdrosdistrik, provinsie Vrystaat, na my oordeel, vanaf 1 Oktober 1995 vir 'n tydperk van 12 maande, in nasionale belang noodsaaklik is.

R. F. BOTHA,
Minister van Mineraal- en Energiesake.

No. R. 1572 6 Oktober 1995**WET OP MYNE EN BEDRYWE, 1956
(WET No. 27 VAN 1956)****VERKLARING VAN WERK IN
NASIONALE BELANG**

Ek, Roelof Frederik Botha, Minister van Mineraal- en Energiesake, verklaar hierby, kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet No. 27 van 1956), dat die verrigting op Sondae van werk nodig vir die ontginning van afboufronte, insluitende die vergruising, vervoer- en hyswerk na die oppervlak van erts, by die myn bekend as **Buffelsfontein Gold Mining Company Limited**, geleë in die Klerksdorp-landdrosdistrik, Noordwes-provinsie, na my oordeel vanaf 1 Oktober 1995 vir 'n tydperk van 12 maande in nasionale belang noodsaaklik is.

R. F. BOTHA,
Minister van Mineraal- en Energiesake.

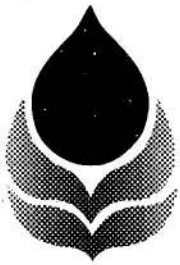
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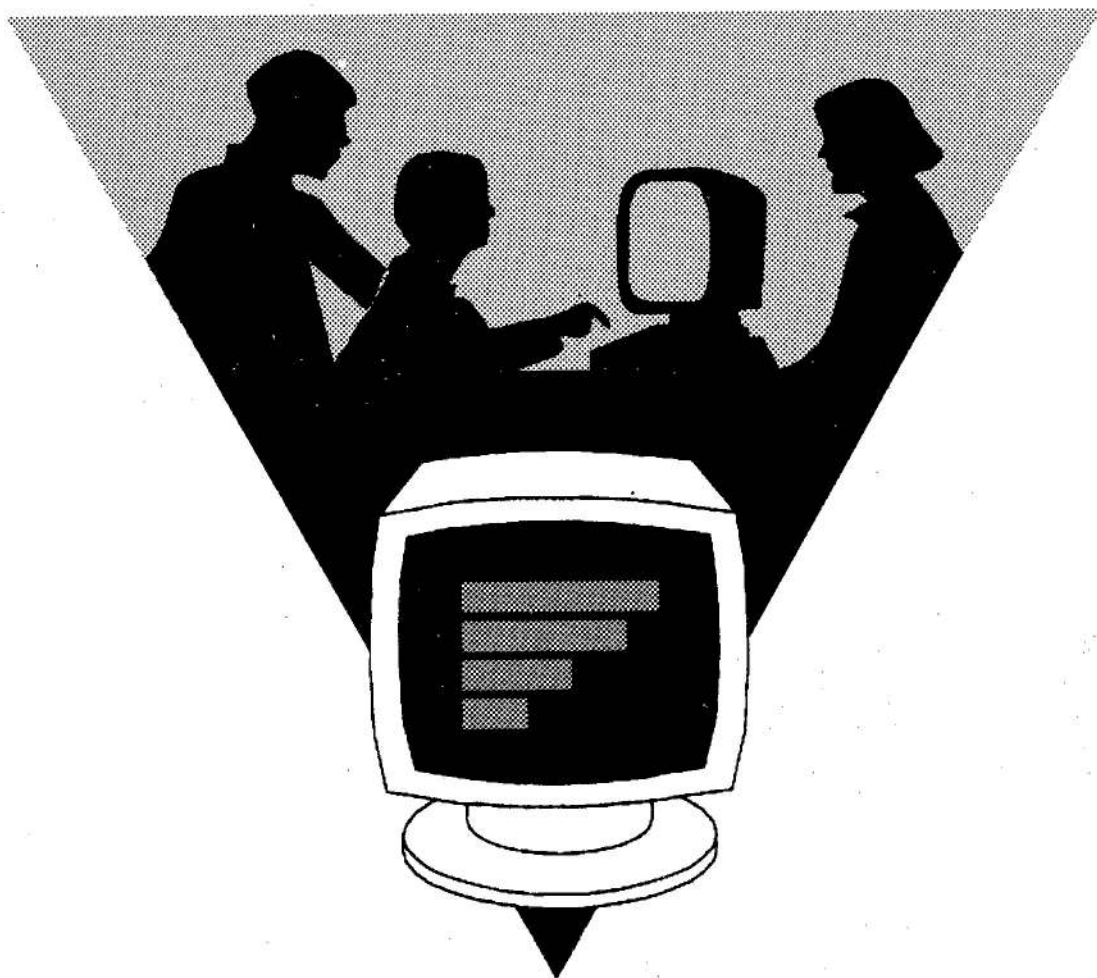
water is for everybody



Werk mooi daarmee

Ons leef  daarvan

water is kosbaar



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