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SOUTH AFRICA



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No. 17337

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF FINANCE DEPARTEMENT VAN FINANSIES

No. R. 1175

26 July 1996

CUSTOMS AND EXCISE ACT, 1964 AMENDMENT OF SCHEDULE No. 1 (No. 1/1/784)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended, to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
85.40			By the substitution for subheading No. 8540.1 of the following:			
	"8540.1		Cathode-ray television pictures tubes, including video monitor cathode-ray tubes:			
	8540.11	7	Colour	u	30%	
	8540.12	3	Black and white or other monochrome	u	30%	

No. R. 1175

26 Julie 1996

DOEANE- EN AKSYNSWET, 1964 WYSIGING VAN BYLAE No. 1 (No. 1/1/784)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1998 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

NYWERHEIDSRAAD VIR DIE WAS-, SKOONMAAK- EN KLEURBEDRYF (KAAP)

OOREENKOMS

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

Cape Town and District Laundry, Cleaners' and Dyers' Association

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

Laundry, Cleaning and Dyeing Workers' Union (Cape)

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

wat die partye is by die Nywerheidsraad vir die Was-, Skoonmaak- en Kleurbedryf (Kaap),

tot wysiging van die Hoofooreenkoms van die Raad, gepubliseer by Goerwermentskennisgewing No. R. 1056 van 4 Junie 1982, soos hernieu en gewysig deur Goerwermentskennisgewings Nos. R. 2835 en R. 2836 van 28 Desember 1984, R. 417 van 7 Maart 1986, R. 2458 van 30 Oktober 1987, R. 801 en R. 802 van 21 April 1989, R. 1879 en R. 1880 van 10 Augustus 1990, R. 2043 van 17 Julie 1992, R. 3374 van 18 Desember 1992, R. 1108 van 17 Julie 1994 en R. 1429 van 19 Augustus 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Was-, Skoonmaak- en Kleurbedryf (Kaap) nagekom word—

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en wat betrokke is by die Was-, Skoonmaak- en Kleurbedryf, en deur alle werknemers wat lede is van die vakvereniging en in genoemde Bedryf in diens is;
- (b) in die landdrosdistrikte Die Kaap, Wynberg, Bellville, Goodwood, Kuilsrivier, Simonstad, Paarl, Somerset-Wes, Strand, Stellenbosch, Wellington en in daardie gedeelte van die landdrosdistrik Malmesbury wat voor die publikasie van Goerwermentskennisgewing No. 171 van 8 Februarie 1957 in die landdrosdistrik Bellville geval het.

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

(3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op 'n klein werkgewer soos in subklousule (4) omskryf, of op 'n werkgewer wat 'n besigheid bedryf soos dié van muntoutomaat en/of outomatiese laundromats; en/of kleur- en/of bleik-huis; en/of tapyt- en/of mattesoonmaak, of op die werknemers van sodanige werkgewers.

(4) "Klein werkgewer" beteken 'n werkgewer wat vyf of minder as vyf werknemers in of in verband met sodanige besigheid in diens het, vir solank as wat hy voortgaan om te alle tye vyf of minder as vyf werknemers aldus in diens te hê.

2. KLOUSULE 4: BESOLDIGING

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

- "(1) Die minimum werkloon wat 'n werkgewer aan elke lid van ondergenoemde klasse van sy werknemers moet betaal en wat sodanige lid moet aanneem, is soos hieronder uiteengesit:

- (a) Werknemers, uitgesonderd los werknemers:

Vanaf die
datum van 1 November
inwerking- 1996 tot
treding van 31 Oktober
hierdie 1997
Ooreenkoms

R R

Werknemer graad 1:

Gekwalifiseer 183,79 211,35

Ongekwalfiseer 172,31 198,15

Algemene werker:

Gedurende eerste ses maande ondervinding 168,82 194,14

Gedurende tweede ses maande ondervinding 209,41 240,82

Vanaf die
datum van
inwerking-
trekking van
hierdie
Ooreenkoms

1 November
1996 tot
31 Oktober
1997

R

R

Masjienbediener:

Gekwalifiseer	225,49	259,31
Ongekwalifiseer	208,03	239,23

Drywer van 'n motorvoertuig waarvan die onbelaste massa—

(i) hoogstens 454 kg is	255,32	293,61
(ii) meer as 454 kg maar hoogstens 2 724 kg is	293,79	337,85
(iii) meer as 2 724 kg is	317,71	365,36

Werwer	293,79	337,85
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Onderbaas: R5,00 per week meer as die hoogste loon in hierdie Ooreenkoms vir 'n werknemer onder sy toesig voorgeskryf.

Ambagsman	649,80	747,27
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Ambagsman se assistent:

Gekwalifiseer	225,49	259,31
Ongekwalifiseer	167,95	193,14

Depotassistent:

Gekwalifiseer	226,34	260,29
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Ongekwalifiseer:

Gedurende eerste ses maande ondervinding	184,32	211,96
Gedurende tweede ses maande ondervinding	205,82	236,69
Depotassistent, deelyds	170,43	195,99

Parser: Droogskoonmaak:

Gekwalifiseer	236,94	272,48
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Ongekwalifiseer:

Gedurende eerste ses maande ondervinding	198,42	228,18
Gedurende tweede ses maande ondervinding	217,75	250,41

Perchlormasjienbediener:

Gekwalifiseer	239,66	275,60
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Ongekwalifiseer:

Gedurende eerste ses maande ondervinding	202,97	233,41
Gedurende tweede ses maande ondervinding	219,35	252,25

Skoonmaker:

Gekwalifiseer	484,69	557,39
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Ongekwalifiseer:

Gedurende eerste ses maande ondervinding	236,94	272,48
Gedurende tweede ses maande ondervinding	310,35	356,90

Klerk:

Gekwalifiseer	337,59	388,22
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Ongekwalifiseer:

Gedurende eerste ses maande ondervinding	185,55	213,38
Gedurende tweede ses maande ondervinding	264,25	303,88

Kleurder	649,80	747,27
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Voorman	558,07	641,78
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Faktotum	337,89	388,57
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	Vanaf die datum van inwerking- trekking van hierdie Ooreenkoms	1 November 1996 tot 31 Oktober 1997
	R	R
Fynstopper:		
Gekwalifiseer	228,55	262,98
Ongekwalfiseer:		
Gedurende eerste ses maande ondervinding	154,39	177,54
Gedurende tweede ses maande ondervinding	191,08	219,74
Ketelbediener	218,63	251,42
Nasiener in die droogskoonmaakseksie:		
Gekwalifiseer	179,35	206,25
Ongekwalfiseer:		
Gedurende eerste ses maande ondervinding	162,62	187,01
Gedurende tweede ses maande ondervinding	172,76	198,67
Nasiener in die wassery- en kleurseksie:		
Gekwalifiseer	190,17	218,69
Ongekwalfiseer:		
Gedurende eerste ses maande ondervinding	162,17	186,49
Gedurende tweede ses maande ondervinding	177,31	203,90
Fabrieksfaakuurklerk:		
Gekwalifiseer	222,36	255,71
Ongekwalfiseer	186,55	214,53
Wag	227,81	261,98
Werknemer nie elders in hierdie klousule uitdruklik vermeld nie	209,41	240,82"

Namens die partye op hede die 26ste dag van Februarie 1996.

N. PHILLIPS

Voorsitter

N. J. DANIELS

Ondervoorsitter

M. M. CROTZ

Sekretaris

No. R. 1229

26 July 1996

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY, CAPE: 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 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 October 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 October 1998, 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**INDUSTRIAL COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY (CAPE)****SICK BENEFIT FUND AGREEMENT**

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

Cape Town and District Laundry Cleaners' and Dyers' Association

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

Laundry, Cleaning and Dyeing Workers' Union (Cape)

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

being the parties to the Industrial Council for the Laundry, Cleaning and Dyeing Industry (Cape),

to amend the agreement published under Government Notice No R. 1710 of 21 August 1981, as amended, renewed and re-enacted by Government Notices Nos R. 2124 and R. 2125 of 8 October 1982, R. 2712 of 9 December 1983, R. 2678 of 7 December 1984, R. 301 and R. 302 of 15 February 1985, R. 2767 of 6 December 1985, R. 2459 of 30 October 1987, R. 829 of 12 April 1990, R. 178 of 1 February 1991, R. 2041 of 17 July 1992, R. 2153 and R. 2154 of 12 November 1993 and R. 1094 of 5 July 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Cape)—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the Industry respectively;
- (b) in the Magisterial Districts of The Cape, Wynberg, Bellville, Goodwood, Simonstown, Paarl, Somerset West, Strand, Stellenbosch, Kuils River and Wellington and in that portion of the Magisterial District of Malmesbury which, prior to the publication of Government Notice No. 171 of 8 February 1957, fell within the Magisterial District of Bellville.

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

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 October 1998 for such period as may be determined by him.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 15 of the Former Agreement, as further renewed and amended from time to time, shall apply to employers and employees.

4. CLAUSE 7 OF THE FORMER AGREEMENT: CONTRIBUTIONS

Substitute the following for subclause (1):

"For the purpose of the Fund every employer shall on each pay day deduct the following contributions from the wages of each employee covered by this Agreement who has worked during any week, irrespective of the time so worked:

In respect of an employee earning a weekly wage of—

- (a) up to R200,00 per week—R2,20 per week;
- (b) more than R200,00 per week—R2,90 per week".

5. CLAUSE 9 OF THE FORMER AGREEMENT: LIMITATION OF BENEFITS

Substitute the following for subclauses (4), (5) and (6):

"(4) The cost of free medicines to which a member shall be entitled shall not exceed R200,00 in any calendar year.

(5) The maximum period for which sick pay shall be payable shall not exceed four weeks in any calendar year.

- (a) For the first 12 days per annum the employee shall receive 100% of his daily rates from the employer who shall be refunded at the rates paid by the Fund as set out in subclause 5 (d) hereunder.
- (b) The balance of the period shall be paid to the employer by the Fund at the rates set out in subclause 5 (d) hereunder.
- (c) No sick benefits shall be paid in respect of one day of absence, but if such absence continues for two or more consecutive days, benefits shall be paid, subject to clause 8 (5).
- (d) The sick pay rates shall be as follows:

- (1) R2,83 per hour for earnings up to R200,00 per week.
- (2) R3,59 per hour for earnings over R200,00 per week.

- (6) Obstetrics, surgery, hospitalisation, dentistry and optical services shall not form part of the benefits provided by this Fund: Provided that members shall, subject to the provisions of this clause, be entitled to a maximum refund of—

- (a) R75,00 per annum for repairing of dentures and extraction of teeth;
- (b) R50,00 every two years for testing of eyes and repairing of spectacles:

Provided that these benefits may be claimed only after a member has contributed to the Fund for a period of 12 months;

- (c) R200,00 every two years towards the cost of new dentures and new spectacles: Provided that these benefits may be claimed only after a member has contributed to the Fund for a period of 12 months:

Provided further that subsequent to the first application of these benefits, further claims for such benefits shall be maintained after intervals of two years.”.

Signed at Cape Town on behalf of the parties, this 26th day of February 1996.

N. PHILLIPS

Chairman

N. J. DANIELS

Vice-Chairman

M. M. CROTZ

Secretary

No. R. 1229

26 Julie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

WAS-, SKOONMAAK- EN KLEURNYWERHEID, KAAP: 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 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 Oktober 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1998 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

NYWERHEIDSRAAD VIR DIE WAS-, SKOONMAAK- EN KLEURNYWERHEID (KAAP) SIEKTEBYSTANDSFONDSOOREENKOMS

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

Cape Town and District Laundry Cleaners' and Dyers' Association

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

Laundry, Cleaning and Dyeing Workers' Union (Cape)

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

wat die partye is by die Nywerheidsraad vir die Was-, Skoonmaak- en Kleurnywerheid (KaaP),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1710 van 21 Augustus 1981, soos gewysig, hernieu en herbekragtig deur Goewermentskennisgewings Nos. R. 2124 en R. 2125 van 8 Oktober 1982, R. 2712 van 9 Desember 1983, R. 2678 van 7 Desember 1984, R. 301 en R. 302 van 15 Februarie 1985, R. 2767 van 6 Desember 1985, R. 2459 van 30 Oktober 1987, R. 829 van 12 April 1990, R. 178 van 1 Februarie 1991, R. 2041 van 17 Julie 1992, R. 2153 en R. 2154 van 12 November 1993 en R. 1094 van 5 Julie 1996 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Was-, Skoonmaak- en Kleurnywerheid (KaaP) nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;
- (b) in die landdrostdistrikte Die Kaap, Wynberg, Bellville, Goodwood, Simonstad, Paarl, Somerset-Wes, Strand, Stellenbosch, Kuilsrivier en Wellington en in die gedeelte van die landdrostdistrik Malmesbury wat voor die publikasie van Goewermentskennisgewing No. 171 van 8 Februarie 1957 in die landdrostdistrik Bellville geval het.

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

2. GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 30 Oktober 1998 of vir die tydperk wat hy bepaal.

3. ALGEMENE BEPALINGS

Die bepalings vervat in klousules 3 tot 15 van die Vorige Ooreenkoms, soos van tyd tot tyd verder hernieu en gewysig, is van toepassing op werkgewers en werknemers.

4. KLOUSULE 7 VAN DIE VORIGE OOREENKOMS: BYDRAES

Vervang subklousule (1) deur die volgende:

“Vir die doel van die Fonds moet elke werkgewer op elke betaaldag van die loon van elkeen van sy werknemers wat deur hierdie Ooreenkoms gedek word en wat gedurende enige week gewerk het, ongeag hoe lank hy aldus gewerk het, die volgende bydraes aftrek:

Ten opsigte van 'n werknemer wat 'n weekloon verdien van—

- (a) tot R200,00 per week—R2,20 per week;
- (b) meer as R200,00 per week—R2,90 per week”.

5. KLOUSULE 9 VAN DIE VORIGE OOREENKOMS: BEPERKING VAN BYSTANDSBETALINGS

Vervang subklousules (4), (5) en (6) deur die volgende:

“(4) Die koste van gratis medisyne waarop 'n lid geregtig is, mag nie R200,00 in 'n kalenderjaar oorskry nie.

(5) Die maksimum tydperk waarvoor siektebetaling betaalbaar is, is hoogstens vier weke in 'n kalenderjaar.

(a) Vir die eerste 12 dae van elke jaar ontvang die werknemer 100% van sy daaglikse tarief vanaf die werkgewer, wat vergoed word teen die tarief deur die Fonds betaal, soos uiteengesit in subklousule 5 (d) hieronder.

(b) Die oorblywende tydperk word deur die Fonds aan die werknemer betaal teen die tariewe uiteengesit in subklousule 5 (d) hieronder.

(c) Geen siektebystandsbetalings word gedoen indien die werknemer een dag afwesig is nie, maar as sodanige afwesigheid twee agtereenvolgende dae of langer duur, word bystandsbetaling vir die volle tydperk van sodanige afwesigheid gedoen, onderworpe aan klousule 8 (5).

(d) Die siektebetalingstariewe is soos volg:

- (1) R2,83 per uur vir lone tot R200,00 per week.
- (2) R3,59 per uur vir lone oor R200,00 per week.

(6) Verloskundige dienste, chirurgiese dienste, hospitalisasie, tandheelkundige dienste en gesigkundige dienste maak nie deel uit van die voordele wat hierdie Fonds bied nie: Met dien verstande dat lede, behoudens die betalings van hierdie klousule, geregtig is op 'n maksimum terugbetaling van—

- (a) R75,00 per jaar vir die herstel van kunsgebit en die trek van tande;
- (b) R50,00 per jaar vir die toets van oë en die herstel van 'n bril:

Met dien verstande dat hierdie bystandsbetalings geëis mag word slegs nadat 'n lid vir 'n tydperk van 12 maande tot die Fonds bygedra het;

(c) R200,00 elke twee jaar ter bestryding van die koste van 'n nuwe kunsgebit en 'n nuwe bril: Met dien verstande dat hierdie bystandsbetalings geëis mag word slegs nadat 'n lid vir 'n tydperk van 12 maande tot die Fonds bygedra het:

Met dien verstande voorts dat na die eerste aansoek om hierdie bystandsbetalings, verdere eise vir sodanige bystandsbetalings na tussenpose van twee jaar oorweeg sal word.”.

Namens die partye op hede die 26ste dag van Februarie 1996 te Kaapstad onderteken.

N. PHILLIPS

Voorsitter

N. J. DANIELS

Ondervoorsitter

M. M. CROTZ

Sekretaris

No. R. 1231**26 July 1996****LABOUR RELATIONS ACT, 1956****CANCELLATION OF GOVERNMENT NOTICE****ENTERTAINMENT INDUSTRY OF SOUTH AFRICA**

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 495 of 29 March 1996, with effect from the second Monday after the date of publication of this notice.

T. T. MBOWENI**Minister of Labour****No. R. 1231****26 Julie 1996****WET OP ARBEIDSVERHOUDINGE, 1956****INTREKKING VAN GOEWERMENSKENNISGEWING****VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA**

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing No. R. 495 van 29 Maart 1996 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

T. T. MBOWENI**Minister van Arbeid****No. R. 1232****26 July 1996****LABOUR RELATIONS ACT, 1956****ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: RE-ENACTMENT OF AGREEMENT**

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement 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 August 1996, upon the employers' organisation and the trade unions which entered into the said 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 Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 August 1996, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

T. T. MBOWENI**Minister of Labour****SCHEDULE****INDUSTRIAL COUNCIL FOR THE ENTERTAINMENT INDUSTRY OF SOUTH AFRICA
AGREEMENT**

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

Employers' Association for the Entertainment Industry of South Africa

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

Entertainment, Catering, Commercial and Allied Workers' Union of South Africa,**Musicians' Union of South Africa,****Performing Arts Workers' Equity**

and the

Performing Arts Staff Association of South Africa

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

being the parties to the Industrial Council for the Entertainment Industry of South Africa.

CHAPTER 1**GENERAL****1. AREA AND SCOPE OF APPLICATION OF THE AGREEMENT**

(1) This Agreement shall be observed in the Entertainment Industry—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;
- (b) in the Republic of South Africa, as it existed immediately before the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 31 August 1996 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 16 and 18 of Chapter 1 and clause 2 of Chapters 2, 3, 4 and 5, of the Agreement published under Government Notice No. R. 2184 of 14 September 1990, as extended, renewed, amended and re-enacted by Government Notices Nos. R. 1010 of 10 May 1991, R. 3138 of 20 December 1991, R. 950 of 27 March 1992, R. 2491 and R. 2504 of 4 September 1992, R. 98 of 22 January 1993, R. 1012 of 11 June 1993, R. 363 and R. 364 of 25 February 1994, R. 209 of 17 February 1995 and R. 495 of 29 March 1996 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 15 inclusive, 17, 19 to 24 of Chapter 1, and clauses 3 to 7 inclusive of Chapters 2, 3, 4 and 5, of the Former Agreement, as further extended, renewed, amended and re-enacted from time to time, shall apply to employers and employees.

Signed at Johannesburg, on behalf of the parties, this 18th day of March 1996.

J. PILAY

Chairman

B. KIRKMAN

Vice-Chairman

L. G. NELL

Secretary

No. R. 1232

26 Julie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: HERBEKRAFTIGING VAN OOREENKOMS

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

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 Augustus 1996 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Ooreenkoms 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 Ooreenkoms, uitgesonder dié vervat in klousules 1 (1) (a), 2 en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Augustus 1996 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Ooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE**NYWERHEIDSRAAD VIR DIE VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA****OOREENKOMS**

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

Werkgewersorganisasie vir die Vermaaklikheidsbedryf van Suid-Afrika

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

Entertainment, Catering, Commercial and Allied Workers' Union of South Africa,**Musicians' Union of South Africa,****Performing Arts Workers' Equity**

en die

Performing Arts Staff Association of South Africa

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

wat die partye is by die Nywerheidsraad vir die Vermaaklikheidsbedryf van Suid-Afrika.

HOOFSTUK 1**ALGEMEEN****1. GEBIED EN TOEPASSINGSBESTEK VAN DIE OOREENKOMS**

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

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakverenigings;
- (b) in die Republiek van Suid-Afrika, soos dit bestaan het onmiddellik voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 31 Augustus 1996 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die beplains van klousules 16 en 18 van Hoofstuk 1, en klousule 2 van Hoofstukke 2, 3, 4 en 5, van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2184 van 14 September 1990, soos verleng, hernieu, gewysig en herbekragtig by Goewermentskennisgewings Nos. R. 1010 van 10 Mei 1991, R. 3138 van 20 Desember 1991, R. 950 van 27 Maart 1992, R. 2491 en R. 2504 van 4 September 1992, R. 98 van 22 Januarie 1993, R. 1012 van 11 Junie 1993, R. 363 en R. 364 van 25 Februarie 1994, R. 209 van 17 Februarie 1995 en R. 495 van 29 Maart 1996 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Die bepalinge vervat in klousules 3 tot en met 15, 17, 19 tot 24 van Hoofstuk 1, en klousules 3 tot en met 7 van Hoofstukke 2, 3, 4 en 5 van die Vorige Ooreenkoms, soos van tyd tot tyd verder verleng, hernieu, gewysig en herbekragtig, is van toepassing op werkgewers en werknemers.

Namens die partye op hede die 18de dag van Maart 1996 onderteken.

J. PILAY

Voorsitter

B. KIRKMAN

Vise-voorsitter

L. G. NELL

Sekretaris

No. R. 1234

26 July 1996

LABOUR RELATIONS ACT, 1956**ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL: 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 January 1997, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 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
INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY
AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

and the

Metal and Electrical Workers' Union of South Africa

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

being the parties to the Industrial Council of the Electrical Contracting Industry,

to amend the Agreement published under Government Notice No. R. 1189 of 24 May 1991 (hereinafter referred to as the "re-enacting Agreement"), as renewed and amended by Government Notices Nos. R. 1743 of 2 August 1991, R. 2412 of 4 October 1991, R. 3 of 3 January 1992, R. 1963 of 10 July 1992, R. 2688 of 25 September 1992, R. 2143 of 12 November 1993, R. 2510 of 31 December 1993, R. 1369 of 5 August 1994, R. 1637 of 23 September 1994 and R. 733 and R. 734 of 19 May 1995 and R. 623 of 19 April 1996.

PART I

GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT

1. AREA AND SCOPE OF APPLICATION

"(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Contracting Industry—

- (a) who are members of the employers' organisation and the trade unions, respectively; and
- (b) who are engaged and employed in the Industry in the Magisterial Districts of Sasolburg and Bloemfontein and in the Province of the Transvaal as it existed immediately prior to the date of the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993); and
- (c) in the Province of the Free State (excluding the Magisterial Districts of Sasolburg and Bloemfontein) in respect of paragraphs (a), (b), (c), (d) and (e) of the Electrical Contracting Industry definition as defined in clause 3 (11) of this Agreement: Provided that the Electrical Contracting Industry as defined in the aforementioned paragraphs shall not include the Iron, Steel, Engineering and Metallurgical Industry and the Local Authority Undertaking; and
- (d) in the Magisterial Districts of Aberdeen, Adelaide, Albert, Aliwal North, Barkly East, Bedford, Britstown, Carnarvon, Cathcart, Colesberg, Cradock, De Aar, Elliot, Fort Beaufort, Fraserburg, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Indwe, Jansenville, King William's Town, Kirkwood, Komga, Lady Grey, Ladismith, Maclear, Middelburg (Eastern Cape), Molteno, Murraysburg, Noupoot, Pearston, Phillipstown, Prince Albert, Queenstown, Richmond (Northern Cape), Riversdale, Somerset East, Sterkstroom, Steynsburg, Steytleville, Stutterheim, Tarka, Venterstad, Victoria West, Williston, Willowmore and Wodehouse in respect of paragraphs (a), (b), (c), (d) and (e) of the Electrical Contracting Industry definition as defined in clause 3 (11) of this Agreement: Provided that the Electrical Contracting Industry as defined in the aforementioned paragraphs shall not include the Iron, Steel, Engineering and Metallurgical Industry and the Local Authority Undertaking; and
- (e) in the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysda, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, Queenstown, Riversdale, Uitenhage and Uniondale: Provided that the Electrical Contracting Industry as defined in the aforementioned paragraphs shall not include the Iron, Steel, Engineering and Metallurgical Industry, the Local Authority Undertaking and the Building Industry."

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall 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 notices served in terms thereof.

(3) For the purposes of this Agreement, the "weekly wage rate" of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. CLAUSE 3: DEFINITIONS

- (1) Insert the following new definition at the beginning of this clause:

“**abscond**” means absence from work by an employee for a period in excess of five consecutive working days without informing or notifying the employer of the reasons therefor, or an employee deserting his employment for reasons unknown to the employer;”.

- (2) In the definition of ‘apprentice’, substitute the expression “Department of Labour” for the expression “Department of Manpower”.

- (3) Delete the expression “Klerksdorp” from the definition of “Area A”.

- (4) Substitute the following for the definition of “Area B”:

“**Area B**” means the Magisterial Districts of Amersfoort, Balfour, Bethal, Brits, Ermelo, Klerksdorp [subject to the provisions of clause 3 (i) of Part II of Agreement], Middelburg (Mpumalanga), Nelspruit, Pietersburg, Piet Retief, Pongola, Potchefstroom, Rustenburg, Standerton, Volksrust, and White River.”.

- (5) Insert the following new definitions after the definition “Area C”:

“**Area D**” means the Magisterial Districts of Bethlehem, Harrismith, Hennenman, Kroonstad, Odendaalsrus, Parys, Ventersburg, Virginia and Welkom;

“**Area E**” means the Magisterial Districts of Barkly West, Bethulie, Boshof, Bothaville, Brandfort, Britstown, Bultfontein, Carnarvon, Clocolan, Colesberg, De Aar, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg, Fouriesburg, Frankfort, Fraserburg, Gordonias, Hanover, Hartswater, Heilbron, Hoopstad, Jacobsdal, Jagersfontein, Koffiefontein, Koppies, Kuruman, Ladybrand, Lindley, Marquard, Noupoot, Petrusburg, Philippolis, Philipstown, Postmasburg, Reddersburg, Reitz, Richmond (Northern Cape), Rouxville, Senekal, Smithfield, Theunissen, Trompsburg, Victoria West, Vijoenskrone, Vrede, Vredefort, Wepener, Wesselsbron, Williston, Winburg and Zaaron;

“**Area F**” means the Magisterial Districts of Port Elizabeth and Uitenhage;

“**Area G**” means the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Riversdale and Uniondale;

“**Area H**” means the Magisterial Districts of Aberdeen, Adelaide, Albert, Aliwal North, Barkly East, Bedford, Cathcart, Cradock, Elliot, Fort Beaufort, Graaff-Reinet, Hankey, Hofmeyr, Indwe, Jansenville, King William’s Town, Kirkwood, Komga, Lady Grey, Maclear, Middelburg (Eastern Cape), Molteno, Murraysburg, Pearston, Prince Albert, Queenstown, Somerset East, Sterkstroom, Steynsburg, Steytleville, Stutterheim, Tarka, Venterstad, Willowmore and Wodehouse.”.

- (6) Insert the following new definition after the definition of ‘Council’:

“**domestic appliance mechanic**” or “**refrigerator mechanic**” (hereinafter referred to as ‘DAM’) means an employee engaged on one or more of the following classes of work:

Diagnosing of faults in, or directing or executing repairs or adjustments to, or servicing, assembling, erecting and/or installing or supervising the erection and/or installation of ranges, refrigerators, washing machines, ironers, air-conditioning units and all other major electrical appliances, the carrying out of final tests or the supervision of such operations, but shall not include an employee engaged on the connecting to existing outlets of refrigerators, ranges, or other domestic electrical appliances;”.

- (7) Insert the following new definition before the definition of ‘electrical construction operator, Level 1’:

“**driver**” means an employee engaged in driving a mechanical vehicle on a public road and who is in possession of a valid driver’s licence issued under any road traffic ordinance;”.

- (8) In the definition of ‘Electrical Construction Operator, Level 1’, under (j), after the expression ‘an installation electrician’ insert the expression ‘a DAM’.

- (9) In the definition of ‘electrical construction operators, Level 2’, under (c), after the expression ‘electrician’ add the expression ‘or DAM’.

- (10) In the definition of ‘electrical construction operator, Level 3’, at the end of the second paragraph after the expression ‘electrician’ add the expression ‘or DAM’.

- (11) Substitute the following for the definition of ‘Electrical Contracting Industry’:

“**Electrical Contracting Industry**” or “**Industry**” means the industry in which employers and their employees are associated for any or all of the following:

- (a) The design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent part of buildings and/or structures, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material prepared on the site of the buildings or structures or elsewhere;
- (b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building and/or structure is used, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material prepared on the site of the buildings or structures or elsewhere;

- (c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings and/or structures, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material prepared on the site of the buildings or structures or elsewhere;
- (d) the design, preparation, erection, installation, repair and maintenance of all electrical equipment not covered by (a), (b) or (c) above, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material prepared on the site of the buildings or structures or elsewhere;
- (e) the installation and/or maintenance and/or repair and/or servicing of overhead lines and underground cables associated with domestic and/or industrial and/or commercial installations and/or street lighting.

For the purposes of this definition—

- (i) **“electrical equipment”** includes—
 - (aa) electrical cables and overhead lines; and
 - (bb) generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment;
- (ii) **“design, preparation, erection, installation, repair and maintenance”** does not include—
 - (aa) the manufacture, installation, repair and/or maintenance of lifts and escalators;
 - (bb) the manufacture and/or assembly by the manufacturer of the aforementioned electrical equipment and/or components thereof;
 - (cc) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures, whether permanent or otherwise;
 - (dd) the manufacture, repair and servicing of motor vehicle batteries, the manufacture of lead-acid batteries and the repair, maintenance and installation of such batteries when performed by the manufacturers thereof; and
 - (ee) the sale and/or repair and/or servicing of manually and/or electrically operated typewriters and/or electro-mechanical office machines and equipment;

Provided that the Electrical Contracting Industry, as defined above, shall not include the Iron, Steel, Engineering and Metallurgical Industry, the Local Authority Undertaking and the Building Industry.

For the purposes hereof—

- (1) **“Iron, Steel, Engineering and Metallurgical Industry”** means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956), the industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs; and includes the Electrical Engineering Industry.
- (2) **“Electrical Engineering Industry”** means the industry in which employers and their employees are associated for the purpose of any one or more of the following:
 - (a) The manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment, including monitors, and other equipment utilising the principles used in the operation of radio and electronic equipment, the latter equipment to include, but not to be limited to television, and further, incandescent lamps, and electric cables and domestic electrical appliances, and shall also include the manufacture of component parts of the aforementioned equipment;
 - (b) subject to clause (c) hereunder, the installation, maintenance, repair and service of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;
 - (c) the installation, maintenance, repair and service of television sets and monitors, excluding the installation, maintenance, repair and service of monitors primarily intended for use in accounting and/or data processing and/or business procedures.

(3) **"Local Authority Undertaking"** means the undertaking in which employers and their employees are associated for the introduction, continuation, or completion of any action, scheme or activity undertaken by a local authority: Provided that for the purposes hereof the Electrical Contracting Industry as defined above shall not include work performed by a local authority exclusively for local authority purposes, but shall include all work performed on the property of a local authority by a registered electrical contractor or his employees or any other person who is not an employee of a local authority: Provided further that the Local Authority Undertaking shall not include the activities of the Electrical Contracting Industry.

(4) **"Building Industry"** means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or the making of articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared, or the necessary articles are made on the sites of the buildings or structures or elsewhere, and shall include all work executed or carried out by persons who are engaged in the trades, activities or subdivisions in the Building Industry, including electrical installation, which means electrical fitting and wiring and operations incidental thereto, and all work incidental to the activities of an employer in connection with the erection of a building, including the demolition of buildings."

For the purposes of clause 1 (1) (b) of Part I **"Electrical Contracting Industry"** means the joint enterprise in which employers and their employees are associated for the purpose of design, preparation (other than manufacture for sale) and the erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including the cable jointing or electrical wiring associated therewith but excluding the repair and/or maintenance and/or installation of lifts and escalators in buildings.

(12) Substitute the following for the definition of "public holiday":

"'public holiday' means any public holiday as determined in the Public Holidays Act, 1994 (Act No. 36 of 1994);".

(13) Insert the following new definition after the definition of "remuneration":

"'retrenchment' means a termination of employment as a result of a shortage of work or the closure of the business."

3. CLAUSE 11: PRO RATA LEAVE PAY

In subclause (8), substitute the expression "Director-General of Labour" for "Director-General of Manpower".

4. CLAUSE 16: TERMINATION OF EMPLOYMENT AND SEVERANCE PAY

(1) Substitute the following for the first paragraph of subclause (1):

"(1) Not less than five clear working days' written notice shall be given by the employer or the employee to terminate a contract of service, unless there is a mutual agreement between employer and employee for a different period: Provided that this shall not affect—".

(2) In subclause (1) (ii) substitute the expression "five clear working days" for the expression "one clear working day".

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

"(2) Whenever the contract of service is terminable by five clear working days' notice and the employee fails to give the notice or to work such notice period, the employer may deduct the wages for the notice period concerned. Should the employer fail to give the notice or to allow the employee to work such notice period, the employee shall receive wages for the notice period concerned."

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

"(3) Whenever an employee is retrenched he shall be paid, in addition to any other moneys due to him, severance pay of not less than five days' wages for each completed year of service with the same employer."

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

"(4) Notwithstanding the provisions of subclause (1), not less than five working days' notice shall be given by the employer to the employee to terminate a contract of service, where such termination is as a result of retrenchment: Provided that the employees affected, the Council and any trade union or unions which may represent such employees shall be informed at least 14 days prior to notice of retrenchment being given."

5. CLAUSE 18: TRADE UNION SUBSCRIPTIONS AND EMPLOYERS' ORGANISATION LEVY

In subclause (1), insert the expression "DAM" after the expression "installation electrician".

6. CLAUSE 19: ELECTRICAL DEVELOPMENT AND TRAINING FUND FOR THE ELECTRICAL CONTRACTING INDUSTRY

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

"(1) Every employer shall, subject to the provisions of subclause (2), contribute to the Electrical Development and Training Fund for the Electrical Contracting Industry (inaugurated by the Electrical Contractors' Association (South Africa) and The South African Electrical Workers' Association, and hereinafter referred to as the 'Fund') an amount as determined by the Management Committee of the Electrical Development and Training Fund from time to time in respect of every employee for whom wages are prescribed in this Agreement."

(2) In subclause (5), substitute the expression "Director-General of Labour" for the expression "Director-General of Manpower".

7. CLAUSE 22: REGISTRATION OF EMPLOYERS

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

"(3) All applications for registration of firms in Areas 'A', 'B' and 'C' shall be made to the Secretary, Industrial Council for the Electrical Contracting Industry, P.O. Box 10604, Johannesburg, 2000.

All applications for registration of firms in Areas 'C', 'D' and 'E', Free State, shall be made to the Secretary, Industrial Council for the Electrical Contracting Industry, P.O. Box 1379, Bloemfontein, 9300.

All applications for registration of firms in Areas 'F', 'G' and 'H', shall be made to the Secretary, Industrial Council for the Electrical Contracting Industry, P.O. Box 3169, North End, 6056."

- (2) In subclause (4) (a) (iv) add the expression "and DAM" after the expression "artisan".

PART II**8. CLAUSE 1: ALLOWANCES**

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

"(ii) Where an employee who, by reason of employment, is away from his usual working place and is required by his employer to live away from his usual domicile, meals and lodging shall be paid or provided on the job by the employer. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site, the employee shall be paid a subsistence allowance for each day he is required by his employer to live away from his usual domicile. The Subsistence allowance shall be as follows:

	Per night	
	Areas A, B, C, D, E	Areas F, G, H
	R	R
Master installation electrician	40,00	20,00
Installation electrician	40,00	20,00
Electrical tester for single phase	40,00	20,00
Electrician, artisan and DAM	40,00	20,00
Elconop 3	40,00	20,00
Elconop 2	40,00	10,00
Elconop 1	40,00	10,00
Driver	40,00	10,00
Apprentice	40,00	10,00
Labourer	40,00	10,00

Accommodation supplied on site shall include a bed and a mattress. Where meals are supplied by the employer on site, he shall not be required to pay a subsistence allowance but the standard of the meals provided shall be commensurate with the subsistence allowance that would have been paid in terms of this subclause."

9. CLAUSE 2: EXPENSES OF THE COUNCIL

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

"(1) Every employee and every employer shall contribute to the Funds of the Council on the following scale:

- (a) AREAS A, B, C, D, E

A	B	C
Wage group or class of employee	Employee's contribution	Employer's contribution
	Cents per week	Cents per week
Master installation electrician	130	130
Installation electrician	130	130
Electrical tester for single phase	130	130
Electrician, artisan and DAM	130	120
Elconop 3	120	120
Elconop 2	105	105
Elconop 1	85	85
Driver	95	95
Apprentice	70	70
Labourer	70	70"

(b) AREAS F, G, H

A Wage group or class of employee	B Employee's contribution	C Employer's contribution
	Cents per week	Cents per week
Master installation electrician	150	150
Installation electrician	150	150
Electrical tester for single phase	150	150
Electrician, artisan and DAM	150	150
Elconop 3	150	150
Elconop 2	120	120
Elconop 1	90	90
Driver	120	120
Apprentice	90	90
Labourer	90	90"

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

"(3) To the amounts thus deducted from the wages of his employees, every employer shall add the amount shown in Column C of the Table and forward the total sum, together with a covering statement to the addresses as follows:

AREAS A, B, C

The Secretary, Industrial Council for the Electrical Contracting Industry, P.O. Box 10604, Johannesburg, 2000.

AREAS C, D, E—FREE STATE

The Secretary, Industrial Council for the Electrical Contracting Industry, P.O. Box 1379, Bloemfontein, 9300.

AREAS F, G, H

The Secretary, Industrial Council for the Electrical Contracting Industry, P.O. Box 3169, North End, 6056."

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

"(4) In any instance where no contributions are payable as provided for in subclauses (1), (2) and (3) hereof, and the total amount under subclause (3) is less than R35 in Areas A and F, and R25 in Areas B, C, D, E, G and H, the total amount referred to in subclause (3) shall be supplemented by the employer by such sum as to make a total of R35 in Areas A and F and R25 in Areas B, C, D, E, G and H in each month."

10. CLAUSE 4: SCHEDULE OF WAGES AND/OR EARNINGS

(1) Substitute the following for clause 4 (1) (a):

"(1) (a) With effect from the date of coming into operation of this Agreement, no employer shall pay and no employee shall accept wages at rates lower than the following: Provided that where an employer carries out work in an area for which higher wages are prescribed than that which applies for the area in which his business is situated, his employees shall be paid no less than the minimum wages prescribed for such higher rated area for the duration or period during which such an employee works in such higher rated area:

	Area A Per hour Cent	Area B Per hour Cent	Area C Per hour Cent
Master installation electrician	2 389	2 031	1 913
Installation electrician	2 200	1 869	1 759
Electrical tester for single phase	2 008	1 706	1 607
Electrician, artisan and DAM	1 912	1 624	1 530
Elconop 3	1 391	1 183	1 111
Elconop 2	1 179	1 003	943
Elconop 1	727	618	583
Driver of a vehicle, the unladen mass of which is—			
(a) up to 3 500 kg	800	679	641
(b) from 3 501 kg to 9 000 kg	946	804	756
(c) 9 001 kg and over	1 052	893	840
Labourer	628	531	501

	Area D Per hour Cent	Area E Per hour Cent
Master installation electrician	1 435	1 396
Installation electrician	1 319	1 284
Electrical tester for single phase	1 205	1 173
Electrician, artisan and DAM	1 148	1 117
Elconop 3	833	811
Elconop 2	707	688
Elconop 1	437	426
Driver of a vehicle, the unladen mass of which is—		
(a) up to 3 500 kg	481	468
(b) from 3 501 kg to 9 000 kg	567	552
(c) 9 001 kg and over	630	613
Labourer	376	366

	Area F Per hour Cent	Area G Per hour Cent	Area H Per hour Cent
Master installation electrician	1 793	1 524	1 435
Installation electrician	1 649	1 402	1 319
Electrical tester for single phase	1 460	1 280	1 205
Electrician, artisan and DAM	1 460	1 219	1 147
Elconop 3	1 061	902	849
Elconop 2	932	792	746
Elconop 1	598	500	470
Driver of a vehicle, the unladen mass of which is—			
(a) up to 3 500 kg	579	493	464
(b) from 3 501 kg to 9 000 kg	687	584	550
(c) 9 001 kg and over	763	649	611
Labourer	590	494	465".

(2) In subclause (1) (b), substitute the expression "5%" for "4%".

11. CLAUSE 5: LEAVE BONUS

(1) Substitute the following for the heading of this clause:

"5. ADDITIONAL LEAVE BONUS".

(2) Substitute the expression "additional leave bonus" for the expression "leave bonus" wherever it appears in Clause 5.

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

"(1) Every employee shall, in addition to his leave pay, be paid an additional leave bonus of an amount equivalent to the wages he would normally be paid for the period specified below, whenever he qualifies for leave in terms of clause 9 of Part I, and such additional leave bonus shall be paid at the same time as his leave pay is paid:

(a) AREAS A, B, C, D, E

Master installation electrician	20 working days
Installation electrician	20 working days
Electrical tester for single phase	20 working days
Electrician, artisan and DAM	20 working days
Elconop 3	15 working days
Elconop 2	15 working days
Elconop 1	15 working days

Driver of a vehicle, the unladen mass of which is—

(a) up to 3 500 kg	15 working days
(b) from 3 501 kg to 9 000 kg	15 working days
(c) 9 001 kg and over	15 working days

Labourer 10 working days

Apprentice: First year leave qualification.....	15 working days
Apprentice: Second, third and fourth year leave qualification.....	20 working days
(b) AREAS F, G, H	
Master installation electrician.....	10 working days
Installation electrician.....	10 working days
Electrical tester for single phase.....	10 working days
Electrician, artisan and DAM.....	10 working days
Elconop 3.....	7 working days
Elconop 2.....	7 working days
Elconop 1.....	4 working days
Driver of a vehicle, the unladen mass of which is—	
(a) up to 3 500 kg.....	7 working days
(b) from 3 501 kg to 9 000 kg.....	7 working days
(c) 9 001 kg and over.....	7 working days
Labourer.....	4 working days

Apprentice: First year leave qualification.....	4 working days
Apprentice: Second, third and fourth year leave qualification.....	7 working days"

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

"(3) (a) When a master installation electrician, installation electrician, electrical tester for single phase, electrician, artisan, DAM, Elconop 3 or Elconop 2, for whom wages are prescribed in this Agreement, voluntarily resigns from his employment after completing at least 150 shifts in the current leave cycle with an employer, in Areas A, B, C, D and E, or at least 100 shifts in the current leave cycle with an employer in Areas F, G, and H, the employer shall pay to the Council, on the form prescribed by the Council, within seven days of termination of employment, *pro rata* additional leave pay in accordance with the following formula:

$$\frac{\text{Number of completed working days with employer in present leave cycle}}{235} \times \text{additional leave bonus applicable to such employeee".}$$

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

"(3) (b) Where the employment of a master installation electrician, installation electrician, electrical tester for single phase, electrician, artisan, DAM, Elconop 3, Elconop 2, driver, Elconop 1 or labourer for whom wages are prescribed in this Agreement is terminated after the completion of 235 working days but before his annual leave his employer shall pay him his additional leave bonus in accordance with clause 5 (1) of the Agreement.

AREAS A, B, C, D, E

Master installation electrician.....	20 working days
Installation electrician.....	20 working days
Electrical tester for single phase.....	20 working days
Electrician, artisan and DAM.....	20 working days
Elconop 3.....	15 working days
Elconop 2.....	15 working days
Elconop 1.....	15 working days
Driver of a vehicle, the unladen mass of which is—	
(a) up to 3 500 kg.....	15 working days
(b) from 3 500 kg to 9 000 kg.....	15 working days
(c) 9 001 kg and over.....	15 working days
Labourer.....	10 working days
Apprentice: First year leave qualification.....	15 working days
Apprentice: Second, third and fourth year leave qualification.....	20 working days

AREAS F, G, H

Master installation electrician.....	10 working days
Installation electrician.....	10 working days
Electrical tester for single phase.....	10 working days
Electrician, artisan and DAM.....	10 working days

Elconop 3.....	7 working days
Elconop 2.....	7 working days
Elconop 1.....	4 working days
Driver of a vehicle, the unladen mass of which is—	
(a) up to 3 500 kg	7 working days
(b) from 3 500 kg to 9 000 kg	7 working days
(c) 9 001 kg and over	7 working days
Labourer	4 working days
Apprentice: First year leave qualification.....	4 working days
Apprentice: Second, third and fourth year leave qualification.....	7 working days

- (3) (c) When a driver, Elconop 1 or labourer voluntarily resigns from his employment after completing at least 150 shifts in the current leave cycle with the same employer in areas A, B, C, D and E or at least 100 shifts in the current leave cycle with the same employer in areas F, G and H such employer shall pay him the *pro rata* leave bonus in number of completed working days.

$$\frac{\text{Number of completed working days with employer in present leave cycle}}{235} \times \text{Additional leave bonus applicable to such employee}$$

- (3) (d) Notwithstanding the provisions of subclause (3) (c), no employee for whom wages are prescribed in this Agreement shall be entitled to the additional leave bonus if he has absconded or is dismissed following a fair disciplinary enquiry: Provided that should such employee have completed 235 shifts with the same employer, but absconds or is dismissed before the annual leave is granted to him, his employer shall pay him the additional leave bonus due in terms of subclause (1)."

- (6) Substitute the following for subclause (5):

"(5) Notwithstanding the provisions of subclauses (3) and (4), no employee for whom wages are prescribed in this Agreement shall be entitled to the additional leave bonus if he has absconded, or is dismissed following a disciplinary enquiry for which written record of the proceedings is available in the event of an appeal being lodged: Provided that should such employee have completed 235 shifts with the same employer, but absconds or is dismissed before the annual leave is granted to him, his employer shall pay him additional leave bonus due in terms of subclause (1)."

- (7) Add the following new subclause (6):

"(6) An employee who resigns, or absconds or is dismissed following a disciplinary enquiry and who is aggrieved by the application to him of the provisions of subclause (5) may appeal to the Council against the decision applied to him and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case: Provided that—

- (i) where an employee's service has been terminated and he resumes work for the same employer, he shall, if he has not worked for another employer in the interim, be credited for the purpose of the additional leave bonus with a total number of shifts worked for such employer;
- (ii) when, in the case of employees employed on marine work and/or turnaround work, the employment is terminated by the employee, employment with the same employer for less than 60 shifts shall not count for the additional leave bonus, but where the employment is terminated by the employer all shifts worked shall count for the additional leave bonus;
- (iii) periods of absence on account of sickness aggregating not more than 43 shifts in any one qualifying period for the additional leave bonus shall count for the additional leave bonus: Provided that an employer shall be entitled to call upon the employee for a medical certificate as proof of cause of absence; and
- (iv) periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for additional leave bonus purposes if such accident has been admitted as falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, and the periods of absence counting for purposes of the additional leave bonus shall be the periods of disablement admitted by the said Act."

Signed at Johannesburg, as authorised, for and on behalf of the parties to the Council, this 24th day of April 1996.

Z. N. A. CINDI

Chairman

J. C. BAKER

Vice-Chairman

C. S. STRYDOM

Acting Secretary

No. R. 1234

26 Julie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE AANNEMINGSNYWERHEID, TRANSVAAL: WYSIGING VAN HOOFDOORENKOMS

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 Januarie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 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****NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEID
OOREENKOMS**

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid,

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 1189 van 24 Mei 1991 (hierna die "Herbekragtigingsooreenkoms" genoem) soos hernieu en gewysig by Goewermmentskennisgewings Nos. R. 1743 van 2 Augustus 1991, R. 2412 van 4 Oktober 1991, R. 3 van 3 Januarie 1992, R. 1963 van 10 Julie 1992, R. 2688 van 25 September 1992, R. 2143 van 12 November 1993, R. 2510 van 31 Desember 1993, R. 1369 van 5 Augustus 1994, R. 1637 van 23 September 1994, R. 733 en R. 734 van 19 Mei 1995, en R. 623 van 19 April 1996.

DEEL I**ALGEMENE VOORWAARDES WAT DEURGAANS OP HIERDIE OOREENKOMS VAN TOEPASSING IS****1. GEBIED EN TOEPASSINGSBESTEK**

"(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

- (a) wat lede is van onderskeidelik die werkgewersorganisasie en die vakverenigings; en
- (b) wat betrokke is by of werksaam is in die Nywerheid in die landdrosdistrikte Sasolburg en Bloemfontein en in die provinsie Transvaal 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); en
- (c) in die provinsie Vrystaat (uitgesonderd die landdrosdistrikte Bloemfontein en Sasolburg) ten opsigte van paragrawe (a), (b), (c), (d) en (e) van die Elektrotegniese Aannemingsnywerheid soos omskryf in klousule 3 (11) van hierdie Ooreenkoms: Met dien verstande dat die Elektrotegniese Aannemingsnywerheid soos in voornoemde paragrawe omskryf, nie die Yster-, Staal-, Ingenieur- en Metallurgiese Nywerheid en die Plaaslike Owerheidsonderneming omvat nie; en
- (d) in die landdrosdistrikte Aberdeen, Adelaide, Albert, Aliwal-Noord, Barkly-Oos, Bedford, Britstown, Carnarvon, Cathcart, Colesberg, Cradock, De Aar, Elliot, Fort Beaufort, Fraserburg, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Indwe, Jansenville, King William's Town, Kirkwood, Komga, Lady Grey, Ladismith, Maclear, Middelburg (Oos-Kaap), Molteno, Murraysburg, Noupoot, Pearston, Phillipstown, Prince Albert, Queenstown, Richmond (Noord-Kaap), Riversdale, Somerset-Oos, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Tarka, Venterstad, Victoria-Wes, Williston, Willowmore and Wodehouse ten opsigte van paragrawe (a), (b), (c), (d) en (e) van die omskrywing van die Elektrotegniese Aannemingsnywerheid soos omskryf in klousule 3 (11) van hierdie ooreenkoms: Met dien verstande dat die Elektrotegniese Aannemingsnywerheid soos in voornoemde paragrawe omskryf, nie die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid en die Plaaslike Owerheids-onderneming omvat nie; en

- (e) in die landdrostdistrikte Albany, Alexandria, Bathurst, Beaufort-Wes, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Port Elizabeth, Queenstown, Riversdal, Uitenhage en Uniondale: Met dien verstande voorts, dat die Elektrotegniese Aannemingsnywerheid soos in voornoemde paragrafe omskryf nie die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, die Plaaslike Owerheids-onderneming en die Bounywerheid omvat nie.”
- (2) Ondanks subklousule (1) is die Ooreenkoms 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.
- (3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge wat kragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geag en is die uurloon die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word.

2. KLOUSULE 3: WOORDOMSKRYWING

- (1) Voeg die volgende nuwe omskrywing aan die begin van hierdie klousule by:
- “**‘dros’** beteken afwesigheid van werk deur ’n werknemer vir ’n tydperk van meer as vyf opeenvolgende werksdae, sonder om die werkgever van die redes daarvoor te verwittig of in kennis te stel, of diensverlating deur ’n werknemer om redes wat vir die werkgever nie bekend is nie.”
- (2) In die omskrywing van ‘vakleerling’, vervang die uitdrukking “Departement van Mannekrag” deur die uitdrukking “Departement van Arbeid”.
- (3) Skrap die uitdrukking “Klerksdorp” in die omskrywing van “Gebied A”.
- (4) Vervang die omskrywing van “Gebied B” deur die volgende:
- “**‘Gebied B’** beteken die landdrostdistrikte Amersfoort, Balfour, Bethal, Brits, Ermelo, Klerksdorp [behoudens klousule 3 (i) Deel II van Ooreenkoms], Middelburg (Mpumalanga), Nelspruit, Pietersburg, Piet Retief, Pongola, Potchefstroom, Rustenbrug, Standerton, Volksrust en Witrivier.”
- (5) Voeg die volgende nuwe omskrywing na die omskrywing van “Gebied C” by:
- “**‘Gebied D’** beteken die landdrostdistrikte Bethlehem, Harrismith, Hennenman, Kroonstad, Odendaalsrus, Parys, Ventersburg, Virginia en Welkom.
- ‘Gebied E’** beteken die landdrostdistrikte Barkly-Wes, Bethulie, Boshof, Bothaville, Brandfort, Britstown, Bultfontein, Carnarvon, Clocolan, Colesberg, De Aar, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg, Fouriesburg, Frankfort, Fraserburg, Gordonia, Hanover, Hartswater, Heilbron, Hoopstad, Jacobsdal, Jagersfontein, Koffiefontein, Koppies, Kuruman, Ladybrand, Lindley, Marquard, Noupoot, Petrusburg, Philippolis, Philipstown, Postmasburg, Reddersburg, Reitz, Richmond (Noord-Kaap), Rouxville, Senekal, Smithfield, Theunissen, Trompsburg, Victoria-Wes, Vijoelenskroon, Vrede, Vredefort, Wepener, Wesselsbron, Williston, Winburg en Zastron;
- ‘Gebied F’** beteken die landdrostdistrikte Port Elizabeth en Uitenhage;
- ‘Gebied G’** beteken die landdrostdistrikte Albany, Alexandria, Bathurst, Beaufort-Wes, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Riversdal en Uniondale;
- ‘Gebied H’** beteken die landdrostdistrikte Aberdeen, Adelaide, Albert, Aliwal-Noord, Barkly-Oos, Bedford, Cathcart, Cradock, Elliot, Fort Beaufort, Graaff-Reinet, Hankey, Hofmeyr, Indwe, Jansenville, King William’s Town, Kirkwood, Komga, Lady Grey, Maclear, Middelburg (Oos-Kaap), Molteno, Murraysburg, Pearston, Prince Albert, Queenstown, Somerset-Oos, Sterkstroom, Steynsburg, Steytleville, Stutterheim, Tarka, Venterstad, Willowmore en Wodehouse.”
- (6) Voeg die volgende nuwe omskrywing in na die omskrywing van ‘Raad’:
- ‘huistoestelwerktuigkundige’** of **‘verkoelerwerktuigkundige’** (hierna genoem ‘HTW’) beteken ’n werknemer wat een of meer van die volgende klasse werk doen:
- Diagnosering van foute in, of reëling of uitvoer van herstelwerk of verstellings aan, of versiening, montering, oprigting en/of installering van of toesighouding oor die oprigting en/of installering van stowe, yskaste, wasmasjiene, strykmasjiene, lugversorgingseenhede en alle ander groter elektriese toestelle, die uitvoer van finale toetse of die toesighouding van sodanige bedrywighede, maar met uitsondering van ’n werknemer wat die aansluiting aan bestaande uitgange van yskaste, stowe of ander huishoudelike elektriese toestelle behartig.”
- (7) Voeg die volgende nuwe omskrywing voor die omskrywing van ‘Elektrotegniese Konstruksie-operateur, Vlak 1’ by:
- ‘drywer’** beteken ’n werknemer wat ’n meganiese voertuig op ’n openbare pad dryf en wat in besit is van ’n geldige rybewys wat kragtens enige padverkeersordonnansie uitgereik is.”
- (8) In die omskrywing van ‘Elektrotegniese Konstruksie-operateur, Vlak 1’ onder (j), voeg die uitdrukking “n HTW” in na die uitdrukking “n installasie-elektrisiën” by.
- (9) In die omskrywing van ‘Elektrotegniese Konstruksie-operateur, Vlak 2’, onder (c) voeg die uitdrukking ‘of HTW’ in na die uitdrukking ‘elektrisiën’ by.
- (10) In die omskrywing van ‘Elektrotegniese Konstruksie-operateur, Vlak 3’, aan die einde van die tweede paragraaf na die uitdrukking ‘elektrisiën’, voeg die uitdrukking ‘of HTW’ by.

(11) Vervang die omskrywing van 'Elektrotegniese Aannemingsnywerheid' deur die volgende:

'Elektrotegniese Aannemingsnywerheid' of 'Nywerheid' beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir enige van of al die volgende:

- (a) Die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel van geboue en/of strukture uitmaak, met inbegrip van enige bedrading, kabel-laswerk en -lêwerk en die konstruksie van elektriese oorhoofse lyne, en alle ander bedrywighede wat daarmee gepaard gaan hetsy die werk verrig of die materiaal voorberei word op die terrein van die geboue of strukture of elders;
- (b) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese toerusting wat saamhang met die doel waarvoor 'n gebou en/of struktuur gebruik word, met inbegrip van enige bedrading, kabelllaswerk en -lêwerk en bogrondse elektriese lynkonstruksie, en alle ander bedrywighede wat daarmee in verband staan, hetsy die werk verrig of die materiaal voorberei word op die terrein van die geboue of strukture of elders;
- (c) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese toerusting in verband met die konstruksie, wysiging, herstel en onderhoud van geboue en/of strukture, met inbegrip van enige bedrading, kabelllaswerk en -lêwerk en bogrondse elektriese lynkonstruksie, en alle ander bedrywighede in verband daarmee, hetsy die werk verrig of die materiaal berei word op die terrein van die geboue of strukture of elders;
- (d) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese toerusting wat nie deur (a), (b) of (c) hierbo gedek word nie met inbegrip van enige bedrading, kabelllaswerk en -lêwerk en bogrondse elektriese lynkonstruksie, en alle ander bedrywighede in verband daarmee, hetsy die werk verrig of die materiaal voorberei word op die terrein van die geboue of strukture of elders;
- (e) die installering en/of onderhoud en/of herstel en/of versiening van bogrondse lyne en ondergrondse kables wat gepaard gaan met huishoudelike en/of nywerheids- en/of kommersiële installasies en/of straatverligting.

Vir die doeleindes van hierdie omskrywing—

(i) omvat **"elektriese toerusting"** die volgende—

- (aa) elektriese kables en oorhoofse lyne; en
- (bb) generators, motore, omsetters, skakel- en beheertuig (met inbegrip van relê's, kontaktors, elektriese instrumente en toerusting wat daarmee gepaard gaan), elektriese verligtings-, verwarmings-, verhitings-, kook-, bevroings- en verkoelingsuitrusting, primêre en sekondêre selle en batterye, transformators, oondtoerusting, radiostelle en verwante elektriese apparaat, seintoerusting en ander toerusting wat die beginsels aanwend wat in die werking van radio- of elektroniese toerusting gebruik word;

(ii) omvat **"ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud"** nie die volgende nie—

- (aa) die vervaardiging, installering, herstel en/of onderhoud van hysers en roltrappe;
- (bb) die vervaardiging en/of montering van voormelde elektriese toerusting en/of onderdele daarvan deur die vervaardiger;
- (cc) die bedrading van of installering in motorvoertuie van verligtings-, verwarmings- of ander toerusting of vaste toebehore, hetsy dit permanent of andersins is;
- (dd) die vervaardiging, herstel en versiening van motorvoertuigbatterye, die vervaardiging van lood-suurbatterye en die herstel, onderhoud en installering van sulke batterye waar dit deur die vervaardigers daarvan verrig word; en
- (ee) die verkoop en/of herstel en/of versiening van hand- en/of elektriese bediende tikmasjiene en/of elektromeganiese kantoormasjiene en toerusting.

Met dien verstande dat die Elektrotegniese Aannemingsnywerheid, soos hierbo omskryf, nie die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, die Plaaslike Owerheidsonderneming en die Bounywerheid omvat nie.

Vir die doeleindes hiervan—

- (1) beteken **"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid"** (behoudens die bepalings van enige Afbakeningsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956), die nywerhede betrokke by die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of affinerings van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of skroot en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjiene, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetale) bestaan, of onderdele of komponente daarvan en struktuurmetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik van sodanige yster en staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of wysiging en/of herstel van bote en/of skepe, met inbegrip van die skraap, bik en/of ontskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word; en omvat dit die Elektrotegniese Ingenieursnywerheid.

- (2) **“Elektrotegniese Ingenieursnywerheid”** beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van enigeen of meer van die volgende:

- (a) Die vervaardiging en/of montering uit samestellende dele van elektriese uitrusting, naamlik generators, motore, konvertors, skakeltuig- en beheeruitrusting (met inbegrip van relê, kontakors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verwarmings- verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting, met inbegrip van monitors, en ander uitrusting wat die beginsels aanwend wat in die werking van radio- of elektroniese uitrusting gebruik word, laasgenoemde uitrusting moet televisie insluit maar moet nie daartoe beperk wees nie, en daaraanbrenwens, gasgloeilampe, en elektriese kables en huishoudelike elektriese toestelle, en dit omvat ook die vervaardiging van samestellende dele van voormelde uitrusting;
- (b) behoudens klousule (c) hieronder, die installering, onderhoud, herstel en versiening van die uitrusting wana in paragraaf (a) hierbo verwys word, maar omvat nie die Elektrotegniese Aannemingsnywerheid in nie;
- (c) die installering, onderhoud, herstel en versiening van televisiestelle en -monitors, uitgesonderd die installering, onderhoud, herstel en versiening van monitors wat hoofsaaklik bedoel is vir gebruik in die rekeningkundige en/of dataverwerkings- en/of sakeprosedures.

- (3) **“Plaaslike Owerheidsonderneming”** beteken die onderneming waarmee werkgewers en hul werknemers met mekaar geassosieer is vir die invoering, voortsetting of voltooiing van enige optrede, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word: Met dien verstande dat vir die doeleindes hiervan, die Elektrotegniese Aannemingsnywerheid soos hierbo omskryf, nie werk omvat wat uitsluitlik vir die doel van plaaslike owerheid deur 'n plaaslike owerheid verrig word nie, maar dat dit alle werk omvat wat op die eiendom van 'n plaaslike owerheid verrig word deur 'n geregistreerde elektriese aannemer of sy werknemers of deur enige ander persoon wat nie 'n werknemer van 'n plaaslike owerheid is nie: Met dien verstande voorts dat die Plaaslike Owerheidsonderneming nie die werksaamhede van die Elektriese Aannemingsnywerheid omvat nie.

- (4) **“Bounywerheid”** beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarmee werknemers en hul werkgewers met mekaar geassosieer is met die doel om geboue en bouwerke op te rig, te voltooi, restoureer, herstel, onderhou of verbou, en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue en bouwerke, hetsy die werk verrig word en die materiaal voorberei word, of die nodige artikels gemaak word op die terreine van die geboue of bouwerke of elders, en dit omvat alle werk verrig of uitgevoer deur persone wat betrokke is by die ambagte, werksaamhede of onderafdelings van die Bounywerheid, met inbegrip van elektriese installering, wat beteken elektriese en bedrading en bedrywighede in verband daarmee, en alle werk in verband met die werksaamhede van 'n werkgewer, wat gepaard gaan met die oprigting van 'n gebou, met inbegrip van die sloping van geboue.”

Vir die doeleindes van klousule 1 (1) (b) van Deel 1 beteken **“Elektrotegniese Aannemingsnywerheid”** die gesamentlike onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabellaswerk of elektriese bedrading wat daarmee in verband staan, maar uitgesonderd die herstel en die onderhoud en/of installering van hysers of roltrappe in geboue.

- (12) Vervang die omskrywing van 'n “openbare vakansiedag” deur die volgende:

“**‘openbare vakansiedag’** beteken enige vakansiedag soos bepaal in die Wet op Openbare Feesdae, 1994 (Wet No. 36 van 1994);”

- (13) Voeg die volgende nuwe omskrywing in na die omskrywing van “vergoeding”:

“**‘afanking’** beteken 'n diensbeëindiging as gevolg van 'n tekort aan werk of die sluiting van die besigheid.”

3. KLOUSULE 11: PRO RATA-VERLOFBESOLDIGING

In subklousule (8), vervang die uitdrukking “Direkteur-generaal van Mannekrag” deur die uitdrukking “Direkteur-generaal van Arbeid”.

4. KLOUSULE 16: DIENSBEËINDIGING EN UITREELON

- (1) Vervang die eerste paragraaf van subklousule (1) deur die volgende:

“(1) Die werkgewer of die werknemer moet minstens vyf volle werksdae kennis gee vir die beëindiging van 'n dienskontrak, tensy die werkgewer en die werknemer oor 'n ander tydperk ooreenkom: Met dien verstande dat dit die volgende nie mag raak nie—”.

- (2) In subklousule (1) (ii), vervang die uitdrukking “een volle werkdag” deur die uitdrukking “vyf volle werksdae”.

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

“(2) Wanneer die dienskontrak beëindig kan word deur vyf volle werksdae kennis te gee en die werknemer nie kennis gee nie of nie sodanige kennisgewingstermyn uitdien nie, kan die werkgewer die loon vir die betrokke kennisgewingstermyn aftrek. Indien die werkgewer in gebreke sou bly om kennis te gee of om die werknemer toe te laat om sodanige kennisgewingstermyn te werk, ontvang die werknemer loon vir die betrokke kennisgewingstermyn.”.

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

"(3) Wanneer 'n werknemer afgedank word, word daar benewens enige ander gelde wat aan hom verskuldig mag wees uittreeloon van minstens vyf dae se loon vir elke voltooide jaar diens by dieselfde werkgever aan hom betaal."

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

"(4) Ondanks subklousule (1) moet die werkgever, waar sodanige beëindiging as gevolg van afdanking is aan die werknemer minstens vyf werkdade kennis gee om sy dienskontrak te beëindig: Met dien verstande dat die werknemers wat geraak word, die Raad en enige vakvereniging of verenigings wat sodanige werknemers mag verteenwoordig, minstens 14 dae voordat kennis van afdanking gegee word in kennis gestel moet word."

5. KLOUSULE 18: LEDEGELD VIR VAKVERENIGINGS EN WERKGEWERSORGANISASIEHEFFING

In subklousule (1), voeg die uitdrukking "HTW" na die uitdrukking "installasie-elektrisiën" by.

6. KLOUSULE 19: ELEKTROTEGNIËSE ONTWIKKELINGS- EN OPLEIDINGSFONDS VIR DIE ELEKTROTEGNIËSE AANNEMINGSNYWERHEID

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

"(1) Behoudens subklousule (2) moet elke werkgever 'n bedrag bydra tot die Elektrotegniese Ontwikkelings- en Opleidingsfonds vir die Elektrotegniese Aannemingsnywerheid (ingestel deur die Electrical Contractors' Association (South Africa) en The South African Electrical Workers' Association en hierna genoem die 'Fonds', welke bedrag van tyd tot tyd deur die Bestuurskomitee van die Elektrotegniese Ontwikkelings- en Opleidingsfonds bepaal word ten opsigte van elke werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word."

(2) In subklousule (5) moet die uitdrukking "Direkteur-generaal van Mannekrag" vervang word deur die uitdrukking "Direkteur-generaal van Arbeid".

7. KLOUSULE 22: REGISTRASIE VAN WERKGEWERS

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

"(3) Alle aansoeke om registrasie van firmas in Areas 'A', 'B' en 'C' moet gerig word aan die Sekretaris, Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid, Posbus 10604, Johannesburg, 2000.

Alle aansoeke om registrasie van firmas in Gebiede 'C', 'D' en 'E', Vrystaat, moet gerig word aan die Sekretaris, Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid, Posbus 1379, Bloemfontein, 9300.

Alle aansoeke om registrasie van firmas in Gebiede 'F', 'G' en 'H' moet gerig word aan die Sekretaris, Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid, Posbus 3169, Noordeinde, 6056."

(2) In subklousule (4) (a) (iv) voeg die uitdrukking "en HTW" by na die uitdrukking "Ambagsman".

DEEL II**8. KLOUSULE 1: TOELAE**

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

"(ii) Waar 'n werknemer wat, as gevolg van sy werk, weg is van sy gewone werkplek en sy werkgever vereis dat hy elders as by sy gewone woonplek moet woon, moet daar vir kos en inwoning deur die werkgever betaal word of moet dit by die werksplek verskaf word. Waar daar nie 'n hotel of ander geskikte akkommodasie binne 'n redelike afstand van die werkplek beskikbaar is nie en akkommodasie op die perseel verskaf word, moet die werknemer 'n verblyftoelae betaal word vir elke dag wat sy werkgever vereis dat hy weg van sy gewone woonplek moet bly. Die verblyftoelae moet soos volg wees:

	Per nag	
	Gebiede A, B, C, D, E	Gebiede F, G, H
	R	R
Meester-installasie-elektrisiën	40,00	20,00
Installasie-elektrisiën	40,00	20,00
Elektriese toetser vir enkelfase	40,00	20,00
Elektrisiën, ambagsman en HTW	40,00	20,00
Elkonop 3	40,00	20,00
Elkonop 2	40,00	10,00
Elkonop 1	40,00	10,00
Drywer	40,00	10,00
Vakleerling	40,00	10,00
Arbeider	40,00	10,00

Die akkommodasie wat op die terein verskaf word, moet 'n bed en matras insluit. Indien die werkgever kos op die terrein verskaf, word daar nie van hom verwag om 'n verblyftoelae te betaal nie, maar die gehalte van die etes wat verskaf word, moet gelykstaande wees met die verblyftoelae wat hy ingevolge hierdie subklousule sou betaal het."

9. KLOUSULE 2: UITGAWES VAN DIE RAAD

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

"(1) Elke werknemer en elke werkgever moet volgens skaal tot die Fonds van die Raad bydrae:

(a) GEBIEDE A, B, C, D, E

A Loongroep of klas werknemer	B Werknemer se bydrae	C Werknemer se bydrae
	Sent per week	Sent per week
Meester-installasie-elektrisiën.....	130	130
Installasie-elektrisiën.....	130	130
Elektriese toetser vir enkelfase.....	130	130
Elektrisiën, ambagsman en HTW.....	120	120
Elkonop 3.....	120	120
Elkonop 2.....	105	105
Elkonop 1.....	85	85
Drywer.....	95	95
Vakleerling.....	70	70
Arbeider.....	70	70"

(b) GEBIEDE F, G, H

A Loongroep of klas werknemer	B Werknemer se bydrae	C Werknemer se bydrae
	Cents per week	Cents per week
Meester-installasie-elektrisiën.....	150	150
Installasie-elektrisiën.....	150	150
Elektriese toetser vir enkelfase.....	150	150
Elektrisiën, ambagsman en HTW.....	150	150
Elkonop 3.....	150	150
Elkonop 2.....	120	120
Elkonop 1.....	90	90
Drywer.....	120	120
Vakleerling.....	90	90
Arbeider.....	90	90"

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

"(3) Elke werkgever moet die bedrag in kolom C van die Tabel aangedui, voeg by die bedrae wat aldus van die lone van sy werknemers afgetrek is, en moet die totale bedrag, tesame met 'n dekkende verklaring stuur aan die volgende adresse:

GEBIEDE A, B, C

Die Sekretaris, Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid, Posbus 10604, Johannesburg, 2000.

GEBIEDE C, D, E — VRYSTAAT

Die Sekretaris, Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid, Posbus 1379, Bloemfontein, 9300.

GEBIEDE F, G, H

Die Sekretaris, Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid, Posbus 3169, Noordeinde, 6056."

10. KLOUSULE 4: OPGAWE VAN LONE EN VERDIENSTES

(1) Vervang klousule 4 (1) (a) deur die volgende:

"(1) (a) Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms, mag geen laer lone as die onderstaande deur 'n werkgever betaal en deur 'n werknemer aanvaar word nie: Met dien verstande dat waar 'n werkgever werk verrig in 'n gebied waarvoor hoër lone voorgeskryf word as dié wat van toepassing is op die gebied waarin sy besigheid geleë is, sy werknemers minstens die minimum loon betaal word vir sodanige gebied waarvoor hoër lone voorgeskryf word vir die duur of tydperk wat die werknemer in sodanige gebied werksaam is:

	Gebied A	Gebied B	Gebied C
	Per uur Sent	Per uur Sent	Per uur Sent
Meester-installasie-elektrisiën.....	2 389	2 031	1 913
Installasie-elektrisiën.....	2 200	1 869	1 759
Elektriese toetser vir enkelfase.....	2 008	1 706	1 607
Elektrisiën, ambagsman en HTW.....	1 912	1 624	1 530
Elkonop 3.....	1 391	1 183	1 111
Elkonop 2.....	1 179	1 003	943
Elkonop 1.....	727	618	583
Drywer van 'n voertuig waarvan die onbelaste massa—			
(a) hoogstens 3 500 kg is.....	800	679	641
(b) van 3 501 kg tot 9 000 kg is.....	946	804	756
(c) 9 001 kg en meer is.....	1 052	893	840
Arbeider.....	628	531	501

	Gebied D	Gebied E
	Per uur Sent	Per uur Sent
Meester-installasie-elektrisiën.....	1 435	1 396
Installasie-elektrisiën.....	1 319	1 284
Elektriese toetser vir enkelfase.....	1 205	1 173
Elektrisiën, ambagsman en HTW.....	1 148	1 117
Elkonop 3.....	833	811
Elkonop 2.....	707	688
Elkonop 1.....	437	426
Drywer van 'n voertuig waarvan die onbelaste massa—		
(a) hoogstens 3 500 kg is.....	481	468
(b) van 3 501 kg tot 9 000 kg is.....	567	552
(c) 9 001 kg en meer is.....	630	613
Arbeider.....	376	366

	Gebied F	Gebied G	Gebied H
	Per uur Sent	Per uur Sent	Per uur Sent
Meester-installasie-elektrisiën.....	1 793	1 524	1 435
Installasie-elektrisiën.....	1 649	1 402	1 319
Elektriese toetser vir enkelfase.....	1 460	1 280	1 205
Elektrisiën, ambagsman en HTW.....	1 460	1 219	1 147
Elkonop 3.....	1 061	902	849
Elkonop 2.....	932	792	746
Elkonop 1.....	598	500	470
Drywer van 'n voertuig waarvan die onbelaste massa—			
(a) hoogstens 3 500 kg is.....	579	493	464
(b) van 3 501 kg tot 9 000 kg is.....	687	584	550
(c) 9 001 kg en meer is.....	763	649	611
Arbeider.....	590	494	465".

(2) In subklousule (1) (b) vervang die uitdrukking "5%" deur die uitdrukking "4%".

11. KLOUSULE 5: VERLOFBONUS

- (1) Vervang die hoofopskrif vir hierdie klousule deur die volgende:

"5. BYKOMENDE VERLOFBONUS".

- (2) Vervang die uitdrukking "verlofbonus" deur die uitdrukking "bykomende verlofbonus" waar dit ookal in klousule 5 verskyn.

- (3) Vervang klousule (1) deur die volgende:

"(1) Elke werknemer moet, wanneer hy kwalifiseer vir verlof ingevolge klousule 9 van Deel 1, op dieselfde tyd wat sy verlofbesoldiging betaal word, bo en behalwe sy verlofbesoldiging, as 'n bykomende verlofbonus 'n bedrag betaal word gelykstaande met die loon wat hy normaalweg betaal sou word vir die tydperk hieronder aangedui:

(a) GEBIEDE A, B, C, D, E

Meester-installasie-elektrisiën	20 werkdade
Installasie-elektrisiën	20 werkdade
Elektriese toetser vir enkelfase.....	20 werkdade
Elektrisiën, ambagsman en HTW	20 werkdade
Elkonop 3.....	15 werkdade
Elkonop 2.....	15 werkdade
Elkonop 1	15 werkdade

Drywer van 'n voertuig waarvan die onbelaste massa—

(a) hoogstens 3 500 kg is	15 werkdade
(b) van 3 501 kg tot 9 000 kg is.....	15 werkdade
(c) 9 001 kg en meer is	15 werkdade

Arbeider

Vakleerling: Eerste jaar verlof kwalifikasie.....

Vakleerling: Tweede, derde en vierde jaar verlofkwalifikasie

(b) GEBIEDE F, G, H

Meester-installasie-elektrisiën	10 werkdade
Installasie-elektrisiën	10 werkdade
Elektriese toetser vir enkelfase.....	10 werkdade
Elektrisiën, ambagsman en HTW	10 werkdade
Elkonop 3.....	7 werkdade
Elkonop 2.....	7 werkdade
Elkonop 1	4 werkdade

Drywer van 'n voertuig waarvan die onbelaste massa—

(a) hoogstens 3 500 kg is	7 werkdade
(b) van 3 501 kg tot 9 000 kg is.....	7 werkdade
(c) 9 001 en meer is	7 werkdade

Arbeider

Vakleerling: Eerste jaar verlofkwalifikasie.....

Vakleerling: Tweede, derde en vierde jaar verlofkwalifikasie

- (4) Vervang subklousule (3) (a) deur die volgende:

"(3) (a) Wanneer 'n meester-installasie-elektrisiën, installasie-elektrisiën, elektriese toetser vir enkelfase, elektrisiën, ambagsman, HTW, Elkonop 3 of Elkonop 2, ten opsigte van wie lone in hierdie Ooreenkoms voorgeskryf is, vrywillig bedank nadat hy minstens 150 skofte in die huidige verlofsiklus by 'n werkgewer in Gebiede A, B, C, D en E voltooi het, of minstens 100 skofte in die huidige verlofsiklus by 'n werkgewer in gebiede F, G, en H, voltooi het, moet die werkgewer binne sewe (7) dae van diensbeëindiging, bykomende pro rata-verlofbesoldiging ooreenkomstig onderstaande formule aan die Raad betaal, op die vorm deur die Raad voorgeskryf:

$$\frac{\text{Getal voltooide werkdade by werkgewer in huidige verlofsiklus}}{235} \times \text{bykomende verlofbonus van toepassing op sodanige werknemer}."$$

- (5) Vervang subklousule (3) (b) deur die volgende:

"(3) (b) Waar die dienste van 'n meester-installasie-elektrisiën, installasie-elektrisiën, elektriese toetser vir enkelfase, elektrisiën, ambagsman, HTW, Elkonop 3, Elkonop 2, drywer, Elkonop 1 of arbeider ten opsigte van wie lone in hierdie Ooreenkoms voorgeskryf word, beëindig word na voltooiing van 235 werkdade maar voor sy jaarlikse verlof, moet sy werkgewer sy bykomende verlofbonus ooreenkomstig klousule (5) (1) van hierdie Ooreenkoms aan hom betaal.

GEBIEDE A, B, C, D, E

Meester-installasie-elektrisiën	20 werkdag
Installasie-elektrisiën	20 werkdag
Elektriese toetsers vir enkelfase.....	20 werkdag
Elektriesiën, ambagsman en HTW	20 werkdag
Elkonop 3.....	15 werkdag
Elkonop 2.....	15 werkdag
Elkonop 1.....	15 werkdag
Drywer van 'n voertuig waarvan die onbelaste massa—	
(a) hoogstens 3 500 kg is	15 werkdag
(b) van 3 501 kg tot 9 000 kg is	15 werkdag
(c) 9 001 kg en meer is	15 werkdag
Arbeider	10 werkdag
Vakleerling: Eerste jaar verlofkwalifikasie.....	15 werkdag
Vakleerling: Tweede, derde en vierde jaar verlofkwalifikasie	20 werkdag

GEBIEDE F, G, H

Meester-installasie-elektrisiën	10 werkdag
Installasie-elektrisiën	10 werkdag
Elektriese toetsers vir enkelfase.....	10 werkdag
Elektriesiën, ambagsman en HTW	10 werkdag
Elkonop 3.....	7 werkdag
Elkonop 2.....	7 werkdag
Elkonop 1.....	4 werkdag
Drywer van 'n voertuig waarvan die onbelaste massa—	
(a) hoogstens 3 501 kg is	7 werkdag
(b) van 3 501 kg tot 9 000 kg is	7 werkdag
(c) 9 001 kg en meer is	7 werkdag
Arbeider	4 werkdag
Vakleerling: Eerste jaar verlofkwalifikasie.....	4 werkdag
Vakleerling: Tweede, derde en vierde jaar verlofkwalifikasie	7 werkdag

- (3) (c) Wanneer 'n drywer, Elkonop 1 of arbeider vrywillig bedank nadat hy minstens 150 skofte in die huidige verlofsiklus by dieselfde werkgewer in Gebiede A, B, C, D en E, of minstens 100 skofte in die huidige verlofsiklus by dieselfde werkgewer in Gebiede F, G en H voltooi het, moet sodanige werkgewer die *pro rata*-verlofbonus in getal voltooide werkdag aan hom betaal.

$$\frac{\text{Getal voltooide werkdag by werkgewer in huidige verlofsiklus}}{235} \times \text{bykomende verlofbonus van toepassing op sodanige werknemer}$$

- (3) (d) Ondanks subklousule (3) (c), is geen werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word, geregtig op 'n bykomende verlofbonus nie indien hy gedros het of na 'n regverdige dissiplinêre ondersoek ontslaan is: Met dien verstande dat indien sodanige werknemer 235 skofte by dieselfde werkgewer voltooi het, maar dros of ontslaan is, sy werkgewer die bykomende verlofbonus wat hom ingevolge subklousule (1) bekom, aan hom betaal.”

- (6) Vervang subklousule (5) deur die volgende:

- “(5) Ondanks subklousules (3) en (4), is geen werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word, geregtig op 'n bykomende verlofbonus nie indien hy gedros het, of ontslaan word na 'n dissiplinêre ondersoek waarvoor 'n skriftelike rekord van die saak beskikbaar is ingeval appèl aangeteken word: Met dien verstande dat indien sodanige werknemer 235 skofte by dieselfde werkgewer voltooi het, maar dros of ontslaan word voordat die jaarlikse verlof aan hom toegestaan is, sy werkgewer die bykomende verlofbonus wat hom ingevolge subklousule (1) toekom, aan hom betaal.”

(7) Voeg die volgende nuwe subklousule (6) by:

“(6) ’n Werknemer wat bedank of dros of na ’n dissiplinêre ondersoek ontslaan is en wat veronreg voel oor die toepassing op hom van subklousule (5) kan na die Raad appelleer teen die beslissing wat op hom toegepas is en die Raad kan, na oorweging van alle redes wat vir sodanige beslissing aan hom voorgelê is, die beslissing bekragtig of sodanige ander beslissing gee as wat na sy mening gegee behoort te gewees het: Met dien verstande dat—

- (i) waar die dienste van ’n werknemer beëindig word en hy weer by dieselfde werkgever begin werk sonder dat hy in die tussentyd by ’n ander werkgever gewerk het, hy vir die doel van die bykomende verlofbonus krediet moet kry vir alle skofte by sodanige werkgever gewerk;
- (ii) wanneer, in die geval van werknemers op seewerk en/of omdraaiwerk, sy dienste deur die werknemer beëindig word, ’n dienstydperk van minder as 60 skofte by dieselfde werkgever nie vir bykomende verlofbonus tel nie, maar waar die diens deur die werkgever beëindig word, alle skofte gewerk, vir bykomende verlofbonus moet tel;
- (iii) tydperke van afwesigheid weens siekte, van altesaam hoogstens 43 skofte in ’n enkele kwalifiserende tydperk, vir bykomende verlofbonus moet tel: Met dien verstande dat die werkgever die werknemer kan versoek om ’n mediese sertifikaat te lewer as bewys van die rede vir afwesigheid; en
- (iv) tydperke van afwesigheid as gevolg van ’n ongeluk voortspruitende uit of in die loop van ’n werknemer se diens moet, indien sodanige ongeluk aanvaar word as synde binne die bestek van die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993, tel vir die doeleindes van bykomende verlofbonus, en die tydperke van afwesigheid wat vir die doeleindes van die bykomende verlofbonus tel, is die tydperke van arbeidsongeskiktheid wat deur genoemde Wet aanvaar word.”

Soos gemagtig, vir en namens die partye by die Raad, op die 24ste dag van April 1996 te Johannesburg onderteken.

Z. N. A. CINDI

Voorsitter

J. C. BAKER

Ondervoorsitter

C. S. STRYDOM

Waarnemende Sekretaris

No. R. 1230

26 July 1996

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, KIMBERLEY: AMENDMENT OF AGREEMENT FOR THE ELECTRICAL INSTALLATION SECTION

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

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice, and for the period ending 31 December 2000, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 2000, 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

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY AGREEMENT

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

Kimberley Master Builders' and Allied Trades' Association

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

Metal and Electrical Workers' Union of South Africa

(hereinafter referred to as the “employers” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Building Industry, Kimberley,

to amend the Agreement published under Government Notice No. R. 2153 of 16 October 1981, as amended, extended and renewed by Government Notices Nos. R. 1384 and R. 1390 of 9 July 1982, R. 2198 and R. 2199 of 15 October 1982, R. 1095 and R. 1096 of 20 May 1983, R. 831 of 27 April 1984, R. 1090 of 30 May 1984, R. 508 and R. 509 of 8 March 1985, R. 2488 of 8 November 1985, R. 17 of 3 January 1986, R. 1811 of 5 September 1986, R. 2432 of 21 November 1986, R. 845 and R. 846 of 16 April 1987, R. 772 of 22 April 1988, R. 1574 and R. 1575 of 22 July 1989, R. 2881 of 29 December 1989, R. 2876 and R. 2877 of 7 December 1990, R. 1636 of 23 September 1994 and R. 1944 of 22 December 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Electrical Installation Section of the Building Industry—
- by the employers and the employees who are members of the employers' organisation and the trade union, respectively;
 - in an area bounded by and included in a radius of 15 kilometres of the General Post Office, Kimberley, but excluding those portions of the Province of the Free State which fall within the said radius of 15 kilometres.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
- apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
 - trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. CLAUSE 4: WAGES

Substitute the following for subclause 4 (1):

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

	R/hour
(a) General workers.....	3,17
(b) Artisans—	
who are the holders of a certificate of registration issued in terms of the Machinery and Occupational Safety Act, 1983.....	9,37
without any certificate of registration.....	7,57"

NON-ARTISANS (SPECIFIED SKILLS)

Wage band min.—max. tariff per hour		APPENDIX A								APPENDIX B						Cash bonus included	Stamp
		Cash bonus	EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION							
			A Holi- day Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Em- ployer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Sav.	G Workers Total				
G/W	1	0,00—3,17	0,20	11,14	10,62	2,60	3,28	0,59	28,23	10,62	3,28	0,59	3,00	17,49	134,16	45,72	
	2	3,18—3,27	0,20	11,47	10,93	2,68	3,28	0,59	28,95	10,93	3,28	0,59	3,00	17,80	138,35	46,75	
	3	3,28—3,37	0,21	11,84	11,28	2,76	3,28	0,59	29,75	11,28	3,28	0,59	3,00	18,15	142,95	47,90	
	4	3,38—3,47	0,22	12,20	11,62	2,85	3,28	0,59	30,54	11,62	3,28	0,59	3,00	18,49	147,56	49,03	
	5	3,48—3,57	0,22	12,53	11,94	2,93	3,28	0,59	31,27	11,94	3,28	0,59	3,00	18,81	151,74	50,08	
	6	3,58—3,67	0,23	12,89	12,29	3,01	3,28	0,59	32,06	12,29	3,28	0,59	3,00	19,16	156,34	51,22	
	7	3,68—3,77	0,23	13,22	12,60	3,09	3,28	0,59	32,78	12,60	3,28	0,59	3,00	19,47	160,53	52,25	
	8	3,78—3,87	0,24	13,59	12,95	3,17	3,28	0,59	33,58	12,95	3,28	0,59	3,00	19,82	165,13	53,40	
S/S	9	3,88—3,97	0,25	13,95	13,29	3,26	3,28	0,59	34,37	13,29	3,28	0,59	3,00	20,16	169,74	54,53	
	10	3,98—4,07	0,25	14,28	13,61	3,33	3,28	0,59	35,09	13,61	3,28	0,59	3,00	20,48	173,92	55,57	
	11	4,08—4,17	0,26	14,65	13,95	3,42	3,28	0,59	35,89	13,95	3,28	0,59	3,00	20,82	178,53	56,71	
	12	4,18—4,27	0,26	14,98	14,27	3,50	3,28	0,59	36,62	14,27	3,28	0,59	3,00	21,14	182,71	57,76	
	13	4,28—4,37	0,27	15,34	14,62	3,58	3,28	0,59	37,41	14,62	3,28	0,59	3,00	21,49	187,31	58,90	
	14	4,38—4,47	0,28	15,70	14,96	3,67	3,28	0,59	38,20	14,96	3,28	0,59	3,00	21,83	191,92	60,03	
	15	4,48—4,57	0,28	16,03	15,28	3,74	3,28	0,59	38,92	15,28	3,28	0,59	3,00	22,15	196,10	61,07	
	16	4,58—4,67	0,29	16,40	15,62	3,83	3,28	0,59	39,72	15,62	3,28	0,59	3,00	22,49	200,17	62,21	
	17	4,68—4,77	0,30	16,76	15,97	3,91	3,28	0,59	40,51	15,97	3,28	0,59	3,00	22,84	205,31	63,35	
	18	4,78—4,87	0,30	17,09	16,29	3,99	3,28	0,59	41,24	16,29	3,28	0,59	3,00	23,16	209,49	64,40	
	19	4,88—4,97	0,31	17,46	16,63	4,06	3,28	0,59	42,02	16,63	3,28	0,59	3,00	23,50	214,10	65,52	
	20	4,98—5,07	0,31	17,79	16,95	4,15	3,28	0,59	42,76	16,95	3,28	0,59	3,00	23,82	218,28	66,58	
	21	5,08—5,17	0,32	18,15	17,29	4,24	3,28	0,59	43,55	17,29	3,28	0,59	3,00	24,16	222,89	67,71	

			APPENDIX A							APPENDIX B						
Wage band min.—max. tariff per hour		Cash bonus	EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION					Cash bonus included	Stamp	
			A Holi- day Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Em- ployer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Sav.	G Workers Total			
22	5,18–5,27	0,33	18,51	17,64	4,32	3,28	0,59	44,34	17,64	3,28	0,59	3,00	24,51	227,49	68,85	
23	5,28–5,37	0,33	18,84	17,95	4,40	3,28	0,59	45,06	17,95	3,28	0,59	3,00	24,82	231,68	69,88	
24	5,38–5,47	0,34	19,21	18,30	4,48	3,28	0,59	45,86	18,30	3,28	0,59	3,00	25,17	236,28	71,03	
25	5,48–5,57	0,35	19,57	18,65	4,57	3,28	0,59	46,66	18,65	3,28	0,59	3,00	25,52	240,88	72,18	
26	5,58–5,67	0,35	19,90	18,96	4,65	3,28	0,59	47,38	18,96	3,28	0,59	3,00	25,83	245,07	73,21	
27	5,68–5,77	0,36	20,27	19,31	4,73	3,28	0,59	48,18	19,31	3,28	0,59	3,00	26,18	249,67	74,36	
28	5,78–5,87	0,36	20,60	19,62	4,81	3,28	0,59	48,90	19,62	3,28	0,59	3,00	26,49	253,86	75,39	
29	5,88–5,97	0,37	20,96	19,97	4,89	3,28	0,59	49,69	19,97	3,28	0,59	3,00	26,84	258,46	76,53	
30	5,98–6,07	0,38	21,32	20,32	4,98	3,28	0,59	50,49	20,32	3,28	0,59	3,00	27,19	263,06	77,68	
31	6,08–6,17	0,38	21,66	20,63	5,06	3,28	0,59	51,22	20,63	3,28	0,59	3,00	27,50	267,25	78,72	
32	6,18–6,27	0,39	22,02	20,98	5,14	3,28	0,59	52,01	20,98	3,28	0,59	3,00	27,85	271,85	79,86	
33	6,28–6,37	0,39	22,35	21,29	5,22	3,28	0,59	52,73	21,29	3,28	0,59	3,00	28,16	276,04	80,89	
34	6,38–6,47	0,40	22,71	21,64	5,30	3,28	0,59	53,52	21,64	3,28	0,59	3,00	28,51	280,64	82,03	
35	6,48–6,57	0,41	23,08	21,99	5,39	3,28	0,59	54,33	21,99	3,28	0,59	3,00	28,86	285,24	83,19	
36	6,58–6,67	0,41	23,41	22,30	5,46	3,28	0,59	55,04	22,30	3,28	0,59	3,00	29,17	289,43	84,21	
37	6,68–6,77	0,42	23,77	22,65	5,55	3,28	0,59	55,84	22,65	3,28	0,59	3,00	29,52	294,03	85,36	
38	6,78–6,87	0,43	24,13	22,99	5,63	3,28	0,59	56,62	22,99	3,28	0,59	3,00	29,86	298,64	86,48	
39	6,88–6,97	0,43	24,47	23,31	5,71	3,28	0,59	57,36	23,31	3,28	0,59	3,00	30,18	302,82	87,54	
40	6,98–7,07	0,44	24,83	23,66	5,80	3,28	0,59	58,16	23,66	3,28	0,59	3,00	30,53	307,42	88,69	
41	7,08–7,17	0,44	25,16	23,97	5,87	3,28	0,59	58,87	23,97	3,28	0,59	3,00	30,84	311,61	89,71	
42	7,18–7,27	0,45	25,52	24,32	5,96	3,28	0,59	59,67	24,32	3,28	0,59	3,00	31,19	316,21	90,86	
43	7,28–7,37	0,46	25,89	24,66	6,04	3,28	0,59	60,46	24,66	3,28	0,59	3,00	31,53	320,82	91,99	
44	7,38–7,47	0,46	26,22	24,98	6,12	3,28	0,59	61,19	24,98	3,28	0,59	3,00	31,85	325,00	93,04	
N1	7,48–7,57	0,47	26,58	25,33	6,21	11,47	0,59	70,18	25,33	11,47	0,59	3,00	40,39	321,41	110,57	
N2	7,58–7,67	0,48	26,94	25,67	6,29	11,47	0,59	70,96	25,67	11,47	0,59	3,00	40,73	326,02	111,69	
N3	7,68–7,77	0,48	27,28	25,99	6,37	11,47	0,59	71,70	25,99	11,47	0,59	3,00	41,05	330,20	112,75	
N4	7,78–7,87	0,49	27,64	26,33	6,45	11,47	0,59	72,48	26,33	11,47	0,59	3,00	41,39	334,81	113,87	
N5	7,88–7,97	0,49	27,97	26,65	6,53	11,47	0,59	73,21	26,65	11,47	0,59	3,00	41,71	338,99	114,92	
N6	7,98–8,07	0,50	28,33	27,00	6,61	11,47	0,59	74,00	27,00	11,47	0,59	3,00	42,06	343,59	116,06	

CRAFTSMEN AND ARTISANS

Wage band min.–max. tariff per hour			Cash bonus	APPENDIX A							APPENDIX B					Cash bonus included	Stamp
				EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION						
				A Holi- day Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Em- ployer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Sav.	G Workers Total			
ART 1	0,00– 7,57	0,47	26,58	25,33	6,21	11,47	0,59	70,18	25,33	11,47	0,59	3,00	40,39	321,41	110,57		
2	7,58– 7,67	0,48	26,94	25,67	6,29	11,47	0,59	70,96	25,67	11,47	0,59	3,00	40,73	326,02	111,69		
3	7,68– 7,77	0,48	27,28	25,99	6,37	11,47	0,59	71,70	25,99	11,47	0,59	3,00	41,05	330,20	112,75		
4	7,78– 7,87	0,49	27,64	26,33	6,45	11,47	0,59	72,48	26,33	11,47	0,59	3,00	41,39	334,81	113,87		
5	7,88– 7,97	0,49	27,97	26,65	6,53	11,47	0,59	73,21	26,65	11,47	0,59	3,00	41,71	338,99	114,92		
6	7,98– 8,07	0,50	28,33	27,00	6,61	11,47	0,59	74,00	27,00	11,47	0,59	3,00	42,06	343,59	116,06		
7	8,08– 8,17	0,51	28,70	27,34	6,70	11,47	0,59	74,80	27,34	11,47	0,59	3,00	42,40	348,20	117,20		
8	8,18– 8,27	0,51	29,03	27,66	6,78	11,47	0,59	75,53	27,66	11,47	0,59	3,00	42,72	352,38	118,25		
9	8,28– 8,37	0,52	29,39	28,00	6,86	11,47	0,59	76,31	28,00	11,47	0,59	3,00	43,06	356,99	119,37		
10	8,38– 8,47	0,53	29,76	28,35	6,95	11,47	0,59	77,12	28,35	11,47	0,59	3,00	43,41	361,59	120,53		
11	8,48– 8,57	0,53	30,09	28,66	7,02	11,47	0,59	77,83	28,66	11,47	0,59	3,00	43,72	365,78	121,55		
12	8,58– 8,67	0,54	30,45	29,01	7,11	11,47	0,59	78,63	29,01	11,47	0,59	3,00	44,07	370,38	122,70		
13	8,68– 8,77	0,54	30,78	29,33	7,19	11,47	0,59	79,36	29,33	11,47	0,59	3,00	44,39	374,56	123,75		
14	8,78– 8,87	0,55	31,14	29,67	7,27	11,47	0,59	80,14	29,67	11,47	0,59	3,00	44,73	379,17	124,87		
15	8,88– 8,97	0,56	31,51	30,02	7,36	11,47	0,59	80,95	30,02	11,47	0,59	3,00	45,08	383,77	126,03		

		APPENDIX A							APPENDIX B								
Wage band min.—max. tariff per hour		Cash bonus	EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION					Cash bonus included	Stamp		
			A Holi- day Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Em- ployer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Sav.	G Workers Total				
16	8,98— 9,07	0,56	31,84	30,33	7,43	11,47	0,59	81,66	30,33	11,47	0,59	3,00	45,39	387,96	127,05		
17	9,08— 9,17	0,57	32,20	30,68	7,52	11,47	0,59	82,46	30,68	11,47	0,59	3,00	45,74	392,56	128,20		
18	9,18— 9,27	0,57	32,53	31,00	7,59	11,47	0,59	83,18	31,00	11,47	0,59	3,00	46,06	396,74	129,24		
CRA 19	9,28— 9,37	0,58	32,90	31,34	7,68	11,47	0,59	83,98	31,34	11,47	0,59	3,00	46,40	401,35	130,38		
20	9,38— 9,47	0,59	33,26	31,69	7,76	11,47	0,59	84,77	31,69	11,47	0,59	3,00	46,75	405,95	131,52		
21	9,48— 9,57	0,59	33,59	32,00	7,84	11,47	0,59	85,49	32,00	11,47	0,59	3,00	47,06	410,14	132,55		
22	9,58— 9,67	0,60	33,95	32,35	7,93	11,47	0,59	86,29	32,35	11,47	0,59	3,00	47,41	414,74	133,70		
23	9,68— 9,77	0,61	34,32	32,70	8,01	11,47	0,59	87,09	32,70	11,47	0,59	3,00	47,76	419,34	134,85		
24	9,78— 9,87	0,61	34,65	33,01	8,09	11,47	0,59	87,81	33,01	11,47	0,59	3,00	48,07	423,53	135,88		
25	9,88— 9,97	0,62	34,01	33,36	8,17	11,47	0,59	88,60	33,36	11,47	0,59	3,00	48,42	428,13	137,02		
26	9,98—10,07	0,62	35,34	33,67	8,25	11,47	0,59	89,32	33,67	11,47	0,59	3,00	48,73	432,32	138,05		
27	10,08—10,17	0,63	35,71	34,02	8,34	11,47	0,59	90,13	34,02	11,47	0,59	3,00	49,08	436,92	139,21		
28	10,18—10,27	0,64	36,07	34,37	8,42	11,47	0,59	90,92	34,37	11,47	0,59	3,00	49,43	441,52	140,35		
29	10,28—10,37	0,64	36,40	34,68	8,50	11,47	0,59	91,64	34,68	11,47	0,59	3,00	49,74	445,71	141,38		
30	10,38—10,47	0,65	36,76	35,03	8,58	11,47	0,59	92,43	35,03	11,47	0,59	3,00	50,09	450,31	142,52		
31	10,48—10,57	0,66	37,13	35,37	8,67	11,47	0,59	93,23	35,37	11,47	0,59	3,00	50,43	454,92	143,66		
32	10,58—10,67	0,66	37,46	35,69	8,74	11,47	0,59	93,95	35,69	11,47	0,59	3,00	50,75	459,10	144,70		
33	10,68—10,77	0,67	37,82	36,04	8,83	11,47	0,59	94,75	36,04	11,47	0,59	3,00	51,10	463,70	145,85		
34	10,78—10,87	0,67	38,15	36,35	8,91	11,47	0,59	95,47	36,35	11,47	0,59	3,00	51,41	467,89	146,88		
35	10,88—10,97	0,68	38,52	36,70	8,99	11,47	0,59	96,27	36,70	11,47	0,59	3,00	51,76	472,49	148,03		
36	10,98—11,07	0,69	38,88	37,04	9,08	11,47	0,59	97,06	37,04	11,47	0,59	3,00	52,10	477,10	149,16		
37	11,08—11,17	0,69	39,21	37,36	9,15	11,47	0,59	97,78	37,36	11,47	0,59	3,00	52,42	481,28	150,20		
38	11,18—11,27	0,70	39,57	37,71	9,24	11,47	0,59	98,58	37,71	11,47	0,59	3,00	52,77	485,88	151,35		
39	11,28—11,37	0,70	39,90	38,02	9,32	11,47	0,59	99,30	38,02	11,47	0,59	3,00	53,08	490,07	152,38		
40	11,38—11,47	0,71	40,27	38,37	9,40	11,47	0,59	100,10	38,37	11,47	0,59	3,00	53,43	494,67	153,53		
41	11,48—11,57	0,72	40,63	38,71	9,49	11,47	0,59	100,89	38,71	11,47	0,59	3,00	53,77	499,28	154,66		
42	11,58—11,67	0,72	40,96	39,03	9,56	11,47	0,59	101,61	39,03	11,47	0,59	3,00	54,09	503,46	155,70		
43	11,68—11,77	0,73	41,33	39,37	9,65	11,47	0,59	102,41	39,37	11,47	0,59	3,00	54,43	508,07	156,84		
44	11,78—11,87	0,74	41,69	39,72	9,73	11,47	0,59	103,20	39,72	11,47	0,59	3,00	54,78	512,67	157,98		
45	11,88—11,97	0,74	42,02	40,04	9,81	11,47	0,59	103,93	40,04	11,47	0,59	3,00	55,10	516,85	159,03		
46	11,98—12,07	0,75	42,38	40,38	9,89	11,47	0,59	104,71	40,38	11,47	0,59	3,00	55,44	521,46	160,15		
47	12,08—12,17	0,75	42,72	40,70	9,97	11,47	0,59	105,45	40,70	11,47	0,59	3,00	55,76	525,64	161,21		
48	12,18—12,27	0,76	43,08	41,04	10,06	11,47	0,59	106,24	41,04	11,47	0,59	3,00	56,10	530,25	162,34		
49	12,28—12,37	0,77	43,44	41,39	10,14	11,47	0,59	107,03	41,39	11,47	0,59	3,00	56,45	534,85	163,48		
50	12,38—12,47	0,77	43,77	41,71	10,22	11,47	0,59	107,76	41,71	11,47	0,59	3,00	56,77	539,03	164,53		

Signed at Kimberley, on behalf of the parties, this 2nd day of May 1996.

No. R. 1230

26 Julie 1996

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, KIMBERLEY: WYSIGING VAN OOREENKOMS VIR DIE ELEKTRIESE INSTALLERINGSEKSIE

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

- 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 2000 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 2000 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**NYWERHEIDSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY
OOREENKOMS**

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

Kimberley Master Builders' and Allied Trades' Association

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

Metal and Electrical Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Kimberley,

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2153 van 16 Oktober 1981, soos gewysig, verleng en hernu deur Goewermmentskennisgewings Nos. R. 1384 en R. 1390 van 9 Julie 1982, R. 2198 en R. 2199 van 15 Oktober 1982, R. 1095 en R. 1096 van 20 Mei 1983, R. 831 van 27 April 1984, R. 1090 van 30 Mei 1984, R. 508 en R. 509 van 8 Maart 1985, R. 2488 van 8 November 1985, R. 17 van 3 Januarie 1986, R. 1811 van 5 September 1986, R. 2432 van 21 November 1986, R. 845 en R. 846 van 16 April 1987, R. 772 van 22 April 1988, R. 1574 en R. 1575 van 22 Julie 1989, R. 2881 van 29 Desember 1989, R. 2876 en R. 2877 van 7 Desember 1990, R. 1636 van 23 September 1994 en R. 1944 van 22 Desember 1995, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Elektriese Installeringseksie van die Bounywerheid nagekom word—
 - (a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is;
 - (b) in 'n gebied begrens deur en ingesluit binne 'n straal van 15 kilometer vanaf die Hoofposkantoor, Kimberley, maar uitgesonderd daardie gedeeltes van die provinsie Vrystaat wat binne genoemde straal van 15 kilometer val.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—
 - (a) vakleerlinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens opgestel is, onbestaanbaar is nie;
 - (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding 1981, slegs vir sover dit nie met daardie Wet of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie.

2. KLOUSULE 4: LONE

Vervang subklousule 4 (1) deur die volgende:

"(1) Behoudens die oorblywende bepalings van hierdie klousule, mag geen lone wat laer is as dié hieronder aangedui, deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

	R/uur
(a) Algemene werkers.....	3,17
(b) Ambagsmanne—	
wat in besit is van 'n registrasiesertifikaat uitgereik ingevolge die Wet op Masjinerie en Beroepsveiligheid, 1983.....	9,37
sonder 'n registrasiesertifikaat	7,57".

NIE-AMBAGSMANNE (GESPEFISEERDE VAARDIGHEDE)

Loonband min.—maks. tarief per uur			AANHANGSEL A								AANHANGSEL B						Seël
			Kontant- bonus	WERKGEWER SE BYDRAE						WERKNEMER SE BYDRAE					Kontant- bonus ingesluit		
				A Vakan- sie- fonds	B Pens. fonds	C Oplei. fonds	D Byst. fonds	E Raads- hef.	G Werk- gewer Totaal	B Pens. fonds	D Byst. fonds	E Raads- hef.	F Spaar- geld	G Werk- nemers Totaal			
A/W	1	0,00—3,17	0,20	11,14	10,62	2,60	3,28	0,59	28,23	10,62	3,28	0,59	3,00	17,49	134,16	45,72	
	2	3,18—3,27	0,20	11,47	10,93	2,68	3,28	0,59	28,95	10,93	3,28	0,59	3,00	17,80	138,35	46,75	
	3	3,28—3,37	0,21	11,84	11,28	2,76	3,28	0,59	29,75	11,28	3,28	0,59	3,00	18,15	142,95	47,90	
	4	3,38—3,47	0,22	12,20	11,62	2,85	3,28	0,59	30,54	11,62	3,28	0,59	3,00	18,49	147,56	49,03	
	5	3,48—3,57	0,22	12,53	11,94	2,93	3,28	0,59	31,27	11,94	3,28	0,59	3,00	18,81	151,74	50,08	
	6	3,58—3,67	0,23	12,89	12,29	3,01	3,28	0,59	32,06	12,29	3,28	0,59	3,00	19,16	156,34	51,22	
	7	3,68—3,77	0,23	13,22	12,60	3,09	3,28	0,59	32,78	12,60	3,28	0,59	3,00	19,47	160,53	52,25	
	8	8,78—3,87	0,24	13,59	12,95	3,17	3,28	0,59	33,58	12,95	3,28	0,59	3,00	19,82	165,13	53,40	

Loonband min.–maks. tarief per uur		AANHANGSEL A							AANHANGSEL B						Seël	
		Kontant- bonus	WERKGEWER SE BYDRAE						WERKNEMER SE BYDRAE					Kontant- bonus ingesluit		
			A Vakan- sie- fonds	B Pens. fonds	C Oplei. fonds	D Byst. fonds	E Raads- hef.	G Werk- gewer Totaal	B Pens. fonds	D Byst. fonds	E Raads- hef.	F Spaar- geld	G Werk- nemers Totaal			
KWK	9	3,88–3,97	0,25	13,95	13,29	3,26	3,28	0,59	34,37	13,29	3,28	0,59	3,00	20,16	169,74	54,53
	10	3,98–4,07	0,25	14,28	13,61	3,33	3,28	0,59	35,09	13,61	3,28	0,59	3,00	20,48	173,92	55,57
	11	4,08–4,17	0,26	14,65	13,95	3,42	3,28	0,59	35,89	13,95	3,28	0,59	3,00	20,82	178,53	56,71
	12	4,18–4,27	0,26	14,98	14,27	3,50	3,28	0,59	36,62	14,27	3,28	0,59	3,00	21,14	182,71	57,76
	13	4,28–4,37	0,27	15,34	14,62	3,58	3,28	0,59	37,41	14,62	3,28	0,59	3,00	21,49	187,31	58,90
	14	4,38–4,47	0,28	15,70	14,96	3,67	3,28	0,59	38,20	14,96	3,28	0,59	3,00	21,83	191,92	60,03
	15	4,48–4,57	0,28	16,03	15,28	3,74	3,28	0,59	38,92	15,28	3,28	0,59	3,00	22,15	196,10	61,07
	16	4,58–4,67	0,29	16,40	15,62	3,83	3,28	0,59	39,72	15,62	3,28	0,59	3,00	22,49	200,17	62,21
	17	4,68–4,77	0,30	16,76	15,97	3,91	3,28	0,59	40,51	15,97	3,28	0,59	3,00	22,84	205,31	63,35
	18	4,78–4,87	0,30	17,09	16,29	3,99	3,28	0,59	41,24	16,29	3,28	0,59	3,00	23,16	209,49	64,40
	19	4,88–4,97	0,31	17,46	16,63	4,06	3,28	0,59	42,02	16,63	3,28	0,59	3,00	23,50	214,10	65,52
	20	4,98–5,07	0,31	17,79	16,95	4,15	3,28	0,59	42,76	16,95	3,28	0,59	3,00	23,82	218,28	66,58
	21	5,08–5,17	0,32	18,15	17,29	4,24	3,28	0,59	43,55	17,29	3,28	0,59	3,00	24,16	222,89	67,71
	22	5,18–5,27	0,33	18,51	17,64	4,32	3,28	0,59	44,34	17,64	3,28	0,59	3,00	24,51	227,49	68,85
	23	5,28–5,37	0,33	18,84	17,95	4,40	3,28	0,59	45,06	17,95	3,28	0,59	3,00	24,82	231,68	69,88
	24	5,38–5,47	0,34	19,21	18,30	4,48	3,28	0,59	45,86	18,30	3,28	0,59	3,00	25,17	236,28	71,03
	25	5,48–5,57	0,35	19,57	18,65	4,57	3,28	0,59	46,66	18,65	3,28	0,59	3,00	25,52	240,88	72,18
	26	5,58–5,67	0,35	19,90	18,96	4,65	3,28	0,59	47,38	18,96	3,28	0,59	3,00	25,83	245,07	73,21
	27	5,68–5,77	0,36	20,27	19,31	4,73	3,28	0,59	48,18	19,31	3,28	0,59	3,00	26,18	249,67	74,36
	28	5,78–5,87	0,36	20,60	19,62	4,81	3,28	0,59	48,90	19,62	3,28	0,59	3,00	26,49	253,86	75,39
	29	5,88–5,97	0,37	20,96	19,97	4,89	3,28	0,59	49,69	19,97	3,28	0,59	3,00	26,84	258,46	76,53
	30	5,98–6,07	0,38	21,32	20,32	4,98	3,28	0,59	50,49	20,32	3,28	0,59	3,00	27,19	263,06	77,68
	31	6,08–6,17	0,38	21,66	20,63	5,06	3,28	0,59	51,22	20,63	3,28	0,59	3,00	27,50	267,25	78,72
	32	6,18–6,27	0,39	22,02	20,98	5,14	3,28	0,59	52,01	20,98	3,28	0,59	3,00	27,85	271,85	79,86
	33	6,28–6,37	0,39	22,35	21,29	5,22	3,28	0,59	52,73	21,29	3,28	0,59	3,00	28,16	276,04	80,89
	34	6,38–6,47	0,40	22,71	21,64	5,30	3,28	0,59	53,52	21,64	3,28	0,59	3,00	28,51	280,64	82,03
	35	6,48–6,57	0,41	23,08	21,99	5,39	3,28	0,59	54,33	21,99	3,28	0,59	3,00	28,86	285,24	83,19
	36	6,58–6,67	0,41	23,41	22,30	5,46	3,28	0,59	55,04	22,30	3,28	0,59	3,00	29,17	289,43	84,21
	37	6,68–6,77	0,42	23,77	22,65	5,55	3,28	0,59	55,84	22,65	3,28	0,59	3,00	29,52	294,03	85,36
	38	6,78–6,87	0,43	24,13	22,99	5,63	3,28	0,59	56,62	22,99	3,28	0,59	3,00	29,86	298,64	86,48
	39	6,88–6,97	0,43	24,47	23,31	5,71	3,28	0,59	57,36	23,31	3,28	0,59	3,00	30,18	302,82	87,54
	40	6,98–7,07	0,44	24,83	23,66	5,80	3,28	0,59	58,16	23,66	3,28	0,59	3,00	30,53	307,42	88,69
	41	7,08–7,17	0,44	25,16	23,97	5,87	3,28	0,59	58,87	23,97	3,28	0,59	3,00	30,84	311,61	89,71
	42	7,18–7,27	0,45	25,52	24,32	5,96	3,28	0,59	59,67	24,32	3,28	0,59	3,00	31,19	316,21	90,86
	43	7,28–7,37	0,46	25,89	24,66	6,04	3,28	0,59	60,46	24,66	3,28	0,59	3,00	31,53	320,82	91,99
	44	7,38–7,47	0,46	26,22	24,98	6,12	3,28	0,59	61,19	24,98	3,28	0,59	3,00	31,85	325,00	93,04
	N1	7,48–7,57	0,47	26,58	25,33	6,21	11,47	0,59	70,18	25,33	11,47	0,59	3,00	40,39	321,41	110,57
	N2	7,58–7,67	0,48	26,94	25,67	6,29	11,47	0,59	70,96	25,67	11,47	0,59	3,00	40,73	326,02	111,69
	N3	7,68–7,77	0,48	27,28	25,99	6,37	11,47	0,59	71,70	25,99	11,47	0,59	3,00	41,05	330,20	112,75
	N4	7,78–7,87	0,49	27,64	26,33	6,45	11,47	0,59	72,48	26,33	11,47	0,59	3,00	41,39	334,81	113,87
	N5	7,88–7,97	0,49	27,97	26,65	6,53	11,47	0,59	73,21	26,65	11,47	0,59	3,00	41,71	338,99	114,92
	N6	7,98–8,07	0,50	28,33	27,00	6,61	11,47	0,59	74,00	27,00	11,47	0,59	3,00	42,06	343,59	116,06

VAKMANNE EN AMBAGSMANNE

Loonband min.–maks. tarief per uur			AANHANGSEL A							AANHANGSEL B						Kontant- bonus ingesluit	Seël
			Kontant- bonus	WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE								
				A Vakan- sie- fonds	B Pens. fonds	C Oplei. fonds	D Byst. fonds	E Raads- hef.	G Werk- gewer Totaal	B Pens. fonds	D Byst. fonds	E Raads- hef.	F Spaar- geld	G Werk- nemers Totaal			
AMB	1	0,00– 7,57	0,47	26,58	25,33	6,21	11,47	0,59	70,18	25,33	11,47	0,59	3,00	40,39	321,41	110,57	
	2	7,58– 7,67	0,48	26,94	25,67	6,29	11,47	0,59	70,96	25,67	11,47	0,59	3,00	40,73	326,02	111,69	
	3	7,68– 7,77	0,48	27,28	25,99	6,37	11,47	0,59	71,70	25,99	11,47	0,59	3,00	41,05	330,20	112,75	
	4	7,78– 7,87	0,49	27,64	26,33	6,45	11,47	0,59	72,48	26,33	11,47	0,59	3,00	41,39	334,81	113,87	
	5	7,88– 7,97	0,49	27,97	26,65	6,53	11,47	0,59	73,21	26,65	11,47	0,59	3,00	41,71	338,99	114,92	

		AANHANGSEL A							AANHANGSEL B								
Loonband min.–maks. tarief per uur		Kontant- bonus	WERKGEWER SE BYDRAE						WERKNEMER SE BYDRAE					Kontant- bonus ingesluit	Seël		
			A Vakan- sie- fonds	B Pens. fonds	C Oplei. fonds	D Byst. fonds	E Raads- hef.	G Werk- gewer- Totaal	B Pens. fonds	D Byst. fonds	E Raads- hef.	F Spaar- geld	G Werk- nemers Totaal				
6	7,98– 8,07	0,50	28,33	27,00	6,61	11,47	0,59	74,00	27,00	11,47	0,59	3,00	42,06	343,59	116,06		
7	8,08– 8,17	0,51	28,70	27,34	6,70	11,47	0,59	74,80	27,34	11,47	0,59	3,00	42,40	348,20	117,20		
8	8,18– 8,27	0,51	29,03	27,66	6,78	11,47	0,59	75,53	27,66	11,47	0,59	3,00	42,72	352,38	118,25		
9	8,28– 8,37	0,52	29,39	28,00	6,86	11,47	0,59	76,31	28,00	11,47	0,59	3,00	43,06	356,99	119,37		
10	8,38– 8,47	0,53	29,76	28,35	6,95	11,47	0,59	77,12	28,35	11,47	0,59	3,00	43,41	361,59	120,53		
11	8,48– 8,57	0,53	30,09	28,66	7,02	11,47	0,59	77,83	28,66	11,47	0,59	3,00	43,72	365,78	121,55		
12	8,58– 8,67	0,54	30,45	29,01	7,11	11,47	0,59	78,63	29,01	11,47	0,59	3,00	44,07	370,38	122,70		
13	8,68– 8,77	0,54	30,78	29,33	7,19	11,47	0,59	79,36	29,33	11,47	0,59	3,00	44,39	374,56	123,75		
14	8,78– 8,87	0,55	31,14	29,67	7,27	11,47	0,59	80,14	29,67	11,47	0,59	3,00	44,73	379,17	124,87		
15	8,88– 8,97	0,56	31,51	30,02	7,36	11,47	0,59	80,95	30,02	11,47	0,59	3,00	45,08	383,77	126,03		
16	8,98– 9,07	0,56	31,84	30,33	7,43	11,47	0,59	81,66	30,33	11,47	0,59	3,00	45,39	387,96	127,05		
17	9,08– 9,17	0,57	32,20	30,68	7,52	11,47	0,59	82,46	30,68	11,47	0,59	3,00	45,74	392,56	128,20		
18	9,18– 9,27	0,57	32,53	31,00	7,59	11,47	0,59	83,18	31,00	11,47	0,59	3,00	46,06	396,74	129,24		
VAK 19	9,28– 9,37	0,58	32,90	31,34	7,68	11,47	0,59	83,98	31,34	11,47	0,59	3,00	46,40	401,35	130,38		
20	9,38– 9,47	0,59	33,26	31,69	7,76	11,47	0,59	84,77	31,69	11,47	0,59	3,00	46,75	405,95	131,52		
21	9,48– 9,57	0,59	33,59	32,00	7,84	11,47	0,59	85,49	32,00	11,47	0,59	3,00	47,06	410,14	132,55		
22	9,58– 9,67	0,60	33,95	32,35	7,93	11,47	0,59	86,29	32,35	11,47	0,59	3,00	47,41	414,74	133,70		
23	9,68– 9,77	0,61	34,32	32,70	8,01	11,47	0,59	87,09	32,70	11,47	0,59	3,00	47,76	419,34	134,85		
24	9,78– 9,87	0,61	34,65	33,01	8,09	11,47	0,59	87,81	33,01	11,47	0,59	3,00	48,07	423,53	135,88		
25	9,88– 9,97	0,62	34,01	33,36	8,17	11,47	0,59	88,60	33,36	11,47	0,59	3,00	48,42	428,13	137,02		
26	9,98–10,07	0,62	35,34	33,67	8,25	11,47	0,59	89,32	33,67	11,47	0,59	3,00	48,73	432,32	138,05		
27	10,08–10,17	0,63	35,71	34,02	8,34	11,47	0,59	90,13	34,02	11,47	0,59	3,00	49,08	436,92	139,21		
28	10,18–10,27	0,64	36,07	34,37	8,42	11,47	0,59	90,92	34,37	11,47	0,59	3,00	49,43	441,52	140,35		
29	10,28–10,37	0,64	36,40	34,68	8,50	11,47	0,59	91,64	34,68	11,47	0,59	3,00	49,74	445,71	141,38		
30	10,38–10,47	0,65	36,76	35,03	8,58	11,47	0,59	92,43	35,03	11,47	0,59	3,00	50,09	450,31	142,52		
31	10,48–10,57	0,66	37,13	35,37	8,67	11,47	0,59	93,23	35,37	11,47	0,59	3,00	50,43	454,92	143,66		
32	10,58–10,67	0,66	37,46	35,69	8,74	11,47	0,59	93,95	35,69	11,47	0,59	3,00	50,75	459,10	144,70		
33	10,68–10,77	0,67	37,82	36,04	8,83	11,47	0,59	94,75	36,04	11,47	0,59	3,00	51,10	463,70	145,85		
34	10,78–10,87	0,67	38,15	36,35	8,91	11,47	0,59	95,47	36,35	11,47	0,59	3,00	51,41	467,89	146,88		
35	10,88–10,97	0,68	38,52	36,70	8,99	11,47	0,59	96,27	36,70	11,47	0,59	3,00	51,76	472,49	148,03		
36	10,98–11,07	0,69	38,88	37,04	9,08	11,47	0,59	97,06	37,04	11,47	0,59	3,00	52,10	477,10	149,16		
37	11,08–11,17	0,69	39,21	37,36	9,15	11,47	0,59	97,78	37,36	11,47	0,59	3,00	52,42	481,28	150,20		
38	11,18–11,27	0,70	39,57	37,71	9,24	11,47	0,59	98,58	37,71	11,47	0,59	3,00	52,77	485,88	151,35		
39	11,28–11,37	0,70	39,90	38,02	9,32	11,47	0,59	99,30	38,02	11,47	0,59	3,00	53,08	490,07	152,38		
40	11,38–11,47	0,71	40,27	38,37	9,40	11,47	0,59	100,10	38,37	11,47	0,59	3,00	53,43	494,67	153,53		
41	11,48–11,57	0,72	40,63	38,71	9,49	11,47	0,59	100,89	38,71	11,47	0,59	3,00	53,77	499,28	154,66		
42	11,58–11,67	0,72	40,96	39,03	9,56	11,47	0,59	101,61	39,03	11,47	0,59	3,00	54,09	503,46	155,70		
43	11,68–11,77	0,73	41,33	39,37	9,65	11,47	0,59	102,41	39,37	11,47	0,59	3,00	54,43	508,07	156,84		
44	11,78–11,87	0,74	41,69	39,72	9,73	11,47	0,59	103,20	39,72	11,47	0,59	3,00	54,78	512,67	157,98		
45	11,88–11,97	0,74	42,02	40,04	9,81	11,47	0,59	103,93	40,04	11,47	0,59	3,00	55,10	516,85	159,03		
46	11,98–12,07	0,75	42,38	40,38	9,89	11,47	0,59	104,71	40,38	11,47	0,59	3,00	55,44	521,46	160,15		
47	12,08–12,17	0,75	42,72	40,70	9,97	11,47	0,59	105,45	40,70	11,47	0,59	3,00	55,76	525,64	161,21		
48	12,18–12,27	0,76	43,08	41,04	10,06	11,47	0,59	106,24	41,04	11,47	0,59	3,00	56,10	530,25	162,34		
49	12,28–12,37	0,77	43,44	41,39	10,14	11,47	0,59	107,03	41,39	11,47	0,59	3,00	56,45	534,85	163,48		
50	12,38–12,47	0,77	43,77	41,71	10,22	11,47	0,59	107,76	41,71	11,47	0,59	3,00	56,77	539,03	164,53		

Namens die partye op hede hierdie 2de dag van Mei 1996 te Kimberley, onderteken.

No. R. 1233**26 July 1996****LABOUR RELATIONS ACT, 1956****BUILDING INDUSTRY, KIMBERLEY: 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 March 2001, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a), 3 (11) (b) and 4 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 2001, 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****INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY: AGREEMENT**

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

Kimberley Master Builders' and Allied Trades' Association

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

Amalgamated Union of Building Trade Workers of South Africa

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

being the parties to the Industrial Council for the Building Industry, Kimberley,

to amend the former Agreement published under Government Notice No. R. 2110 of 29 September 1989, as amended, extended, renewed and re-enacted by Government Notices Nos. R. 1497 of 29 June 1990, R. 2551 of 2 November 1990, R. 3053 of 4 January 1991, R. 3136 of 20 December 1991, R. 2340 of 21 August 1992, R. 3386 of 24 December 1992, R. 305 of 26 February 1993, R. 1743 of 24 September 1993, R. 567 of 25 March 1994, R. 2156 of 9 December 1994, R. 447 of 24 March 1995 and R. 491 of 22 March 1996.

No. R. 1233**26 Julie 1996****WET OP ARBEIDSVERHOUDINGE, 1956****BOUNYWERHEID, KIMBERLEY: 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 Maart 2001 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 3 (11) (b) en 4, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 2001 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****NYWERHEIDSRaad VIR DIE BOUNYWERHEID, KIMBERLEY: OOREENKOMS**

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

Kimberley Master Builders' and Allied Trades' Association

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

Amalgamated Union of Building Trade Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Kimberley,

tot wysiging van die vorige Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2110 van 29 September 1989, soos gewysig, verleng, henu en herbekragtig by Goewermentskennisgewings Nos. R. 1497 van 29 Junie 1990, R. 2551 van 2 November 1990, R. 3053 van 4 Januarie 1991, R. 3136 van 20 Desember 1991, R. 2340 van 21 Augustus 1992, R. 3386 van 24 Desember 1992, R. 305 van 26 Februarie 1993, R. 1743 van 24 September 1993, R. 567 van 25 Maart 1994, R. 2156 van 9 Desember 1994, R. 447 van 24 Maart 1995 en R. 491 van 22 Maart 1996.

A. ADMINISTRATIVE AND GENERAL**1. SCOPE OF APPLICATION**

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

(a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;

(b) in an area bounded by and included in a radius of 20 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley; and

(c) in the Magisterial District of Gordonia.

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

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

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

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

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

(a) clerical employees and administrative staff;

(b) university students and graduates in building science and construction supervisors, construction surveyors and other persons doing practical work in the completion of their academic training.

E. REMUNERATION**2. CLAUSE 24: MINIMUM WAGE RATES**

Substitute the following for clause 24:

"No employer shall pay and no employee shall accept wages at a lower rate than the following:

SCHEDULE

Category of employee	Wage per hour	
	Area	
	Kimberley	Gordonia
	With effect from the coming into operation of this Agreement	With effect from the coming into operation of this Agreement
	R	R
(a) General worker	3,17	2,87
(b) Specified skills trainee (designated trade)	3,97	3,67
(c) Artisan	7,57	7,17
(d) Craftsman	9,37	9,17
		With effect six months after the date of coming into operation of this Agreement
(a) General worker		3,17
(b) Specified skills trainee (designated trade)		3,97
(c) Artisan		7,57
(d) Craftsman		9,37"

A. ADMINISTRATIEF EN ALGEMEEN**1. TOEPASSINGSBESTEK**

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

(a) deur die werkgewers en die werknemers wat onderskeidelik lede van die werkgewersorganisasie en die vakvereniging is;

(b) in 'n gebied begrens deur en ingesluit binne 'n straal van 20 kilometer vanaf die Hoofposkantoor, Kimberley, in die landdrostdistrik Kimberley; en

(c) in die landdrostdistrik Gordonia.

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

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

(b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie met daardie Wet of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie; en

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

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

(a) klerke en administratiewe personeel;

(b) universiteitstudente en gegradueerdes in die bouwetenskap en konstruksietoetsighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding.

E. BESOLDIGING**2. KLOUSULE 24: MINIMUM LOONSKALE**

Vervang klousule 24 deur die volgende:

"Geen lone laer as die hieronder genoem, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

BYLAE

Kategorie van werknemer	Loon per uur	
	Gebied	
	Kimberley	Gordonia
	Met ingang van die datum van inwerking-treding van hierdie Ooreenkoms	Met ingang van die datum van inwerking-treding van hierdie Ooreenkoms
	R	R
(a) Algemene werker	3,17	2,87
(b) Kwekeling (gespesifiseerde ambag)	3,97	3,67
(c) Ambagsman	7,57	7,17
(d) Vakman	9,37	9,17
		Ses maande na die datum van inwerking-treding van bogenoemde Ooreenkoms
(a) Algemene werker		3,17
(b) Kwekeling (gespesifiseerde ambag)		3,97
(c) Ambagsman		7,57
(d) Vakman		9,37"

G. FUNDS AND THE CONTROL THEREOF

3. CLAUSE 35: BUILDING INDUSTRY HOLIDAY FUND, KIMBERLEY

Substitute the following for subclause (11):

"(11) (a) Unclaimed leave pay: Should an employee fail to claim his leave pay within a period of six months from the date on which the annual leave period commences the leave pay due to such employee shall be forfeited and shall accrue to the Council's general and/or benefit funds.

(b) Notwithstanding the terms of subclause (3) (b) or any differently worded terms included in this Agreement, the employer's organisation and the employee's organisation, who are parties to this agreement, shall be entitled to all unclaimed leave pay which had been paid by the members of the said employers' organisation to the Industrial Council. Unclaimed leave pay shall be paid to the employer's organisation and employee's organisation concerned after twelve (12) months from the date on which the annual leave period commences on a basis as agreed upon by the parties concerned, less a collection fee towards the general Funds of the Council.

(c) The Council shall at all times consider all claims for payment submitted to it after expiry of the said period and may authorise such payment out of the general funds in the case of claims by employees of non-members of the representative employer's organisation, and may claim from the parties concerned in the case of claims by employees of members of the said employer's organisation."

4. CLAUSE 45: SUBSCRIPTIONS: BUILDING INDUSTRIES FEDERATION (SOUTH AFRICA)

Substitute the following for subclause (1):

"(1) Every employer who is a member of the employers' organisation shall pay to the Council an amount of 45 cents per week in respect of each of his employees."

5. CLAUSE 46: MILITARY SERVICE FUND

Substitute the following for clause 46:

"46. FUNERAL BENEFIT FUND

(1) There is hereby established a Funeral Benefit Fund, hereinafter referred to as the "Funeral Benefit Fund".

(2) The Funeral Benefit Fund shall consist of—

- (a) R30 000 transferred from the Military Fund;
- (b) any other moneys that may be transferred to the Funeral Benefit Fund from future forfeited Holiday Fund moneys; and
- (c) all interest derived from the investment of any moneys of the Funeral Benefit Fund.

(3) The Funeral Benefit Fund shall be administered according to the rules by a Committee appointed by the Council and shall consist of at least one member nominated by the employers' organisation and at least one member nominated by the trade union.

(4) The Committee shall meet monthly, bi-monthly or as often as it deems necessary.

(5) The object of the Funeral Benefit Fund shall be to grant an advance (loan) to employees who do not have cash available immediately to bury a deceased.

G. FONDSE EN DIE BEHEER DAAROO

3. KLOUSULE 35: VAKANSIEFONDSE VAN DIE BOUNYWERHEID, KIMBERLEY

Vervang subklousule (11) deur die volgende:

"(11) (a) Onopgeëiste verlofbesoldiging: Indien 'n werknemer versuim om sy verlofbesoldiging te eis binne 'n tydperk van ses maande vanaf die datum waarop die jaarlikse verloftydperk 'n aanvang neem, verbeur hy die verlofbesoldiging aan hom verskuldig en val dit aan die algemene en/of bystandsfondse van die Raad toe.

(b) Ondanks die bepalings in subklousule (3) (b) of enige andersluidende bepalings in hierdie Ooreenkoms vervat, is die werkgewersorganisasie en werknemersorganisasie wat partye by hierdie Ooreenkoms is, geregtig op alle onopgeëiste verlofbesoldiging wat deur die lede van die genoemde werkgewersorganisasie aan die Nywerheidsraad oorbetal is. Onopgeëiste verlofbesoldiging moet na 12 (twaalf) maande vanaf die datum waarop die jaarlikse verloftydperk 'n aanvang neem, aan die betrokke werkgewersorganisasie en werknemersorganisasie oorbetal word, op 'n basis soos deur die betrokke partye ooreengekom, min 'n invorderingsgeld wat aan die algemene fondse van die Raad toeval.

(c) Die Raad moet te alle tye oorweging skenk aan alle eise om betaling wat aan hom voorgelê word na verstryking van die genoemde tydperk en kan na goed-dunke betaling daarvan, in die geval van eise van werknemers van nie-lede van die verteenwoordigende werkgewersorganisasie, uit die algemene fondse magtig en in die geval van eise van werknemers van lede van die genoemde werkgewersorganisasie, van die betrokke partye eis."

4. KLOUSULE 45: LEDEGELD: BOU-INDUSTRIEË FEDERASIE (SUID-AFRIKA)

Vervang subklousule (1) deur die volgende:

"(1) Elke werkgewer wat 'n lid van die werkgewersorganisasie is, moet 'n bedrag van 45 sent per week aan die Raad betaal ten opsigte van elkeen van sy werknemers."

5. KLOUSULE 46: MILITÊREDIENSFONDSE

Vervang klousule 46 deur die volgende:

"46. BEGRAFNISBYSTANDSFONDSE

(1) Hierby word 'n Begrafnisbystandsfonds ingestel, hier-na die "Begrafnisbystandsfonds" genoem.

(2) Die Begrafnisbystandsfonds bestaan uit—

- (a) R30 000 oorgedra uit die Militêrediensfonds;
- (b) enige ander geld wat aan die Begrafnisbystandsfonds oorgedra mag word uit die Vakansiefondsgeld wat in die toekoms verbeur mag word; en
- (c) alle rente verkry uit die belegging van enige geld van die Begrafnisbystandsfonds.

(3) Die Begrafnisbystandsfonds word geadminestreer, ooreenkomstig die reëls, deur 'n Komitee wat deur die Raad aangestel word en bestaan uit minstens een lid deur die werkgewersorganisasie benoem en minstens een lid deur die vakvereniging benoem.

(4) Die Komitee moet maandeliks, halfmaandeliks of so dikwels as wat nodig geag word, vergader.

(5) Die oogmerk met die Begrafnisbystandsfonds is om 'n voorskot (lening) toe te staan aan werknemers wat nie onmiddellik oor voldoende Fondse beskik om 'n oorledene te begrawe nie.

(6) In order to qualify for benefits under the Funeral Benefit Fund, an employee shall—

(a) have earned a minimum of 13 stamps during the 150 days immediately prior to the date of death of the person in respect of whom assistance is applied for; of which at least one stamp shall have been made during the last three months;

(b) provide such documentary proof as the Committee may require.

(7) All expenses incurred in connection with the administration of the Funeral Benefit Fund shall be charged to it.

(8) The members of the Committee appointed in terms of subclause (3) shall not be liable for the debts and liabilities of the Funeral Benefit Fund and they are hereby indemnified by the Funeral Benefit Fund against all losses and expenses incurred by them in or about the *bona fide* discharge of their services.

(9) If at any time the amount standing to the credit of the Funeral Benefit Fund falls below R10 000, payments shall be suspended and shall not be resumed until the amount to the credit of the Funeral Benefit Fund exceeds R15 000.

(10) Upon the expiring of this Agreement or the discontinuation of the Funeral Benefit Fund, the moneys standing to its credit shall be transferred to such other fund or funds as the Council may decide, and should the Council fail to come to such decision for any reason whatsoever, such moneys shall accrue to the general funds of the Council.”.

Signed at Kimberley on behalf of the parties, this 22nd day of May 1996.

V. N. SMAILES

Chairman

A. R. HERMANUS

Vice-Chairman

P. R. SERFONTEIN

Secretary

(6) Ten einde in aanmerking te kom vir bystand ooreenkomstig die Begrafnisbystandsfonds moet 'n werknemer—

(a) minstens 13 seëls verdien het gedurende die 150 dae onmiddellik voor die afsterwe van die persoon ten opsigte van wie aansoek om bystand gedoen word; waarvan minstens een bydrae gedurende die laaste drie maande voor die afsterwe gemaak moes gewees het;

(b) sodanige dokumentêre bewys voorlê as wat die Komitee mag vereis.

(7) Alle uitgawes aangegaan in verband met die administrasie van die Begrafnisbystandsfonds kom ten laste van die Fonds.

(8) Die lede van die Komitee wat ingevolge subklousule (3) aangestel word, is nie aanspreeklik vir die skulde en laste van die Begrafnisbystandsfonds nie en hulle word hierby deur die Begrafnisbystandsfonds gevrywaar teen alle verliese en uitgawes deur hulle aangegaan in verband met die *bona fide*-uitvoering van hul dienste.

(9) Indien die bedrag in die kredit van die Begrafnisbystandsfonds te eniger tyd benede R10 000 daal, moet uitbetaling gestaak word en nie hervat word nie totdat die bedrag in die kredit van die Begrafnisbystandsfonds op R15 000 of meer te staan kom.

(10) By verstryking van hierdie Ooreenkoms of by die staking van die Begrafnisbystandsfonds, moet die geld in die kredit van die Fonds oorgeplaas word na sodanige ander fonds of fondse as wat die Raad mag besluit, en indien die Raad om enige rede hoegenaamd versuim om sodanige besluit te neem, moet sodanige geld aan die algemene fondse van die Raad toeval.”.

Namens die partye op hede hierdie 22ste dag van Mei 1996 te Kimberley onderteken.

V. N. SMAILES

Voorsitter

A. R. HERMANUS

Onder-voorsitter

P. R. SERFONTEIN

Sekretaris

SCHEDULE

KIMBERLEY: WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT

GORDONIA: AFTER 6 MONTHS

CRAFTSMEN AND ARTISANS

			EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION							
Wage band min.–max. tariff per hour			Cash bonus	APPENDIX A						APPENDIX B					Cash bonus included	Stamp	
				Holi- day Fund	Pens. Fund	Train. Fund	Ben. Fund	ICBI levy	Em- ployer Total	Pens. Fund	Ben. Fund	ICBI levy	Sav.	Workers Total			
ART	1	0,00– 7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39	
	2	7,58– 7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51	
	3	7,68– 7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57	
	4	7,78– 7,87	0,49	27,64	26,33	6,45	11,47	3,00	74,89	26,33	11,47	3,00	3,00	43,80	332,40	118,69	
	5	7,88– 7,97	0,49	27,97	26,85	6,53	11,47	3,00	75,82	26,65	11,47	3,00	3,00	44,12	336,58	119,94	
	6	7,98– 8,07	0,50	28,33	27,00	6,61	11,47	3,00	76,41	27,00	11,47	3,00	3,00	44,47	341,18	120,88	
	7	8,08– 8,17	0,51	28,70	27,34	6,70	11,47	3,00	77,21	27,34	11,47	3,00	3,00	44,81	345,79	122,02	
	8	8,18– 8,27	0,51	29,03	27,66	6,78	11,47	3,00	77,94	27,66	11,47	3,00	3,00	45,13	349,97	123,07	
	9	8,28– 8,37	0,52	29,39	28,00	6,86	11,47	3,00	78,72	28,00	11,47	3,00	3,00	45,47	354,58	124,19	
	10	8,38– 8,47	0,53	29,76	28,35	6,95	11,47	3,00	79,53	28,35	11,47	3,00	3,00	45,82	359,18	125,35	
	11	8,48– 8,57	0,53	30,09	28,66	7,02	11,47	3,00	80,24	28,66	11,47	3,00	3,00	46,13	363,37	126,37	

Wage band min.—max. tariff per hour		Cash bonus	EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION						Stamp
			APPENDIX A							APPENDIX B					Cash bonus included	
			Holi- day Fund	Pens. Fund	Train. Fund	Ben. Fund	ICBI levy	Em- ployer Total	Pens. Fund	Ben. Fund	ICBI levy	Sav.	Workers Total			
12.....	8,58— 8,67	0,54	30,45	29,01	7,11	11,47	3,00	81,04	29,01	11,47	3,00	3,00	46,48	367,97	127,52	
13.....	8,68— 8,77	0,54	30,78	29,33	7,19	11,47	3,00	81,77	29,33	11,47	3,00	3,00	46,80	372,15	128,57	
14.....	8,78— 8,87	0,55	31,14	29,67	7,27	11,47	3,00	82,55	29,67	11,47	3,00	3,00	47,14	376,76	129,69	
15.....	8,88— 8,97	0,56	31,51	30,02	7,36	11,47	3,00	83,36	30,02	11,47	3,00	3,00	47,49	381,36	130,85	
16.....	8,98— 9,07	0,56	31,84	30,33	7,43	11,47	3,00	84,07	30,33	11,47	3,00	3,00	47,80	385,55	131,87	
17.....	9,08— 9,17	0,57	32,20	30,68	7,52	11,47	3,00	84,87	30,68	11,47	3,00	3,00	48,15	390,15	133,02	
18.....	9,18— 9,27	0,57	32,53	31,00	7,59	11,47	3,00	85,59	31,00	11,47	3,00	3,00	48,47	394,33	134,06	
CRF 19.....	9,28— 9,37	0,58	32,90	31,34	7,68	11,47	3,00	86,39	31,34	11,47	3,00	3,00	48,81	398,94	135,20	
20.....	9,38— 9,47	0,59	33,26	31,69	7,76	11,47	3,00	87,18	31,69	11,47	3,00	3,00	49,16	403,54	136,34	
21.....	9,48— 9,57	0,59	33,59	32,00	7,84	11,47	3,00	87,90	32,00	11,47	3,00	3,00	49,47	407,73	137,37	
22.....	9,58— 9,67	0,60	33,95	32,35	7,93	11,47	3,00	88,70	32,35	11,47	3,00	3,00	49,82	412,33	138,52	
23.....	9,68— 9,77	0,61	34,32	32,70	8,01	11,47	3,00	89,50	32,70	11,47	3,00	3,00	50,17	416,93	139,67	
24.....	9,78— 9,87	0,61	34,65	33,01	8,09	11,47	3,00	90,22	33,01	11,47	3,00	3,00	50,48	421,12	140,70	
25.....	9,88— 9,97	0,62	35,01	33,36	8,17	11,47	3,00	91,01	33,36	11,47	3,00	3,00	50,83	425,72	141,84	
26.....	9,98— 10,07	0,62	35,34	33,67	8,25	11,47	3,00	91,73	33,67	11,47	3,00	3,00	51,14	429,91	142,87	
27.....	10,08— 10,17	0,63	35,71	34,02	8,34	11,47	3,00	92,54	34,02	11,47	3,00	3,00	51,49	434,51	144,03	
28.....	10,18— 10,27	0,64	36,07	34,37	8,42	11,47	3,00	93,33	34,37	11,47	3,00	3,00	51,84	439,11	145,17	
29.....	10,28— 10,37	0,64	36,40	34,68	8,50	11,47	3,00	94,05	34,68	11,47	3,00	3,00	52,15	443,30	146,20	
30.....	10,38— 10,47	0,65	36,76	35,03	8,58	11,47	3,00	94,84	35,03	11,47	3,00	3,00	52,50	447,90	147,34	
31.....	10,48— 10,57	0,66	37,13	35,37	8,67	11,47	3,00	95,64	35,37	11,47	3,00	3,00	52,84	452,51	149,48	
32.....	10,58— 10,67	0,66	37,46	35,69	8,74	11,47	3,00	96,36	35,69	11,47	3,00	3,00	53,16	456,69	149,52	
33.....	10,68— 10,77	0,67	37,82	36,04	8,83	11,47	3,00	97,16	36,04	11,47	3,00	3,00	53,51	461,29	150,67	
34.....	10,78— 10,87	0,67	38,15	36,35	8,91	11,47	3,00	97,88	36,35	11,47	3,00	3,00	53,82	465,48	151,70	
35.....	10,88— 10,97	0,68	38,52	36,70	8,99	11,47	3,00	98,68	36,70	11,47	3,00	3,00	54,17	470,08	152,85	
36.....	10,98— 11,07	0,69	38,88	37,04	9,08	11,47	3,00	99,47	37,04	11,47	3,00	3,00	54,51	474,69	153,98	
37.....	11,08— 11,17	0,69	39,21	37,36	9,15	11,47	3,00	100,19	37,36	11,47	3,00	3,00	54,83	478,87	155,02	
38.....	11,18— 11,27	0,70	39,57	37,71	9,24	11,47	3,00	100,99	37,71	11,47	3,00	3,00	55,18	483,47	156,17	
39.....	11,28— 11,37	0,70	39,90	38,02	9,32	11,47	3,00	101,71	38,02	11,47	3,00	3,00	55,49	487,66	157,20	
40.....	11,38— 11,47	0,71	40,27	38,37	9,40	11,47	3,00	102,51	38,37	11,47	3,00	3,00	55,84	492,26	158,35	
41.....	11,48— 11,57	0,72	40,63	38,71	9,49	11,47	3,00	103,30	38,71	11,47	3,00	3,00	56,18	496,87	159,48	
42.....	11,58— 11,67	0,72	40,96	39,03	9,56	11,47	3,00	104,02	39,03	11,47	3,00	3,00	56,50	501,05	160,52	
43.....	11,68— 11,77	0,73	41,33	39,37	9,65	11,47	3,00	104,82	39,37	11,47	3,00	3,00	56,84	505,66	161,66	
44.....	11,78— 11,87	0,74	41,69	39,72	9,73	11,47	3,00	105,61	39,72	11,47	3,00	3,00	57,19	510,26	162,80	
45.....	11,88— 11,97	0,74	42,02	40,04	9,81	11,47	3,00	106,34	40,04	11,47	3,00	3,00	57,51	514,44	163,85	
46.....	11,98— 12,07	0,75	42,38	40,38	9,89	11,47	3,00	107,12	40,38	11,47	3,00	3,00	57,85	519,05	164,97	
47.....	12,08— 12,17	0,75	42,72	40,70	9,97	11,47	3,00	107,86	40,70	11,47	3,00	3,00	58,17	523,23	166,03	
48.....	12,18— 12,27	0,76	43,08	41,04	10,06	11,47	3,00	108,65	41,04	11,47	3,00	3,00	58,51	527,84	167,16	
49.....	12,28— 12,37	0,77	43,44	41,39	10,14	11,47	3,00	109,44	41,39	11,47	3,00	3,00	58,86	532,44	168,38	
50.....	12,38— 12,47	0,77	43,77	41,71	10,22	11,47	3,00	110,17	41,71	11,47	3,00	3,00	59,18	536,62	169,35	

KIMBERLEY: WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT

GORDONIA: AFTER 6 MONTHS

NON-ARTISANS AND SPECIFIED SKILLED WORKERS

Wage band min.—max. tariff per hour			EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION					Cash bonus included	Stamp
			Cash bonus	APPENDIX A						APPENDIX B						
				Holi- day Fund	Pens. Fund	Train. Fund	Ben. Fund	ICBI levy	Em- ployer Total	Pens. Fund	Ben. Fund	ICBI levy	Sav.	Workers Total		
G/W	1.....	0,00—3,17	0,20	11,14	10,62	2,60	3,28	3,00	30,64	10,62	3,28	3,00	3,00	19,90	131,75	50,54
	2.....	3,18—3,27	0,20	11,47	10,93	2,68	3,28	3,00	31,36	10,93	3,28	3,00	3,00	20,21	135,94	51,57
	3.....	3,28—3,37	0,21	11,84	11,28	2,76	3,28	3,00	32,16	11,28	3,28	3,00	3,00	20,56	140,54	52,72
	4.....	3,38—3,47	0,22	12,20	11,62	2,85	3,28	3,00	32,95	11,62	3,28	3,00	3,00	20,90	145,15	53,85

		EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION							
Wage band min.–max. tariff per hour		Cash bonus	APPENDIX A						APPENDIX B					Cash bonus included	Stamp	
			Holi- day Fund	Pens. Fund	Train. Fund	Ben. Fund	ICBI levy	Em- ployer Total	Pens. Fund	Ben. Fund	ICBI levy	Sav.	Workers Total			
5.....	3,48–3,57	0,22	12,53	11,94	2,93	3,28	3,00	33,68	11,94	3,28	3,00	3,00	21,22	149,33	54,90	
6.....	3,58–3,67	0,23	12,89	12,29	3,01	3,28	3,00	34,47	12,29	3,28	3,00	3,00	21,57	153,93	56,04	
7.....	3,68–3,77	0,23	13,22	12,60	3,09	3,28	3,00	35,19	12,60	3,28	3,00	3,00	21,88	158,12	57,07	
8.....	3,78–3,87	0,24	13,59	12,95	3,17	3,28	3,00	35,99	12,95	3,28	3,00	3,00	22,23	162,72	58,22	
SP/S	9.....	0,25	13,95	13,29	3,26	3,28	3,00	36,78	13,29	3,28	3,00	3,00	22,57	167,33	59,35	
	10.....	0,25	14,29	13,61	3,33	3,28	3,00	37,50	13,61	3,28	3,00	3,00	22,89	171,51	60,39	
	11.....	0,26	14,65	13,95	3,42	3,28	3,00	38,30	13,95	3,28	3,00	3,00	23,23	176,12	61,53	
	12.....	0,26	14,98	14,27	3,50	3,28	3,00	39,03	14,27	3,28	3,00	3,00	23,55	180,30	62,58	
	13.....	0,27	15,34	14,62	3,58	3,28	3,00	39,82	14,62	3,28	3,00	3,00	23,90	184,90	63,72	
	14.....	0,28	15,70	14,96	3,67	3,28	3,00	40,61	14,96	3,28	3,00	3,00	24,24	189,51	64,85	
	15.....	0,28	16,03	15,28	3,74	3,28	3,00	41,33	15,28	3,28	3,00	3,00	24,56	193,69	65,89	
	16.....	0,29	16,40	15,62	3,83	3,28	3,00	42,13	15,62	3,28	3,00	3,00	24,90	198,30	67,03	
	17.....	0,30	16,76	15,97	3,91	3,28	3,00	42,92	15,97	3,28	3,00	3,00	25,25	202,90	68,17	
	18.....	0,30	17,09	16,29	3,99	3,28	3,00	43,65	16,29	3,28	3,00	3,00	25,57	207,08	69,22	
	19.....	0,31	17,46	16,63	4,08	3,28	3,00	44,45	16,63	3,28	3,00	3,00	25,91	211,69	70,36	
	20.....	0,31	17,79	16,95	4,15	3,28	3,00	45,17	16,95	3,28	3,00	3,00	26,23	215,87	71,40	
	21.....	0,32	18,15	17,29	4,24	3,28	3,00	45,96	17,29	3,28	3,00	3,00	26,57	220,48	72,53	
	22.....	0,33	18,51	17,64	4,32	3,28	3,00	46,75	17,64	3,28	3,00	3,00	26,92	225,08	73,67	
	23.....	0,33	18,84	17,95	4,40	3,28	3,00	47,47	17,95	3,28	3,00	3,00	27,23	229,27	74,70	
	24.....	0,34	19,21	18,30	4,48	3,28	3,00	48,27	18,30	3,28	3,00	3,00	27,58	233,87	75,85	
	25.....	0,35	19,57	18,65	4,57	3,28	3,00	49,07	18,65	3,28	3,00	3,00	27,93	238,47	77,00	
	26.....	0,35	19,90	18,96	4,65	3,28	3,00	49,79	18,96	3,28	3,00	3,00	28,24	242,66	78,03	
	27.....	0,36	20,27	19,31	4,73	3,28	3,00	50,59	19,31	3,28	3,00	3,00	28,59	247,26	79,18	
	28.....	0,36	20,60	19,62	4,81	3,28	3,00	51,31	19,62	3,28	3,00	3,00	28,90	251,45	80,21	
	29.....	0,37	20,96	19,97	4,89	3,28	3,00	52,10	19,97	3,28	3,00	3,00	29,25	256,05	81,35	
	30.....	0,38	21,32	20,32	4,98	3,28	3,00	52,90	20,32	3,28	3,00	3,00	29,60	260,65	82,50	
	31.....	0,38	21,66	20,63	5,06	3,28	3,00	53,63	20,63	3,28	3,00	3,00	29,91	264,84	83,54	
	32.....	0,39	22,02	20,98	5,14	3,28	3,00	54,42	20,98	3,28	3,00	3,00	30,26	269,44	84,68	
	33.....	0,39	22,35	21,29	5,22	3,28	3,00	55,14	21,29	3,28	3,00	3,00	30,57	273,63	85,71	
	34.....	0,40	22,71	21,64	5,30	3,28	3,00	55,93	21,64	3,28	3,00	3,00	30,92	278,23	86,85	
	35.....	0,41	23,08	21,99	5,39	3,28	3,00	56,74	21,99	3,28	3,00	3,00	31,27	282,83	88,01	
	36.....	0,41	23,41	22,30	5,46	3,28	3,00	57,45	22,30	3,28	3,00	3,00	31,58	287,02	89,03	
	37.....	0,42	23,77	22,65	5,55	3,28	3,00	58,25	22,65	3,28	3,00	3,00	31,93	291,62	90,18	
	38.....	0,43	24,13	22,99	5,63	3,28	3,00	59,03	22,99	3,28	3,00	3,00	32,27	296,23	91,30	
	39.....	0,43	24,47	23,31	5,71	3,28	3,00	59,77	23,31	3,28	3,00	3,00	32,59	300,41	92,36	
	40.....	0,44	24,83	23,66	5,80	3,28	3,00	60,57	23,66	3,28	3,00	3,00	32,94	305,01	93,51	
	41.....	0,44	25,16	23,97	5,87	3,28	3,00	61,28	23,97	3,28	3,00	3,00	33,25	309,20	94,53	
	42.....	0,45	25,52	24,32	5,96	3,28	3,00	62,08	24,32	3,28	3,00	3,00	33,60	313,80	95,68	
	43.....	0,46	25,89	24,66	6,04	3,28	3,00	62,87	24,66	3,28	3,00	3,00	33,94	318,41	96,81	
	44.....	0,46	26,22	24,98	6,12	3,28	3,00	63,60	24,98	3,28	3,00	3,00	34,26	322,59	97,86	
N1.....	7,48–7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39	
N2.....	7,58–7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51	
N3.....	7,68–7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57	
N4.....	7,78–7,87	0,49	27,64	26,33	6,45	11,47	3,00	74,89	26,33	11,47	3,00	3,00	43,80	332,40	118,69	
N5.....	7,88–7,97	0,49	27,97	26,65	6,53	11,47	3,00	75,62	26,65	11,47	3,00	3,00	44,12	336,58	119,74	
N6.....	7,98–8,07	0,50	28,33	27,00	6,61	11,47	3,00	76,41	27,00	11,47	3,00	3,00	44,47	341,18	120,88	

GORDONIA WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT

NON-ARTISANS AND SPECIFIED SKILLED WORKERS

		EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION								
Wage band min.—max. tariff per hour		Cash bonus	APPENDIX A						APPENDIX B					Cash bonus included	Stamp		
			Holi- day Fund	Pens. Fund	Train. Fund	Ben. Fund	ICBI levy	Em- ployer Total	Pens. Fund	Ben. Fund	ICBI levy	Sav.	Workers Total				
G/W	1	0,00—2,87	0,18	10,08	9,61	2,35	3,28	3,00	28,32	9,61	3,28	3,00	3,00	18,89	118,36	47,21	
	2	2,88—2,97	0,18	10,41	9,92	2,43	3,28	3,00	29,04	9,92	3,28	3,00	3,00	19,20	122,55	48,24	
	3	2,98—3,07	0,19	10,78	10,27	2,52	3,28	3,00	29,85	10,27	3,28	3,00	3,00	19,55	127,15	49,40	
	4	3,08—3,17	0,20	11,14	10,62	2,60	3,28	3,00	30,64	10,62	3,28	3,00	3,00	19,90	131,75	50,54	
	5	3,18—3,27	0,20	11,47	10,93	2,68	3,28	3,00	31,36	10,93	3,28	3,00	3,00	20,21	135,94	51,57	
	6	3,28—3,37	0,21	11,84	11,28	2,76	3,28	3,00	32,16	11,28	3,28	3,00	3,00	20,56	140,54	52,72	
	7	3,38—3,47	0,22	12,20	11,62	2,85	3,28	3,00	32,95	11,62	3,28	3,00	3,00	20,90	145,15	53,85	
	8	3,48—3,57	0,22	12,53	11,94	2,93	3,28	3,00	33,68	11,94	3,28	3,00	3,00	21,22	149,33	54,90	
SP/S	9	3,58—3,67	0,23	12,89	12,29	3,01	3,28	3,00	34,47	12,29	3,28	3,00	3,00	21,57	153,93	56,04	
	10	3,68—3,77	0,23	13,22	12,60	3,09	3,28	3,00	35,19	12,60	3,28	3,00	3,00	21,88	158,12	57,07	
	11	3,78—3,87	0,24	13,59	12,95	3,17	3,28	3,00	35,99	12,95	3,28	3,00	3,00	22,23	162,72	58,22	
	12	3,88—3,97	0,25	13,95	13,29	3,26	3,28	3,00	36,78	13,29	3,28	3,00	3,00	22,57	167,33	59,35	
	13	3,98—4,07	0,25	14,28	13,61	3,33	3,28	3,00	37,50	13,61	3,28	3,00	3,00	22,89	171,51	60,39	
	14	4,08—4,17	0,26	14,65	13,95	3,42	3,28	3,00	38,30	13,95	3,28	3,00	3,00	23,23	176,12	61,53	
	15	4,18—4,27	0,26	14,98	14,27	3,50	3,28	3,00	39,03	14,27	3,28	3,00	3,00	23,55	180,30	62,58	
	16	4,28—4,37	0,27	15,34	14,62	3,58	3,28	3,00	39,82	14,62	3,28	3,00	3,00	23,90	184,90	63,72	
	17	4,38—4,47	0,28	15,70	14,96	3,67	3,28	3,00	40,61	14,96	3,28	3,00	3,00	24,24	189,51	64,85	
	18	4,48—4,57	0,28	16,03	15,28	3,74	3,28	3,00	41,33	15,28	3,28	3,00	3,00	24,56	193,69	65,89	
	19	4,58—4,67	0,29	16,40	15,62	3,83	3,28	3,00	42,13	15,62	3,28	3,00	3,00	24,90	198,30	67,03	
	20	4,68—4,77	0,30	16,76	15,97	3,91	3,28	3,00	42,92	15,97	3,28	3,00	3,00	25,25	202,90	68,17	
	21	4,78—4,87	0,30	17,09	16,29	3,99	3,28	3,00	43,65	16,29	3,28	3,00	3,00	25,57	207,08	69,22	
	22	4,88—4,97	0,31	17,46	16,63	4,08	3,28	3,00	44,45	16,63	3,28	3,00	3,00	25,91	211,69	70,36	
	23	4,98—5,07	0,31	17,79	16,95	4,15	3,28	3,00	45,17	16,95	3,28	3,00	3,00	26,23	215,87	71,40	
	24	5,08—5,17	0,32	18,15	17,29	4,24	3,28	3,00	45,96	17,29	3,28	3,00	3,00	26,57	220,48	72,53	
	25	5,18—5,27	0,33	18,51	17,64	4,32	3,28	3,00	46,75	17,64	3,28	3,00	3,00	26,92	225,08	73,67	
	26	5,28—5,37	0,33	18,84	17,95	4,40	3,28	3,00	47,47	17,95	3,28	3,00	3,00	27,23	229,27	74,70	
	27	5,38—5,47	0,34	19,21	18,30	4,48	3,28	3,00	48,27	18,30	3,28	3,00	3,00	27,58	233,87	75,85	
	28	5,48—5,57	0,35	19,57	18,65	4,57	3,28	3,00	49,07	18,65	3,28	3,00	3,00	27,93	238,47	77,00	
	29	5,58—5,67	0,35	19,90	18,96	4,65	3,28	3,00	49,79	18,96	3,28	3,00	3,00	28,24	242,66	78,03	
	30	5,68—5,77	0,36	20,27	19,31	4,73	3,28	3,00	50,59	19,31	3,28	3,00	3,00	28,59	247,26	79,18	
	31	5,78—5,87	0,36	20,60	19,62	4,81	3,28	3,00	51,31	19,62	3,28	3,00	3,00	28,90	251,45	80,21	
	32	5,88—5,97	0,37	20,96	19,97	4,89	3,28	3,00	52,10	19,97	3,28	3,00	3,00	29,25	256,05	81,35	
	33	5,98—6,07	0,38	21,32	20,32	4,98	3,28	3,00	52,90	20,32	3,28	3,00	3,00	29,60	260,65	82,50	
	34	6,08—6,17	0,38	21,66	20,63	5,06	3,28	3,00	53,63	20,63	3,28	3,00	3,00	29,91	264,84	83,54	
	35	6,18—6,27	0,39	22,02	20,98	5,14	3,28	3,00	54,42	20,98	3,28	3,00	3,00	30,26	269,44	84,68	
	36	6,28—6,37	0,39	22,35	21,29	5,22	3,28	3,00	55,14	21,29	3,28	3,00	3,00	30,57	273,63	85,71	
	37	6,38—6,47	0,40	22,71	21,64	5,30	3,28	3,00	55,93	21,64	3,28	3,00	3,00	30,92	278,23	86,85	
	38	6,48—6,57	0,41	23,08	21,99	5,39	3,28	3,00	56,74	21,99	3,28	3,00	3,00	31,27	282,83	88,01	
	39	6,58—6,67	0,41	23,41	22,30	5,46	3,28	3,00	57,45	22,30	3,28	3,00	3,00	31,58	287,02	89,03	
	40	6,68—6,77	0,42	23,77	22,65	5,55	3,28	3,00	58,25	22,65	3,28	3,00	3,00	31,93	291,62	90,18	
	41	6,78—6,87	0,43	24,13	22,99	5,63	3,28	3,00	59,03	22,99	3,28	3,00	3,00	32,27	296,23	91,30	
	42	6,88—6,97	0,43	24,47	23,31	5,71	3,28	3,00	59,77	23,31	3,28	3,00	3,00	32,59	300,41	92,36	
	43	6,98—7,07	0,44	24,83	23,66	5,80	3,28	3,00	60,57	23,66	3,28	3,00	3,00	32,94	305,01	93,51	
		N1	7,08—7,17	0,44	25,16	23,97	5,87	11,47	3,00	69,47	23,97	11,47	3,00	3,00	41,44	301,01	110,91
		N2	7,18—7,27	0,45	25,52	24,32	5,96	11,47	3,00	70,27	24,32	11,47	3,00	3,00	41,79	305,61	112,06
		N3	7,28—7,37	0,46	25,89	24,66	6,04	11,47	3,00	71,06	24,66	11,47	3,00	3,00	42,13	310,22	113,19
		N4	7,38—7,47	0,46	26,22	24,98	6,12	11,47	3,00	71,79	24,98	11,47	3,00	3,00	42,45	314,40	114,24
		N5	7,48—7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39
		N6	7,58—7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51
		N7	7,68—7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57

GORDONIA: WITH EFFECT OF COMING INTO OPERATION OF THIS AGREEMENT**CRAFTSMEN AND ARTISANS**

Wage band min.—max. tariff per hour		EMPLOYER'S CONTRIBUTION							EMPLOYEE'S CONTRIBUTION					Cash bonus included	Stamp	
		Cash bonus	APPENDIX A						APPENDIX B							
			Holi- day Fund	Pens. Fund	Train. Fund	Ben. Fund	ICBI levy	Em- ployer Total	Pens. Fund	Ben. Fund	ICBI levy	Sav.	Workers Total			
ART	1.....	0,00— 7,17	0,44	25,16	23,97	5,87	11,47	3,00	69,47	23,97	11,47	3,00	3,00	41,44	301,01	110,91
	2.....	7,18— 7,27	0,45	25,52	24,32	5,96	11,47	3,00	70,27	24,32	11,47	3,00	3,00	41,79	305,61	112,06
	3.....	7,28— 7,37	0,46	25,89	24,66	6,04	11,47	3,00	71,06	24,66	11,47	3,00	3,00	42,13	310,22	113,19
	4.....	7,38— 7,47	0,46	26,22	24,98	6,12	11,47	3,00	71,79	24,98	11,47	3,00	3,00	42,45	314,40	114,24
	5.....	7,48— 7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39
	6.....	7,58— 7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51
	7.....	7,68— 7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57
	8.....	7,78— 7,87	0,49	27,64	26,33	6,45	11,47	3,00	74,89	26,33	11,47	3,00	3,00	43,80	332,40	118,69
	9.....	7,88— 7,97	0,49	27,97	26,65	6,53	11,47	3,00	75,62	26,65	11,47	3,00	3,00	44,12	336,58	119,74
	10.....	7,98— 8,07	0,50	28,33	27,00	6,61	11,47	3,00	76,41	27,00	11,47	3,00	3,00	44,47	341,18	120,88
	11.....	8,08— 8,17	0,51	28,70	27,34	6,70	11,47	3,00	77,21	27,34	11,47	3,00	3,00	44,81	345,79	122,02
	12.....	8,18— 8,27	0,51	29,03	27,66	6,78	11,47	3,00	77,94	27,66	11,47	3,00	3,00	45,13	349,97	123,07
	13.....	8,28— 8,37	0,52	29,39	28,00	6,86	11,47	3,00	78,72	28,00	11,47	3,00	3,00	45,47	354,58	124,19
	14.....	8,38— 8,47	0,53	29,76	28,35	6,95	11,47	3,00	79,53	28,53	11,47	3,00	3,00	45,82	359,18	125,35
	15.....	8,48— 8,57	0,53	30,09	28,66	7,02	11,47	3,00	80,24	28,66	11,47	3,00	3,00	46,13	363,37	126,37
	16.....	8,58— 8,67	0,54	30,45	29,01	7,11	11,47	3,00	81,04	29,01	11,47	3,00	3,00	46,48	367,97	127,52
	17.....	8,68— 8,77	0,54	30,78	29,33	7,19	11,47	3,00	81,77	29,33	11,47	3,00	3,00	46,80	372,15	128,57
	18.....	8,78— 8,87	0,55	31,14	29,67	7,27	11,47	3,00	82,55	29,67	11,47	3,00	3,00	47,14	376,76	129,69
	19.....	8,88— 8,97	0,56	31,51	30,02	7,36	11,47	3,00	83,36	30,02	11,47	3,00	3,00	47,49	381,36	130,85
	20.....	8,98— 9,07	0,56	31,94	30,33	7,43	11,47	3,00	84,07	30,33	11,47	3,00	3,00	47,80	385,55	131,87
CRF	21.....	9,08— 9,17	0,57	32,20	30,68	7,52	11,47	3,00	84,87	30,68	11,47	3,00	3,00	48,15	390,15	133,02
	22.....	9,18— 9,27	0,57	32,53	31,00	7,59	11,47	3,00	85,59	31,00	11,47	3,00	3,00	48,47	394,33	134,06
	23.....	9,28— 9,37	0,58	32,90	31,34	7,68	11,47	3,00	86,39	31,34	11,47	3,00	3,00	48,81	398,94	135,20
	24.....	9,38— 9,47	0,59	33,26	31,69	7,76	11,47	3,00	87,18	31,69	11,47	3,00	3,00	49,16	403,54	136,34
	25.....	9,48— 9,57	0,59	33,59	32,00	7,84	11,47	3,00	87,90	32,00	11,47	3,00	3,00	49,47	407,73	137,37
	26.....	9,58— 9,67	0,60	33,95	32,35	7,93	11,47	3,00	88,70	32,35	11,47	3,00	3,00	49,82	412,33	138,52
	27.....	9,68— 9,77	0,61	34,32	32,70	8,01	11,47	3,00	89,50	32,70	11,47	3,00	3,00	50,17	416,93	139,67
	28.....	9,78— 9,87	0,61	34,65	33,01	8,09	11,47	3,00	90,22	33,01	11,47	3,00	3,00	50,48	421,12	140,70
	29.....	9,88— 9,97	0,62	35,01	33,36	8,17	11,47	3,00	91,01	33,36	11,47	3,00	3,00	50,83	425,72	141,84
	30.....	9,98—10,07	0,62	35,34	33,67	8,25	11,47	3,00	91,73	33,67	11,47	3,00	3,00	51,14	429,91	142,87
	31.....	10,08—10,17	0,63	35,71	34,02	8,34	11,47	3,00	92,54	34,02	11,47	3,00	3,00	51,49	434,51	144,03
	32.....	10,18—10,27	0,64	36,07	34,37	8,42	11,47	3,00	93,33	34,37	11,47	3,00	3,00	51,84	439,11	145,17
	33.....	10,28—10,37	0,64	36,40	34,68	8,50	11,47	3,00	94,05	34,68	11,47	3,00	3,00	52,15	443,30	146,20
	34.....	10,38—10,47	0,65	36,76	35,03	8,58	11,47	3,00	94,84	35,03	11,47	3,00	3,00	52,50	447,90	147,34
	35.....	10,48—10,57	0,66	37,13	35,37	8,67	11,47	3,00	95,64	35,37	11,47	3,00	3,00	52,84	452,51	148,48
	36.....	10,58—10,67	0,66	37,46	35,69	8,74	11,47	3,00	96,36	35,69	11,47	3,00	3,00	53,16	456,69	149,52
	37.....	10,68—10,77	0,67	37,82	36,04	8,83	11,47	3,00	97,16	36,04	11,47	3,00	3,00	53,51	461,29	150,67
	38.....	10,78—10,87	0,67	38,15	36,35	8,91	11,47	3,00	97,88	36,35	11,47	3,00	3,00	53,82	465,48	151,70
	39.....	10,88—10,97	0,68	38,52	36,70	8,99	11,47	3,00	98,68	36,70	11,47	3,00	3,00	54,17	470,08	152,85
	40.....	10,98—11,07	0,69	38,88	37,04	9,08	11,47	3,00	99,47	37,04	11,47	3,00	3,00	54,51	474,69	153,98
	41.....	11,08—11,17	0,69	39,21	37,36	9,15	11,47	3,00	100,19	37,36	11,47	3,00	3,00	54,83	478,87	155,02
	42.....	11,18—11,27	0,70	39,57	37,71	9,24	11,47	3,00	100,99	37,71	11,47	3,00	3,00	55,18	483,47	156,17
	43.....	11,28—11,37	0,70	39,90	38,02	9,32	11,47	3,00	101,71	38,02	11,47	3,00	3,00	55,49	487,66	157,20
	44.....	11,38—11,47	0,71	40,27	38,37	9,40	11,47	3,00	102,51	38,37	11,47	3,00	3,00	55,84	492,26	158,35
	45.....	11,48—11,57	0,72	40,63	38,71	9,49	11,47	3,00	103,30	38,71	11,47	3,00	3,00	56,18	496,87	159,48
	46.....	11,58—11,67	0,72	40,96	39,03	9,56	11,47	3,00	104,02	39,03	11,47	3,00	3,00	56,50	501,05	160,52
	47.....	11,68—11,77	0,73	41,33	39,37	9,65	11,47	3,00	104,82	39,37	11,47	3,00	3,00	56,84	505,66	161,66
	48.....	11,78—11,87	0,74	41,69	39,72	9,73	11,47	3,00	105,61	39,72	11,47	3,00	3,00	57,19	510,26	162,80
	49.....	11,88—11,97	0,74	42,02	40,04	9,81	11,47	3,00	106,34	40,04	11,47	3,00	3,00	57,51	514,44	163,85
	50.....	11,98—12,07	0,75	42,38	40,38	9,89	11,47	3,00	107,12	40,38	11,47	3,00	3,00	57,85	519,05	164,97

V. N. SMAILES

Chairman

A. R. HERMANUS

Vice-chairman

P. R. SERFONTEIN

Secretary

BYLAE

KIMBERLEY: MET INGANG VAN DIE INWERKINGTREDDING VAN HIERDIE OOREENKOMS

GORDONIA: NA 6 MAANDE

VAKMANNE EN AMBAGSMANNE

Loonband min.–maks. tarief per uur			WERKGEWER SE BYDRAE							WERKNEMER SE BYDRAE						Seël
			Kontant- bonus	AANHANGSEL A					AANHANGSEL B					Kontant- bonus ingesluit		
				Vakan- sie- fonds	Pens. fonds	Oplei. fonds	Byst. fonds	Raads- hef.	Werk- gewer Totaal	Pens. fonds	Byst. fonds	Raads- hef.	Spaar- geld		Werk- nemer Totaal	
AMB	1.....	0,00– 7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39
	2.....	7,58– 7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51
	3.....	7,68– 7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57
	4.....	7,78– 7,87	0,49	27,64	26,33	6,45	11,47	3,00	74,89	26,33	11,47	3,00	3,00	43,80	332,40	118,69
	5.....	7,88– 7,97	0,49	27,97	26,85	6,53	11,47	3,00	75,82	26,65	11,47	3,00	3,00	44,12	336,58	119,94
	6.....	7,98– 8,07	0,50	28,33	27,00	6,61	11,47	3,00	76,41	27,00	11,47	3,00	3,00	44,47	341,18	120,88
	7.....	8,08– 8,17	0,51	28,70	27,34	6,70	11,47	3,00	77,21	27,34	11,47	3,00	3,00	44,81	345,79	122,02
	8.....	8,18– 8,27	0,51	29,03	27,66	6,78	11,47	3,00	77,94	27,66	11,47	3,00	3,00	45,13	349,97	123,07
	9.....	8,28– 8,37	0,52	29,39	28,00	6,86	11,47	3,00	78,72	28,00	11,47	3,00	3,00	45,47	354,58	124,19
	10.....	8,38– 8,47	0,53	29,76	28,35	6,95	11,47	3,00	79,53	28,35	11,47	3,00	3,00	45,82	359,18	125,35
	11.....	8,48– 8,57	0,53	30,09	28,66	7,02	11,47	3,00	80,24	28,66	11,47	3,00	3,00	46,13	363,37	126,37
	12.....	8,58– 8,67	0,54	30,45	29,01	7,11	11,47	3,00	81,04	29,01	11,47	3,00	3,00	46,48	367,97	127,52
	13.....	8,68– 8,77	0,54	30,78	29,33	7,19	11,47	3,00	81,77	29,33	11,47	3,00	3,00	46,80	372,15	128,57
	14.....	8,78– 8,87	0,55	31,14	29,67	7,27	11,47	3,00	82,55	29,67	11,47	3,00	3,00	47,14	376,76	129,69
	15.....	8,88– 8,97	0,56	31,51	30,02	7,36	11,47	3,00	83,36	30,02	11,47	3,00	3,00	47,49	381,36	130,85
	16.....	8,98– 9,07	0,56	31,84	30,33	7,43	11,47	3,00	84,07	30,33	11,47	3,00	3,00	47,80	385,55	131,87
	17.....	9,08– 9,17	0,57	32,20	30,68	7,52	11,47	3,00	84,87	30,68	11,47	3,00	3,00	48,15	390,15	133,02
	18.....	9,18– 9,27	0,57	32,53	31,00	7,59	11,47	3,00	85,59	31,00	11,47	3,00	3,00	48,47	394,33	134,06
VAK	19.....	9,28– 9,37	0,58	32,90	31,34	7,68	11,47	3,00	86,39	31,34	11,47	3,00	3,00	48,81	398,94	135,20
	20.....	9,38– 9,47	0,59	33,26	31,69	7,76	11,47	3,00	87,18	31,69	11,47	3,00	3,00	49,16	403,54	136,34
	21.....	9,48– 9,57	0,59	33,59	32,00	7,84	11,47	3,00	87,90	32,00	11,47	3,00	3,00	49,47	407,73	137,37
	22.....	9,58– 9,67	0,60	33,95	32,35	7,93	11,47	3,00	88,70	32,35	11,47	3,00	3,00	49,82	412,33	138,52
	23.....	9,68– 9,77	0,61	34,32	32,70	8,01	11,47	3,00	89,50	32,70	11,47	3,00	3,00	50,17	416,93	139,67
	24.....	9,78– 9,87	0,61	34,65	33,01	8,09	11,47	3,00	90,22	33,01	11,47	3,00	3,00	50,48	421,12	140,70
	25.....	9,88– 9,97	0,62	35,01	33,36	8,17	11,47	3,00	91,01	33,36	11,47	3,00	3,00	50,83	425,72	141,84
	26.....	9,98–10,07	0,62	35,34	33,67	8,25	11,47	3,00	91,73	33,67	11,47	3,00	3,00	51,14	429,91	142,87
	27.....	10,08–10,17	0,63	35,71	34,02	8,34	11,47	3,00	92,54	34,02	11,47	3,00	3,00	51,49	434,51	144,03
	28.....	10,18–10,27	0,64	36,07	34,37	8,42	11,47	3,00	93,33	34,37	11,47	3,00	3,00	51,84	439,11	145,17
	29.....	10,28–10,37	0,64	36,40	34,68	8,50	11,47	3,00	94,05	34,68	11,47	3,00	3,00	52,15	443,30	146,20
	30.....	10,38–10,47	0,65	36,76	35,03	8,58	11,47	3,00	94,84	35,03	11,47	3,00	3,00	52,50	447,90	147,34
	31.....	10,48–10,57	0,66	37,13	35,37	8,67	11,47	3,00	95,64	35,37	11,47	3,00	3,00	52,84	452,51	149,48
	32.....	10,58–10,67	0,66	37,46	35,69	8,74	11,47	3,00	96,36	35,69	11,47	3,00	3,00	53,16	456,69	149,52
	33.....	10,68–10,77	0,67	37,82	36,04	8,83	11,47	3,00	97,16	36,04	11,47	3,00	3,00	53,51	461,29	150,67
	34.....	10,78–10,87	0,67	38,15	36,35	8,91	11,47	3,00	97,88	36,35	11,47	3,00	3,00	53,82	465,48	151,70
	35.....	10,88–10,97	0,68	38,52	36,70	8,99	11,47	3,00	98,68	36,70	11,47	3,00	3,00	54,17	470,08	152,85
	36.....	10,98–11,07	0,69	38,88	37,04	9,08	11,47	3,00	99,47	37,04	11,47	3,00	3,00	54,51	474,69	153,98
	37.....	11,08–11,17	0,69	39,21	37,36	9,15	11,47	3,00	100,19	37,36	11,47	3,00	3,00	54,83	478,87	155,02
	38.....	11,18–11,27	0,70	39,57	37,71	9,24	11,47	3,00	100,99	37,71	11,47	3,00	3,00	55,18	483,47	156,17
	39.....	11,28–11,37	0,70	39,90	38,02	9,32	11,47	3,00	101,71	38,02	11,47	3,00	3,00	55,49	487,66	157,20
	40.....	11,38–11,47	0,71	40,27	38,37	9,40	11,47	3,00	102,51	38,37	11,47	3,00	3,00	55,84	492,26	158,35
	41.....	11,48–11,57	0,72	40,63	38,71	9,49	11,47	3,00	103,30	38,71	11,47	3,00	3,00	56,18	496,87	159,48
	42.....	11,58–11,67	0,72	40,96	39,03	9,56	11,47	3,00	104,02	39,03	11,47	3,00	3,00	56,50	501,05	160,52
	43.....	11,68–11,77	0,73	41,33	39,37	9,65	11,47	3,00	104,82	39,37	11,47	3,00	3,00	56,84	505,66	161,66
	44.....	11,78–11,87	0,74	41,69	39,72	9,73	11,47	3,00	105,61	39,72	11,47	3,00	3,00	57,19	510,26	162,80
	45.....	11,88–11,97	0,74	42,02	40,04	9,81	11,47	3,00	106,34	40,04	11,47	3,00	3,00	57,51	514,44	163,85
	46.....	11,98–12,07	0,75	42,38	40,38	9,89	11,47	3,00	107,12	40,38	11,47	3,00	3,00	57,85	519,05	164,97
	47.....	12,08–12,17	0,75	42,72	40,70	9,97	11,47	3,00	107,86	40,70	11,47	3,00	3,00	58,17	523,23	166,03
	48.....	12,18–12,27	0,76	43,08	41,04	10,06	11,47	3,00	108,65	41,04	11,47	3,00	3,00	58,51	527,84	167,16
	49.....	12,28–12,37	0,77	43,44	41,39	10,14	11,47	3,00	109,44	41,39	11,47	3,00	3,00	58,86	532,44	168,38
	50.....	12,38–12,47	0,77	43,77	41,71	10,22	11,47	3,00	110,17	41,71	11,47	3,00	3,00	59,18	536,62	169,35

KIMBERLEY: MET INGANG VAN DIE INWERKINGTREDING VAN HIERDIE OOREENKOMS

GORDONIA: NA 6 MAANDE

NIE-AMBAGSMANNE EN GESPEFISEERDE VAARDIGHEDDE

Loonband min.–maks. tarief per uur		WERKGEWER SE BYDRAE							WERKNEMER SE BYDRAE					Kontant- bonus ingesluit	Seël
		Kontant- bonus	AANHANGSEL A						AANHANGSEL B						
			Vakan- sie- fonds	Pens. fonds	Oplei. fonds	Byst. fonds	Raads- hef.	Werk- gewer Totaal	Pens. fonds	Byst. fonds	Raads- hef.	Spaar- geld	Werk- nemer Totaal		
ARBD. 1	0,00–3,17	0,20	11,14	10,62	2,60	3,28	3,00	30,64	10,62	3,28	3,00	3,00	19,90	131,75	50,54
2	3,18–3,27	0,20	11,47	10,93	2,68	3,28	3,00	31,36	10,93	3,28	3,00	3,00	20,21	135,94	51,57
3	3,28–3,37	0,21	11,84	11,28	2,76	3,28	3,00	32,16	11,28	3,28	3,00	3,00	20,56	140,54	52,72
4	3,38–3,47	0,22	12,20	11,62	2,85	3,28	3,00	32,95	11,62	3,28	3,00	3,00	20,90	145,15	53,85
5	3,48–3,57	0,22	12,53	11,94	2,93	3,28	3,00	33,68	11,94	3,28	3,00	3,00	21,22	149,33	54,90
6	3,58–3,67	0,23	12,89	12,29	3,01	3,28	3,00	34,47	12,29	3,28	3,00	3,00	21,57	153,93	56,04
7	3,68–3,77	0,23	13,22	12,60	3,09	3,28	3,00	35,19	12,60	3,28	3,00	3,00	21,88	158,12	57,07
8	3,78–3,87	0,24	13,59	12,95	3,59	3,28	3,00	35,99	12,95	3,28	3,00	3,00	22,23	162,72	58,22
KWEK. 9	3,88–3,97	0,25	13,95	13,29	3,26	3,28	3,00	36,78	13,29	3,28	3,00	3,00	22,57	167,33	59,35
10	3,98–4,07	0,25	14,29	13,61	3,33	3,28	3,00	37,50	13,61	3,28	3,00	3,00	22,89	171,51	60,39
11	4,08–4,17	0,26	14,65	13,95	3,42	3,28	3,00	38,30	13,95	3,28	3,00	3,00	23,23	176,12	61,53
12	4,18–4,27	0,26	14,98	14,27	3,50	3,28	3,00	39,03	14,27	3,28	3,00	3,00	23,55	180,30	62,58
13	4,28–4,37	0,27	15,34	14,62	3,58	3,28	3,00	39,82	14,62	3,28	3,00	3,00	23,90	184,90	63,72
14	4,38–4,47	0,28	15,70	14,96	3,67	3,28	3,00	40,61	14,96	3,28	3,00	3,00	24,24	189,51	64,85
15	4,48–4,57	0,28	16,03	15,28	3,74	3,28	3,00	41,33	15,28	3,28	3,00	3,00	24,56	193,69	65,89
16	4,58–4,67	0,29	16,40	15,62	3,83	3,28	3,00	42,13	15,62	3,28	3,00	3,00	24,90	198,30	67,03
17	4,68–4,77	0,30	16,76	15,97	3,91	3,28	3,00	42,92	15,97	3,28	3,00	3,00	25,25	202,90	68,17
18	4,78–4,87	0,30	17,09	16,29	3,99	3,28	3,00	43,65	16,29	3,28	3,00	3,00	25,57	207,08	69,22
19	4,88–4,97	0,31	17,46	16,63	4,08	3,28	3,00	44,45	16,63	3,28	3,00	3,00	25,91	211,69	70,36
20	4,98–5,07	0,31	17,79	16,95	4,15	3,28	3,00	45,17	16,95	3,28	3,00	3,00	26,23	215,87	71,40
21	5,08–5,17	0,32	18,15	17,29	4,24	3,28	3,00	45,96	17,29	3,28	3,00	3,00	26,57	220,48	72,53
22	5,18–5,27	0,33	18,51	17,64	4,32	3,28	3,00	46,75	17,64	3,28	3,00	3,00	26,92	225,08	73,67
23	5,28–5,37	0,33	18,84	17,95	4,40	3,28	3,00	47,47	17,95	3,28	3,00	3,00	27,23	229,27	74,70
24	5,38–5,47	0,34	19,21	18,30	4,48	3,28	3,00	48,27	18,30	3,28	3,00	3,00	27,58	233,87	75,85
25	5,48–5,57	0,35	19,57	18,65	4,57	3,28	3,00	49,07	18,65	3,28	3,00	3,00	27,93	238,47	77,00
26	5,58–5,67	0,35	19,90	18,96	4,65	3,28	3,00	49,79	18,96	3,28	3,00	3,00	28,24	242,66	78,03
27	5,68–5,77	0,36	20,27	19,31	4,73	3,28	3,00	50,59	19,31	3,28	3,00	3,00	28,59	247,26	79,18
28	5,78–5,87	0,36	20,60	19,62	4,81	3,28	3,00	51,31	19,62	3,28	3,00	3,00	28,90	251,45	80,21
29	5,88–5,97	0,37	20,96	19,97	4,89	3,28	3,00	52,10	19,97	3,28	3,00	3,00	29,25	256,05	81,35
30	5,98–6,07	0,38	21,32	20,32	4,98	3,28	3,00	52,90	20,32	3,28	3,00	3,00	29,60	260,65	82,50
31	6,08–6,17	0,38	21,66	20,63	5,06	3,28	3,00	53,63	20,63	3,28	3,00	3,00	29,91	264,84	83,54
32	6,18–6,27	0,39	22,02	20,98	5,14	3,28	3,00	54,42	20,98	3,28	3,00	3,00	30,26	269,44	84,68
33	6,28–6,37	0,39	22,35	21,29	5,22	3,28	3,00	55,14	21,29	3,28	3,00	3,00	30,57	273,63	85,71
34	6,38–6,47	0,40	22,71	21,64	5,30	3,28	3,00	55,93	21,64	3,28	3,00	3,00	30,92	278,23	86,85
35	6,48–6,57	0,41	23,08	21,99	5,39	3,28	3,00	56,74	21,99	3,28	3,00	3,00	31,27	282,83	88,01
36	6,58–6,67	0,41	23,41	22,30	5,46	3,28	3,00	57,45	22,30	3,28	3,00	3,00	31,58	287,02	89,03
37	6,68–6,77	0,42	23,77	22,65	5,55	3,28	3,00	58,25	22,65	3,28	3,00	3,00	31,93	291,62	90,18
38	6,78–6,87	0,43	24,13	22,99	5,63	3,28	3,00	59,03	22,99	3,28	3,00	3,00	32,27	296,23	91,30
39	6,88–6,97	0,43	24,47	23,31	5,71	3,28	3,00	59,77	23,31	3,28	3,00	3,00	32,59	300,41	92,36
40	6,98–7,07	0,44	24,83	23,66	5,80	3,28	3,00	60,57	23,66	3,28	3,00	3,00	32,94	305,01	93,51
41	7,08–7,17	0,44	25,16	23,97	5,87	3,28	3,00	61,28	23,97	3,28	3,00	3,00	33,25	309,20	94,53
42	7,18–7,27	0,45	25,52	24,32	5,96	3,28	3,00	62,08	24,32	3,28	3,00	3,00	33,60	313,80	95,68
43	7,28–7,37	0,46	25,89	24,66	6,04	3,28	3,00	62,87	24,66	3,28	3,00	3,00	33,94	318,41	96,81
44	7,38–7,47	0,46	26,22	24,98	6,12	3,28	3,00	63,60	24,98	3,28	3,00	3,00	34,26	322,59	97,86
N1	7,48–7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39
N2	7,58–7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51
N3	7,68–7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57
N4	7,78–7,87	0,49	27,64	26,33	6,45	11,47	3,00	74,89	26,33	11,47	3,00	3,00	43,80	332,40	118,69
N5	7,88–7,97	0,49	27,97	26,65	6,53	11,47	3,00	75,62	26,65	11,47	3,00	3,00	44,12	336,58	119,74
N6	7,98–8,07	0,50	28,33	27,00	6,61	11,47	3,00	76,41	27,00	11,47	3,00	3,00	44,47	341,18	120,88

GORDONIA MET INGANG VAN DIE INWERKINGTREDING VAN HIERDIE OOREENKOMS

NIE-AMBAGSMANNE EN GESPEEIFISEERDE VAARDIGHEDE

			WERKGEWER SE BYDRAE							WERKNEMER SE BYDRAE								
Loonband min.-maks. tarief per uur			Kontant- bonus	AANHANGSEL A					Werk- gewer Totaal	AANHANGSEL B					Kontant- bonus ingesluit	Seël		
				Vakan- sie- fonds	Pens. fonds	Oplei. fonds	Byst. fonds	Raads- hef.		Pens. fonds	Byst. fonds	Raads- hef.	Spaar- geld	Werk- nemer Totaal				
G/W	1.....	0,00-2,87	0,18	10,08	9,61	2,35	3,28	3,00	28,32	9,61	3,28	3,00	3,00	18,89	118,36	47,21		
	2.....	2,88-2,97	0,18	10,41	9,92	2,43	3,28	3,00	29,04	9,92	3,28	3,00	3,00	19,20	122,55	48,24		
	3.....	2,98-3,07	0,19	10,78	10,27	2,52	3,28	3,00	29,85	10,27	3,28	3,00	3,00	19,55	127,15	49,40		
	4.....	3,08-3,17	0,20	11,14	10,62	2,60	3,28	3,00	30,64	10,62	3,28	3,00	3,00	19,90	131,75	50,54		
	5.....	3,18-3,27	0,20	11,47	10,93	2,68	3,28	3,00	31,36	10,93	3,28	3,00	3,00	20,21	135,94	51,57		
	6.....	3,28-3,37	0,21	11,84	11,28	2,76	3,28	3,00	32,16	11,28	3,28	3,00	3,00	20,56	140,54	52,72		
	7.....	3,38-3,47	0,22	12,20	11,62	2,85	3,28	3,00	32,95	11,62	3,28	3,00	3,00	20,90	145,15	53,85		
	8.....	3,48-3,57	0,22	12,53	11,94	2,93	3,28	3,00	33,68	11,94	3,28	3,00	3,00	21,22	149,33	54,90		
SP/S	9.....	3,58-3,67	0,23	12,89	12,29	3,01	3,28	3,00	34,47	12,29	3,28	3,00	3,00	21,57	153,93	56,04		
	10.....	3,68-3,77	0,23	13,22	12,60	3,09	3,28	3,00	35,19	12,60	3,28	3,00	3,00	21,88	158,12	57,07		
	11.....	3,78-3,87	0,24	13,59	12,95	3,17	3,28	3,00	35,99	12,95	3,28	3,00	3,00	22,23	162,72	58,22		
	12.....	3,88-3,97	0,25	13,95	13,29	3,26	3,28	3,00	36,78	13,29	3,28	3,00	3,00	22,57	167,33	59,35		
	13.....	3,98-4,07	0,25	14,28	13,61	3,33	3,28	3,00	37,50	13,61	3,28	3,00	3,00	22,89	171,51	60,39		
	14.....	4,08-4,17	0,26	14,65	13,95	3,42	3,28	3,00	38,30	13,95	3,28	3,00	3,00	23,23	176,12	61,53		
	15.....	4,18-4,27	0,26	14,98	14,27	3,50	3,28	3,00	39,03	14,27	3,28	3,00	3,00	23,55	180,30	62,58		
	16.....	4,28-4,37	0,27	15,34	14,62	3,58	3,28	3,00	39,82	14,62	3,28	3,00	3,00	23,90	184,90	63,72		
	17.....	4,38-4,47	0,28	15,70	14,96	3,67	3,28	3,00	40,61	14,96	3,28	3,00	3,00	24,24	189,51	64,85		
	18.....	4,48-4,57	0,28	16,03	15,28	3,74	3,28	3,00	41,33	15,28	3,28	3,00	3,00	24,56	193,69	65,89		
	19.....	4,58-4,67	0,29	16,40	15,62	3,83	3,28	3,00	42,13	15,62	3,28	3,00	3,00	24,90	198,30	67,03		
	20.....	4,68-4,77	0,30	16,76	15,97	3,91	3,28	3,00	42,92	15,97	3,28	3,00	3,00	25,25	202,90	68,17		
	21.....	4,78-4,87	0,30	17,09	16,29	3,99	3,28	3,00	43,65	16,29	3,28	3,00	3,00	25,57	207,08	69,22		
	22.....	4,88-4,97	0,31	17,46	16,63	4,08	3,28	3,00	44,45	16,63	3,28	3,00	3,00	25,91	211,69	70,36		
	23.....	4,98-5,07	0,31	17,79	16,95	4,15	3,28	3,00	45,17	16,95	3,28	3,00	3,00	26,23	215,87	71,40		
	24.....	5,08-5,17	0,32	18,15	17,29	4,24	3,28	3,00	45,96	17,29	3,28	3,00	3,00	26,57	220,48	72,53		
	25.....	5,18-5,27	0,33	18,51	17,64	4,32	3,28	3,00	46,75	17,64	3,28	3,00	3,00	26,92	225,08	73,67		
	26.....	5,28-5,37	0,33	18,84	17,95	4,40	3,28	3,00	47,47	17,95	3,28	3,00	3,00	27,23	229,27	74,70		
	27.....	5,38-5,47	0,34	19,21	18,30	4,48	3,28	3,00	48,27	18,30	3,28	3,00	3,00	27,58	233,87	75,85		
	28.....	5,48-5,57	0,35	19,57	18,65	4,57	3,28	3,00	49,07	18,65	3,28	3,00	3,00	27,93	238,47	77,00		
	29.....	5,58-5,67	0,35	19,90	18,96	4,65	3,28	3,00	49,79	18,96	3,28	3,00	3,00	28,24	242,66	78,03		
	30.....	5,68-5,77	0,36	20,27	19,31	4,73	3,28	3,00	50,59	19,31	3,28	3,00	3,00	28,59	247,26	79,18		
	31.....	5,78-5,87	0,36	20,60	19,62	4,81	3,28	3,00	51,31	19,62	3,28	3,00	3,00	28,90	251,45	80,21		
	32.....	5,88-5,97	0,37	20,96	19,97	4,89	3,28	3,00	52,10	19,97	3,28	3,00	3,00	29,25	256,05	81,35		
	33.....	5,98-6,07	0,38	21,32	20,32	4,98	3,28	3,00	52,90	20,32	3,28	3,00	3,00	29,60	260,65	82,50		
	34.....	6,08-6,17	0,38	21,66	20,63	5,06	3,28	3,00	53,63	20,63	3,28	3,00	3,00	29,91	264,84	83,54		
	35.....	6,18-6,27	0,39	22,02	20,98	5,14	3,28	3,00	54,42	20,98	3,28	3,00	3,00	30,26	269,44	84,68		
	36.....	6,28-6,37	0,39	22,35	21,29	5,22	3,28	3,00	55,14	21,29	3,28	3,00	3,00	30,57	273,63	85,71		
	37.....	6,38-6,47	0,40	22,71	21,64	5,30	3,28	3,00	55,93	21,64	3,28	3,00	3,00	30,92	278,23	86,85		
	38.....	6,48-6,57	0,41	23,08	21,99	5,39	3,28	3,00	56,74	21,99	3,28	3,00	3,00	31,27	282,83	88,01		
	39.....	6,58-6,67	0,41	23,41	22,30	5,46	3,28	3,00	57,45	22,30	3,28	3,00	3,00	31,58	287,02	89,03		
	40.....	6,68-6,77	0,42	23,77	22,65	5,55	3,28	3,00	58,25	22,65	3,28	3,00	3,00	31,93	291,62	90,18		
	41.....	6,78-6,87	0,43	24,13	22,99	5,63	3,28	3,00	59,03	22,99	3,28	3,00	3,00	32,27	296,23	91,30		
	42.....	6,88-6,97	0,43	24,47	23,31	5,71	3,28	3,00	59,77	23,31	3,28	3,00	3,00	32,59	300,41	92,36		
	43.....	6,98-7,07	0,44	24,83	23,66	5,80	3,28	3,00	60,57	23,66	3,28	3,00	3,00	32,94	305,01	93,51		
		N1.....	7,08-7,17	0,44	25,16	23,97	5,87	11,47	3,00	69,47	23,97	11,47	3,00	3,00	41,44	301,01	110,91	
		N2.....	7,18-7,27	0,45	25,52	24,32	5,96	11,47	3,00	70,27	24,32	11,47	3,00	3,00	41,79	305,61	112,06	
		N3.....	7,28-7,37	0,46	25,89	24,66	6,04	11,47	3,00	71,06	24,66	11,47	3,00	3,00	42,13	310,22	113,19	
		N4.....	7,38-7,47	0,46	26,22	24,98	6,12	11,47	3,00	71,79	24,98	11,47	3,00	3,00	42,45	314,40	114,24	
		N5.....	7,48-7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39	
		N6.....	7,58-7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51	
		N7.....	7,68-7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57	

GORDONIA MET INGANG VAN DIE INWERKINGTREDDING VAN HIERDIE OOREENKOMS

VAKMANNE EN AMBAGSMANNE

		WERKGEWER SE BYDRAE								WERKNEMER SE BYDRAE							
Loonband min.–maks. tarief per uur		Kontant- bonus	AANHANGSEL A							AANHANGSEL B					Kontant- bonus ingesluit	Seël	
			Vakan- sie- fonds	Pens. fonds	Oplei. fonds	Byst. fonds	Raads- hef.	Werk- gewer Totaal	Pens. fonds	Byst. fonds	Raads- hef.	Spaar- geld	Werk- nemer Totaal				
AMB	1	0,00– 7,17	0,44	25,16	23,97	5,87	11,47	3,00	69,47	23,97	11,47	3,00	3,00	41,44	301,01	110,91	
	2	7,18– 7,27	0,45	25,52	24,32	5,96	11,47	3,00	70,27	24,32	11,47	3,00	3,00	41,79	305,61	112,06	
	3	7,28– 7,37	0,46	25,89	24,66	6,04	11,47	3,00	71,06	24,66	11,47	3,00	3,00	42,13	310,22	113,19	
	4	7,38– 7,47	0,46	26,22	24,98	6,12	11,47	3,00	71,79	24,98	11,47	3,00	3,00	42,45	314,40	114,24	
	5	7,48– 7,57	0,47	26,58	25,33	6,21	11,47	3,00	72,59	25,33	11,47	3,00	3,00	42,80	319,00	115,39	
	6	7,58– 7,67	0,48	26,94	25,67	6,29	11,47	3,00	73,37	25,67	11,47	3,00	3,00	43,14	323,61	116,51	
	7	7,68– 7,77	0,48	27,28	25,99	6,37	11,47	3,00	74,11	25,99	11,47	3,00	3,00	43,46	327,79	117,57	
	8	7,78– 7,87	0,49	27,64	26,33	6,45	11,47	3,00	74,89	26,33	11,47	3,00	3,00	43,80	332,40	118,69	
	9	7,88– 7,97	0,49	27,97	26,65	6,53	11,47	3,00	75,62	26,65	11,47	3,00	3,00	44,12	336,58	119,74	
	10	7,98– 8,07	0,50	28,33	27,00	6,61	11,47	3,00	76,41	27,00	11,47	3,00	3,00	44,47	341,18	120,88	
	11	8,08– 8,17	0,51	28,70	27,34	6,70	11,47	3,00	77,21	27,34	11,47	3,00	3,00	44,81	345,79	122,02	
	12	8,18– 8,27	0,51	29,03	27,66	6,78	11,47	3,00	77,94	27,66	11,47	3,00	3,00	45,13	349,97	123,07	
	13	8,28– 8,37	0,52	29,39	28,00	6,86	11,47	3,00	78,72	28,00	11,47	3,00	3,00	45,47	354,58	124,19	
	14	8,38– 8,47	0,53	29,76	28,35	6,95	11,47	3,00	79,53	28,53	11,47	3,00	3,00	45,82	359,18	125,35	
	15	8,48– 8,57	0,53	30,09	28,66	7,02	11,47	3,00	80,24	28,66	11,47	3,00	3,00	46,13	363,37	126,37	
	16	8,58– 8,67	0,54	30,45	29,01	7,11	11,47	3,00	81,04	29,01	11,47	3,00	3,00	46,48	367,97	127,52	
	17	8,68– 8,77	0,54	30,78	29,33	7,19	11,47	3,00	81,77	29,33	11,47	3,00	3,00	46,80	372,15	128,57	
	18	8,78– 8,87	0,55	31,14	29,67	7,27	11,47	3,00	82,55	29,67	11,47	3,00	3,00	47,14	376,76	129,69	
	19	8,88– 8,97	0,56	31,51	30,02	7,36	11,47	3,00	83,36	30,02	11,47	3,00	3,00	47,49	381,36	130,85	
	20	8,98– 9,07	0,56	31,94	30,33	7,43	11,47	3,00	84,07	30,33	11,47	3,00	3,00	47,80	385,55	131,87	
VAK	21	9,08– 9,17	0,57	32,20	30,68	7,52	11,47	3,00	84,87	30,68	11,47	3,00	3,00	48,15	390,15	133,02	
	22	9,18– 9,27	0,57	32,53	31,00	7,59	11,47	3,00	85,59	31,00	11,47	3,00	3,00	48,47	394,33	134,06	
	23	9,28– 9,37	0,58	32,90	31,34	7,68	11,47	3,00	86,39	31,34	11,47	3,00	3,00	48,81	398,94	135,20	
	24	9,38– 9,47	0,59	33,26	31,69	7,76	11,47	3,00	87,18	31,69	11,47	3,00	3,00	49,16	403,54	136,34	
	25	9,48– 9,57	0,59	33,59	32,00	7,84	11,47	3,00	87,90	32,00	11,47	3,00	3,00	49,47	407,73	137,37	
	26	9,58– 9,67	0,60	33,95	32,35	7,93	11,47	3,00	88,70	32,35	11,47	3,00	3,00	49,82	412,33	138,52	
	27	9,68– 9,77	0,61	34,32	32,70	8,01	11,47	3,00	89,50	32,70	11,47	3,00	3,00	50,17	416,93	139,67	
	28	9,78– 9,87	0,61	34,65	33,01	8,09	11,47	3,00	90,22	33,01	11,47	3,00	3,00	50,48	421,12	140,70	
	29	9,88– 9,97	0,62	35,01	33,36	8,17	11,47	3,00	91,01	33,36	11,47	3,00	3,00	50,83	425,72	141,84	
	30	9,98–10,07	0,62	35,34	33,67	8,25	11,47	3,00	91,73	33,67	11,47	3,00	3,00	51,14	429,91	142,87	
	31	10,08–10,17	0,63	35,71	34,02	8,34	11,47	3,00	92,54	34,02	11,47	3,00	3,00	51,49	434,51	144,03	
	32	10,18–10,27	0,64	36,07	34,37	8,42	11,47	3,00	93,33	34,37	11,47	3,00	3,00	51,84	439,11	145,17	
	33	10,28–10,37	0,64	36,40	34,68	8,50	11,47	3,00	94,05	34,68	11,47	3,00	3,00	52,15	443,30	146,20	
	34	10,38–10,47	0,65	36,76	35,03	8,58	11,47	3,00	94,84	35,03	11,47	3,00	3,00	52,50	447,90	147,34	
	35	10,48–10,57	0,66	37,13	35,37	8,67	11,47	3,00	95,64	35,37	11,47	3,00	3,00	52,84	452,51	148,48	
	36	10,58–10,67	0,66	37,46	35,69	8,74	11,47	3,00	96,36	35,69	11,47	3,00	3,00	53,16	456,69	149,52	
	37	10,68–10,77	0,67	37,82	36,04	8,83	11,47	3,00	97,16	36,04	11,47	3,00	3,00	53,51	461,29	150,67	
	38	10,78–10,87	0,67	38,15	36,35	8,91	11,47	3,00	97,88	36,35	11,47	3,00	3,00	53,82	465,48	151,70	
	39	10,88–10,97	0,68	38,52	36,70	8,99	11,47	3,00	98,68	36,70	11,47	3,00	3,00	54,17	470,08	152,85	
	40	10,98–11,07	0,69	38,88	37,04	9,08	11,47	3,00	99,47	37,04	11,47	3,00	3,00	54,51	474,69	153,98	
	41	11,08–11,17	0,69	39,21	37,36	9,15	11,47	3,00	100,19	37,36	11,47	3,00	3,00	54,83	478,87	155,02	
	42	11,18–11,27	0,70	39,57	37,71	9,24	11,47	3,00	100,99	37,71	11,47	3,00	3,00	55,18	483,47	156,17	
	43	11,28–11,37	0,70	39,90	38,02	9,32	11,47	3,00	101,71	38,02	11,47	3,00	3,00	55,49	487,66	157,20	
	44	11,38–11,47	0,71	40,27	38,37	9,40	11,47	3,00	102,51	38,37	11,47	3,00	3,00	55,84	492,26	158,35	
	45	11,48–11,57	0,72	40,63	38,71	9,49	11,47	3,00	103,30	38,71	11,47	3,00	3,00	56,18	496,87	159,48	
	46	11,58–11,67	0,72	40,96	39,03	9,56	11,47	3,00	104,02	39,03	11,47	3,00	3,00	56,50	501,05	160,52	
	47	11,68–11,77	0,73	41,33	39,37	9,65	11,47	3,00	104,82	39,37	11,47	3,00	3,00	56,84	505,66	161,66	
	48	11,78–11,87	0,74	41,69	39,72	9,73	11,47	3,00	105,61	39,72	11,47	3,00	3,00	57,19	510,26	162,80	
	49	11,88–11,97	0,74	42,02	40,04	9,81	11,47	3,00	106,34	40,04	11,47	3,00	3,00	57,51	514,44	163,85	
	50	11,98–12,07	0,75	42,38	40,38	9,89	11,47	3,00	107,12	40,39	11,47	3,00	3,00	57,85	519,05	164,97	

V. N. SMAILES

Voorsitter

A. R. HERMANUS

Onder-voorsitter

P. R. SERFONTEIN

Sekretaresse

**DEPARTMENT OF HEALTH
DEPARTEMENT VAN GESONDHEID**

No. R. 1213**26 July 1996**

THE INTERIM NATIONAL MEDICAL AND DENTAL COUNCIL OF SOUTH AFRICA

**REGULATIONS RELATING TO THE QUALIFICATIONS ENTITLING MEDICAL PRACTITIONERS AND
DENTISTS TO REGISTRATION: AMENDMENT**

The Minister of Health has, in terms of section 24 read with section 61 (4) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974), on the recommendation of the Interim National Medical and Dental Council of South Africa, made the regulations in the Schedule.

SCHEDULE

1. In these regulations "the Regulations" means the regulations published under Government Notice No. R. 1243 of 8 June 1990, as amended by Government Notices Nos. R. 261 of 15 February 1991, R. 2514 of 11 September 1992, R. 1320 of 23 July 1993, R. 243 of 11 February 1994 and R. 834 of 29 April 1994.

2. The Regulations are hereby amended—

- (a) by the insertion in Annexure A under the heading "Republic of South Africa" of the following heading, qualification and corresponding abbreviation:

University or examining authority and qualification

Abbreviation for registration

"University of Transkei—

Bachelor of Medicine and Bachelor of Surgery MB ChB Unitra"; and

- (b) by the deletion in Annexure A of the following headings, qualification and corresponding abbreviation:

"REPUBLIC OF TRANSKEI

University of Transkei—

Bachelor of Medicine, Bachelor of Surgery MB ChB Transkei"

No. R. 1213**26 Julie 1996**

DIE INTERIM NASIONALE MEDIESE EN TANDHEELKUNDIGE RAAD VAN SUID-AFRIKA

**REGULASIES BETREFFENDE DIE KWALIFIKASIES WAT DIE REG OP REGISTRASIE AS
MEDIESE PRAKTISYNS EN TANDARTSE VERLEEN: WYSIGING**

Die Minister van Gesondheid het, kragtens artikel 24 (1) geles met artikel 61 (4) van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepers, 1974 (Wet No. 56 van 1974), op aanbeveling van die Interim Nasionale Mediese en Tandheelkundige Raad van Suid-Afrika, die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1243 van 8 Junie 1990, soos gewysig deur Goewermentskennisgewings Nos. R. 261 van 15 Februarie 1991, R. 2514 van 11 September 1992, R. 1320 van 23 Julie 1993, R. 243 van 11 Februarie 1994 en R. 834 van 29 April 1994.

2. Die Regulasie word hierby gewysig—

- (a) deur in Aanhangsel A onder die opskrif "Republiek van Suid-Afrika" die volgende opskrif en daaronder die kwalifikasie met die ooreenstemmende afkorting by te voeg:

Universiteit of eksaminerende liggaam en kwalifikasie

Afkorting vir registrasie

"Universiteit van Transkei—

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie MB ChB Unitra"; en

- (b) deur in Aanhangsel A die volgende opskrifte, kwalifikasie en ooreenstemmende afkorting te skrap:

"REPUBLIEK VAN TRANSKEI

Universiteit van Transkei—

Baccalaureus in Geneeskunde, Baccalaureus in Chirurgie MB ChB Transkei"

No. R. 1214

26 July 1996

THE INTERIM NATIONAL MEDICAL AND DENTAL COUNCIL OF SOUTH AFRICA

REGULATIONS RELATING TO THE QUALIFICATIONS WHICH ENTITLE PSYCHOLOGISTS TO REGISTRATION:
AMENDMENT

The Minister of Health has, in terms of section 24 (1) read with section 61 (4) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974), on the recommendation of the Interim National Medical and Dental Council of South Africa, made the regulations in the Schedule.

SCHEDULE

1. In these regulations "the Regulations" means the regulations published under Government Notice No. R. 612 of 15 April 1977, as amended by Government Notices Nos. R. 2578 of 23 December 1977, R. 1040 of 26 May 1978, R. 2612 of 29 December 1978, R. 670 of 27 March 1981, R. 1020 of 28 May 1982, R. 1386 of 9 July 1982, R. 2662 of 10 December 1982, R. 1098 of 30 May 1984, R. 1101 of 30 May 1984, R. 1728 of 9 August 1985, R. 89 of 17 January 1986, R. 2162 of 17 October 1986, R. 2595 of 12 December 1986, R. 1171 of 24 June 1988, R. 1182 of 24 May 1991, R. 2054 of 23 August 1991, R. 3307 of 11 December 1992, R. 2410 of 17 December 1993, R. 1136 of 1 July 1994, R. 1519 of 9 September 1994 and 218 of 17 February 1995.

2. Regulation 2 of the Regulations is hereby amended by the insertion of the following qualifications under the headings as indicated:

<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
Aarhus University—	
Candidates examination.....	Cand Exam Aarhus
Antioch University—	
Master or Arts.....	MA Antioch
Bryn Mawr College, Pennsylvania—	
Master of Social Services.....	M Soc Services Bryn Mawr
Columbia University, New York—	
Master of Arts.....	MA Columbia
University of Edinburgh—	
Master of Philosophy.....	M Phil Edinburgh
Harvard University—	
Master of Science.....	MSc Harvard
University of Houston—	
Master of Arts.....	MA Houston
University of Illinois—	
Master of Arts.....	MA Illinois
Indiana University—	
Master of Science in Education.....	MSc (Educ) Indiana
University of Jos—	
Master of Science.....	MSc Jos
University of London—	
Master of Philosophy.....	M Phil London
University of Lublin—	
Diploma in Psychology.....	Dip (Psychology) Lublin
Michigan State University—	
Master of Arts.....	MA Michigan State
University of Manitoba—	
Master of Arts.....	MA Manitoba
New York University—	
Master of Arts.....	MA New York
University of Nottingham—	
Master of Science in Occupational Psychology.....	MSc (Occup Psych) Nottingham

<i>University or examining authority and qualification</i>	<i>Abbreviation for registration</i>
University of Oregon—	
Master of Education	MEd Oregon
University of Pittsburgh—	
Master of Education	MEd Pittsburgh
University of Reading—	
Master of Arts	MA Reading
University of Toledo—	
Master of Education	MEd Toledo
Victoria University of Manchester—	
Master of Education	MEd Victoria, Manchester
University of the Witwatersrand—	
Master of Arts in Industrial Psychology	MA (Industrial Psychology) Witwatersrand
University of York—	
Master of Arts	MA York

No. R. 1214**26 Julie 1996****DIE INTERIM NASIONALE MEDIESE TANDHEELKUNDIGE RAAD VAN SUID-AFRIKA****REGULASIES BETREFFENDE DIE KWALIFIKASIES WAT DIE REG OP REGISTRASIE AS SELKUNDIGES VERLEEN: WYSIGING**

Die Minister van Gesondheid het, kragtens artikel 24 (1) gelees met artikel 61 (4) van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepe, 1974 (Wet No. 56 van 1974), op aanbeveling van die Interim Nasionale Mediese en Tandheelkundige Raad van Suid-Afrika, die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermmentskennisgewing No. R. 612 van 15 April 1977, soos gewysig by Goewermmentskennisgewings Nos. R. 2578 van 23 Desember 1977, R. 1040 van 26 Mei 1978, R. 2612 van 29 Desember 1978, R. 670 van 27 Maart 1981, R. 1020 van 28 Mei 1982, R. 1386 van 9 Julie 1982, R. 2662 van 10 Desember 1982, R. 1098 van 30 Mei 1984, R. 1101 van 30 Mei 1984, R. 1728 van 9 Augustus 1985, R. 89 van 17 Januarie 1986, R. 2162 van 17 Oktober 1986, R. 2595 van 12 Desember 1986, R. 1171 van 24 Junie 1988, R. 1182 van 24 Mei 1991, R. 2054 van 23 Augustus 1991, R. 3307 van 11 Desember 1992, R. 2410 van 17 Desember 1993, R. 1136 van 1 Julie 1994, R. 1519 van 9 September 1994 en regulasie 218 van 17 Februarie 1995.

2. Regulasie 2 van die Regulasies word hierby gewysig deur die volgende kwalifikasies in te voeg onder die opskrifte soos aangedui:

<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>
Aarhus-Universiteit—	
Kandidaatseksamen	Kand Eks Aarhus
Antioch-Universiteit—	
Magister in Lettere en Wysbegeerte	MA Antioch
Bryn Mawr-Kollege, Pennsylvanië—	
Magister in Sosiale Dienste	M Soc Services Bryn Mawr
Columbia-Universiteit, New York—	
Magister in Lettere en Wysbegeerte	MA Columbia
Universiteit van Edinburgh—	
Magister in Wysbegeerte	MPhil Edinburgh
Harvard-Universiteit—	
Magister in Natuurwetenskappe	MSc Harvard
Universiteit van Houston—	
Magister in Lettere en Wysbegeerte	MA Houston

<i>Universiteit of eksaminerende liggaam en kwalifikasie</i>	<i>Afkorting vir registrasie</i>
Universiteit van Illinois—	
Magister in Lettere en Wysbegeerte	MA Illinois
Indiana-Universiteit—	
Magister in Natuurwetenskappe in Opvoedkunde	MSc (Opv) Indiana
Universiteit van Jos—	
Magister in Natuurwetenskappe	MSc Jos
Universiteit van Londen—	
Magister in Wysbegeerte	MPhil London
Universiteit van Lublin—	
Diploma in Sielkunde	Dip (Sielk) Lublin
Michigan State-Universiteit—	
Magister in Lettere en Wysbegeerte	MA Michigan State
Universiteit van Manitoba—	
Magister in Lettere en Wysbegeerte	MA Manitoba
New York-Universiteit—	
Magister in Lettere en Wysbegeerte	MA New York
Universiteit van Nottingham—	
Magister in Natuurwetenskappe in Beroepsielkunde	MSc (Beroepsielk) Nottingham
Universiteit van Oregon—	
Magister in Opvoedkunde	MEd Oregon
Universiteit van Pittsburgh—	
Magister in Opvoedkunde	MEd Pittsburgh
Universiteit van Reading—	
Magister in Lettere en Wysbegeerte	MA Reading
Universiteit van Toledo—	
Magister in Opvoedkunde	MEd Toledo
Victoria Universiteit van Manchester—	
Magister in Opvoedkunde	MEd Victoria, Manchester
Universiteit van die Witwatersrand—	
Magister in Lettere en Wysbegeerte in Bedryfsielkunde	MA (Bedryfsielkunde) Witwatersrand
Universiteit van York—	
Magister in Lettere en Wysbegeerte	MA York

No. R. 1215

26 July 1996

THE INTERIM NATIONAL MEDICAL AND DENTAL COUNCIL OF SOUTH AFRICA

REGULATIONS RELATING TO THE REGISTRATION BY RADIOGRAPHERS OF ADDITIONAL QUALIFICATIONS

The Minister of Health has, in terms of section 61 (1) (o) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974), on the recommendation of the Interim National Medical and Dental Council of South Africa, made the regulations in the Schedule.

SCHEDULE

1. In these regulations "the Act" means the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act No. 56 of 1974), and any expression to which a meaning has been assigned in the Act shall bear such meaning.
2. The following qualifications held by radiographers shall be registrable as additional qualifications under section 35 of the Act, subject to their being gained in the same category as that in which the applicant is registered:

REPUBLIC OF SOUTH AFRICA

<i>Examining authority</i>	<i>Qualification</i>	<i>Abbreviation for registration</i>
Department of National Education	Certificate in Ultrasound.....	Cert Ultrasound (SA)
	National Higher Diploma in Tertiary Education ..	NHD Tertiary Education (SA)
Society of Radiographers of South Africa	Higher Diploma (*)	H Dip Soc Rad (SA)
	(* If obtained prior to 30 June 1979)	
South African Medical and Dental Council	Higher Diploma in Radiography (Diagnosis).....	H Dip Rad (Diag) (SAMDC)
	Higher Diploma in Radiography (Therapy)	H Dip Rad (Ther) (SAMDC)
University of Cape Town	Diploma in Teaching Radiography	Dip TR (Cape Town)
	Advanced Diploma in Teaching Radiography	Advanced Dip TR (Cape Town)
	Bachelor of Science in Medicine (Honours) in Radiotherapy	BSc Med (Hons) Therapy (Cape Town)
University of Natal	Higher Diploma in Education (Post school)	HDE (Post school) Radiography (Natal)
	Higher Diploma in Education (Post school) in Radiography	HDE (Post school) Radiography (Natal)
University of the Orange Free State	Bachelor's Degree in Radiography (Honours)	B Rad (Hons) Diag Rad (Orange Free State)
	Diagnostic Radiography	Free State)
	Diploma in Tertiary Education	DTE (Orange Free State)
	Master in Radiography	M Rad (Orange Free State)
University of Pretoria	Honours Bachelor's Degree in Radiography	B Rad (Hons)(Pret)
	Master of Radiography	M Rad Pret
	Master of Radiography in Therapy	M Rad Therapy (Pret)
	Tertiary Education Diploma (*)	Tertiary Educ Dip (Pret)
	(* Will be recognised only if the holder furnishes documentary evidence to the effect that the subject-method course of qualification in question has been applied to the field of radiography)	
	Tertiary Education Diploma	TED (Radiography) Pret
University of South Africa	Diploma in Tertiary Education (*)	TED (Unisa)
	(* Will be recognised only if the holder furnished documentary evidence to the effect that the subject-method course of qualification in question has been applied to the field of radiography)	
	Higher Education Diploma (Technical)	HED (Technical) Radiography (Unisa)
	Higher Education Diploma (Technical) in Radiography (*)	HED (Technical) Radiography (Unisa)
	(* Will be recognised only if the holder furnished documentary evidence to the effect that the subject-method course of qualification in question has been applied to the field of radiography)	
University of the Witwatersrand...	Higher Diploma for Educators of Adults	HD Educ Adults (Witwatersrand)
	Master in Scientia (Medical) in Radiography	MSC (Med) Rad (Witwatersrand)
Technikon Pretoria	National Higher Diploma: Radiography (Diagnosis)	NHD Rad (Diagnosis) Technikon Pretoria
	Bachelor Technologiae: Radiography (Diagnosis)	B Tech Radiography (D) Technikon Pretoria
	Masters Diploma in Technology (Nuclear Technology)	M Dip in Technology (Nuclear Technology) Technikon Pretoria
Technikon Witwatersrand	National Higher Diploma: Radiography (Diagnosis)	NHD Rad (Diagnosis) Technikon Witwatersrand
	Bachelor Technologiae: Radiography (Diagnosis)	B Tech Radiography (D) Technikon Witwatersrand
Technikon Natal	National Higher Diploma: Radiography (Diagnosis)	NHD Rad (Diagnosis) Technikon Natal
	National Higher Diploma: Radiography (Therapy)	NHD Rad (Therapy) Technikon Natal
	National Higher Diploma: Radiography (Nuclear Medicine)	NHD Rad (Nuclear Med) Technikon Natal

<i>Examining authority</i>	<i>Qualification</i>	<i>Abbreviation for registration</i>
	National Higher Diploma: Radiography (Ultrasound)	NHD Rad (Ultrasound) Technikon Natal
	Bachelor Technologiae: Radiography (Diagnosis)	B Tech Radiography (D) Technikon Natal
	Bachelor Technologiae: Radiography (Therapy) ..	B Tech Radiography (T) Technikon Natal
	Bachelor Technologiae: Radiography (Nuclear Medicine)	B Tech Radiography (NM) Technikon Natal
	Bachelor Technologiae: Radiography (Ultrasound)	B Tech Radiography (US) Technikon Natal
Technikon OFS	National Higher Diploma Radiography (Diagnosis)	NHD Rad (Diagnosis) Technikon OFS
	National Higher Diploma: Radiography (Nuclear Medicine)	NHD Rad (Nuclear Med) Technikon OFS
	Bachelor Technologiae: Radiography (Diagnosis)	B Tech Radiography (D) Technikon OFS
	Bachelor Technologiae: Radiography (Nuclear Medicine)	B Tech Radiography (NM) Technikon OFS
Peninsula Technikon	National Higher Diploma: Radiography (Diagnosis)	NHD Rad (Diagnosis) Peninsula Technikon
	National Higher Diploma: Radiography (Therapy)	NHD Rad (Therapy) Peninsula Technikon
	National Higher Diploma: Radiography (Nuclear Medicine)	NHD Rad (Nuclear Med) Peninsula Technikon
	Bachelor Technologiae: Radiography (Diagnosis)	B Tech Radiography (D) Peninsula Technikon
	Bachelor Technologiae: Radiography (Therapy)	B Tech Radiography (T) Peninsula Technikon
	Bachelor Technologiae: Radiography (Nuclear Medicine)	B Tech Radiography (NM) Peninsula Technikon
Port Elizabeth Technikon	National Higher Diploma: Radiography (Diagnosis)	NHD Rad (Diagnosis) Port Elizabeth Technikon
	Bachelor Technologiae: Radiography (Diagnosis)	B Tech Radiography (D) Port Elizabeth Technikon
Cape Technikon	Master's Diploma in Technology	M Dip Technology Cape Technikon

UNITED KINGDOM

<i>Examining authority</i>	<i>Qualification</i>	<i>Abbreviation for registration</i>
College of Radiographers, London	Diploma in Medical Ultrasound	Dip Med Ultrasound CR (Lond)
	Higher Diploma	HDCR (Lond)
	Teachers' Diploma	TDRC (Lond)
Society of Radiographers, London	Fellowship Diploma (*)	F Dip Soc Rad (Lond)
	(* If obtained by examination)	
	Higher Diploma	H Dip Soc Rad (Lond)
	Teachers' Diploma	Teachers' Dip Soc Rad (Lond)
	Teachers' Endorsement	Teachers' Endorsement Soc Rad (Lond)

3. Any qualification recognised by the council in terms of section 32 (1) of the Act and listed in the rules for the registration of radiographers shall also be registrable as an additional qualification under section 35 of the Act, subject to it being gained in the same category as that in which the applicant is registered.

4. Government Notices Nos. R. 1105 of 30 May 1984, R. 105 of 16 January 1987, R. 2376 of 12 October 1990, R. 257 of 15 February 1991 and R. 2464 of 4 September 1992, are hereby repealed.

No. R. 1215**26 Julie 1996****DIE INTERIM NASIONALE MEDIESE EN TANDHEELKUNDIGE RAAD VAN SUID-AFRIKA****REGULASIES BETREFFENDE DIE REGISTRASIE DEUR RADIOGRAFISTE VAN ADDISIONELE KWALIFIKASIES**

Die Minister van Gesondheid het kragtens artikel 61 (1) (o) van die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepe, 1974 (Wet No. 56 van 1974), op aanbeveling van die Interim Nasionale Mediese en Tandheelkundige Raad van Suid-Afrika, die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Wet" die Wet op Geneeshere, Tandartse en Aanvullende Gesondheidsdiensberoepe, 1974 (Wet No. 56 van 1974), en het enige uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis.

2. Ondergenoemde kwalifikasies wat radiografiste besit, is kragtens artikel 35 van die Wet as addisionele kwalifikasies registreerbaar, onderworpe daaraan dat dit behaal is in dieselfde kategorie as waarin die applikant geregistreer is:

REPUBLIEK VAN SUID-AFRIKA

<i>Eksaminerende liggaam</i>	<i>Kwalifikasie</i>	<i>Afkorting vir registrasie</i>
Departement van Nasionale Opvoeding	Sertifikaat in Ultraklank	Sert Ultraklank (SA)
Vereniging van Radiograwe van Suid-Afrika	Nasionale Hoër Diploma in Naskoolse Onderwys	NHD Naskoolse Onderwys (SA)
Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad	Hoër Diploma (*)	H Dip Ver Rad (SA)
	(* Indien verwerf voor 30 Junie 1979)	
	Hoër Diploma in Radiografie (Diagnose)	H Dip Rad (Diag) (SAGTR)
	Hoër Diploma in Radiografie (Terapie)	H Dip Rad (Ther) (SAGTR)
Universiteit van Kaapstad	Onderwysdiploma in Radiografie	Dip TR (Cape Town)
	Gevorderde Onderwysdiploma in Radiografie	Advanced Dip TR (Cape Town)
	"Baccalaureus Scientiae in Medisyne (Honneurs) in Radioterapie"	BSc Med (Hons) Therapy (Cape Town)
Universiteit van Natal	Hoër Diploma in Opvoeding (Na-skools)	HDO (Na-skools) Radiografie (Natal)
	Hoër Onderwysdiploma in Radiografie (Na-skools)	HDO (Na-skools) Radiografie (Natal)
Universiteit van die Oranje-Vrystaat	Baccalaureus in Radiografie (Honneurs) Diagnostiese Radiografie	B Rad (Hons) Diag Rad (Oranje-Vrystaat)
	Diploma in Tersiêre Onderwys	DTO (Oranje-Vrystaat)
	Magister in Radiografie	M Rad (Oranje-Vrystaat)
Universiteit van Pretoria	Baccalaureus Honores in Radiografie	B Rad (Hons)(Pret)
	Magister in Radiografie	M Rad Pret
	Magister in Radiografie in Terapie	M Rad Terapie (Pret)
	Tersiêre Onderwysdiploma (*)	Tersiêre Onderwysdip (Pret)
	(* Sal slegs erken word indien die houer daarvan dokumentêre bewys voorlê dat die vakmetodiek van die betrokke kwalifikasie betrekking het op radiografie)	
	Tersiêre Diploma in Opvoeding	TOD (Radiografie) Pret
Universiteit van Suid-Afrika	Diploma in Tersiêre Onderwys (*)	DTO (Unisa)
	(* Sal slegs erken word indien die houer daarvan dokumentêre bewys voorlê dat die vakmetodiek van die betrokke kwalifikasie betrekking het op radiografie)	
	Hoër Diploma in Opvoeding (Tegnies)	HDO (Tegnies) Radiografie (Unisa)
	Hoër Onderwysdiploma (Tegnies) in Radiografie	HDO (Tegnies) Radiografie (Unisa)
	(*)	
	(* Sal slegs erken word indien die houer daarvan dokumentêre bewys voorlê dat die vakmetodiek van die betrokke kwalifikasie betrekking het op radiografie)	

<i>Eksaminerende liggaam</i>	<i>Kwalifikasie</i>	<i>Afkorting vir registrasie</i>
Universiteit van die Witwatersrand	Hoër Diploma vir Volwassene-ondererrig.....	HD Volwassene-ondererrig (Witwatersrand)
	Magister in Natuurwetenskappe (Medies) in Radiografie	MSC (Med) Rad (Witwatersrand)
Techikon Pretoria	Nasionale Hoër Diploma: Radiografie (Diagnose)	NHD Rad (Diagnose) Technikon Pretoria
	Baccalaureus Technologiae: Radiografie (Diagnose)	B Tech Radiografie (D) Technikon Pretoria
	Meestersdiploma in Technologie (Kerntegnologie)	M Dip in Tegnologie (Kerntegnologie) Technikon Pretoria
Technikon Witwatersrand	Nasionale Hoër Diploma: Radiografie (Diagnose)	NHD Rad (Diagnose) Technikon Witwatersrand
	Baccalaureus Technologiae: Radiografie (Diagnose)	B Tech Radiografie (D) Technikon Witwatersrand
Technikon Natal	Nasionale Hoër Diploma: Radiografie (Diagnose)	NHD Rad (Diagnose) Technikon Natal
	Nasionale Hoër Diploma: Radiografie (Terapie)	NHD Rad (Terapie) Technikon Natal
	Nasionale Hoër Diploma: Radiografie (Kerngeneeskunde)	NHD Rad (Kerngeneeskunde) Technikon Natal
	Nasionale Hoër Diploma: Radiografie (Ultraklank)	NHD Rad (Ultraklank) Technikon Natal
	Baccalaureus Technologiae: Radiografie (Diagnose)	B Tech Radiografie (D) Technikon Natal
	Baccalaureus Technologiae: Radiografie (Terapie)	B Tech Radiografie (T) Technikon Natal
	Baccalaureus Technologiae: Radiografie (Kerngeneeskunde)	B Tech Radiografie (KG) Technikon Natal
	Baccalaureus Technologiae: Radiografie (Ultraklank)	B Tech Radiografie (U) Technikon Natal
Technikon OVS	Nasionale Hoër Diploma: Radiografie (Diagnose)	NHD Rad (Diagnose) Technikon OVS
	Nasionale Hoër Diploma: Radiografie (Kerngeneeskunde)	NHD Rad (Kerngeneeskunde) Technikon OVS
	Baccalaureus Technologiae: Radiografie (Diagnose)	B Tech Radiografie (D) Technikon OVS
	Baccalaureus Technologiae: Radiografie (Kerngeneeskunde)	B Tech Radiografie (KG) Technikon OVS
Skiereilandse Technikon	Nasionale Hoër Diploma: Radiografie (Diagnose)	NHD Rad (Diagnose) Skiereilandse Technikon
	Nasionale Hoër Diploma: Radiografie (Terapie)	NHD Rad (Terapie) Skiereilandse Technikon
	Nasionale Hoër Diploma: Radiografie (Kerngeneeskunde)	NHD Rad (Kerngeneeskunde) Skiereilandse Technikon
	Baccalaureus Technologiae: Radiografie (Diagnose)	B Tech Radiografie (D) Skiereilandse Technikon
	Baccalaureus Technologiae: Radiografie (Terapie)	B Tech Radiografie (T) Skiereilandse Technikon
	Baccalaureus Technologiae: Radiografie (Kerngeneeskunde)	B Tech Radiografie (KG) Skiereilandse Technikon
Port Elizabeth Technikon	Nasionale Hoër Diploma: Radiografie (Diagnose)	NHD Rad (Diagnose) Port Elizabethse Technikon
	Baccalaureus Technologiae: Radiografie (Diagnose)	B Tech Radiografie (D) Port Elizabethse Technikon
Kaapse Technikon	Meestersdiploma in Tegnologie.....	M. Dip Tegnologie Kaapse Technikon

VERENIGDE KONINKRYK

<i>Eksaminerende liggaam</i>	<i>Kwalifikasie</i>	<i>Afkorting vir registrasie</i>
College of Radiographers, London	Diploma in Medical Ultrasound	Dip Med Ultrasound CR (Lond)
	Higher Diploma	HDCR (Lond)
	Teachers' Diploma	TDRC (Lond)
Society of Radiographers, London	Fellowship Diploma (*)	F Dip Soc Rad (Lond)
	(* Indien deur eksamen verwerf)	
	Higher Diploma	H Dip Soc Rad (Lond)
	Teachers' Diploma	Teachers' Dip Soc Rad (Lond)
	Teachers' Endorsement	Teachers' Endorsement Soc Rad (Lond)

3. Enige kwalifikasie wat kragtens artikel 32 (1) van die Wet deur die raad erken word en wat gelys is in die reëls betreffende die registrasie van radiografiste is ook kragtens artikel 35 van die Wet as 'n addisionele kwalifikasie registreerbaar, onderworpe daaraan dat dit behaal is in dieselfde kategorie as waarin die applikant geregistreer is.

4. Goewermenskenningsgewings Nos. R. 1105 van 30 Mei 1984, R. 105 van 16 Januarie 1987, R. 2376 van 12 Oktober 1990, R. 257 van 15 Februarie 1991 en R. 2464 van 4 September 1992, word hierby herroep.

DEPARTMENT OF AGRICULTURE

No. R. 1203

26 July 1996

PLANT BREEDERS' RIGHTS ACT, 1976
(ACT No. 15 OF 1976)

REGULATIONS RELATING TO PLANT BREEDERS' RIGHTS: AMENDMENT*

The Deputy Minister of Agriculture, acting under section 44 of the Plant Breeders' Rights Act, 1976 (Act No. 15 of 1976), on behalf of the Minister of Agriculture, made the regulations in the Schedule.

* **Addition of Fiddlewood and Spurflower to the list of plants declared in terms of the Act.**

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2630 of 24 December 1980, as amended by Government Notices Nos. R. 37 of 6 January 1984, R. 990 of 3 May 1985, R. 1588 of 1 August 1986, R. 2349 of 14 November 1986, R. 2341 of 16 October 1987, R. 1519 of 14 July 1989 (as corrected by Government Notice No. R. 1975 of 15 September 1989), R. 1640 of 13 July 1990, R. 74 of 18 January 1991, R. 989 of 10 May 1991, R. 2415 of 4 October 1991, R. 1493 of 29 May 1992, R. 1561 of 20 August 1993, R. 2039 of 29 October 1993, R. 2534 of 31 December 1993, R. 368 of 25 February 1994 (as corrected by Government Notice No. R. 492 of 18 March 1994), R. 1075 of 10 June 1994, R. 1452 of 26 August 1994, R. 831 of 9 June 1995, R. 997 of 7 July 1995, R. 1611 of 20 October 1995 and R. 287 of 23 February 1996.

Amendment of Table 1 of the Regulations

2. Table 1 of the Regulations is hereby amended—

- (a) by the substitution for the expression "*Aqapanthus* L'Herit" of the expression "*Aqapanthus* L'Herit.";

DEPARTEMENT VAN LANDBOU

No. R. 1203

26 Julie 1996

WET OP PLANTTELEERSREGTE, 1976
(WET No. 15 VAN 1976)

REGULASIES BETREFFENDE PLANTTELEERS-REGTE: WYSIGING*

Die Adjunkminister van Landbou, handelende kragtens artikel 44 van die Wet op Planttelersregte, 1976 (Wet No. 15 van 1976), namens die Minister van Landbou, het die regulasies in die Bylae uitgevaardig.

* **Toevoeging van Vioolhout en Coleus tot die lys van plante wat vir die doeleindes van die Wet verklaar is.**

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermenskenningsgewing No. R. 2630 van 24 Desember 1980, soos gewysig deur Goewermenskenningsgewings Nos. R. 37 van 6 Januarie 1984, R. 990 van 3 Mei 1985, R. 1588 van 1 Augustus 1986, R. 2349 van 14 November 1986, R. 2341 van 16 Oktober 1987, R. 1519 van 14 Julie 1989 (soos verbeter deur Goewermenskenningsgewing No. R. 1975 van 15 September 1989), R. 1640 van 13 Julie 1990, R. 74 van 18 Januarie 1991, R. 989 van 10 Mei 1991, R. 2415 van 4 Oktober 1991, R. 1493 van 29 Mei 1992, R. 1561 van 20 Augustus 1993, R. 2039 van 29 Oktober 1993, R. 2534 van 31 Desember 1993, R. 368 van 25 Februarie 1994 (soos verbeter deur Goewermenskenningsgewing No. R. 492 van 18 Maart 1994), R. 1075 van 10 Junie 1994, R. 1452 van 26 Augustus 1994, R. 831 van 9 Junie 1995, R. 997 van 7 Julie 1995, R. 1611 van 20 Oktober 1995 en R. 287 van 23 Februarie 1996.

Wysiging van Tabel 1 van die Regulasies

2. Tabel 1 van die Regulasies word hierby gewysig—

- (a) deur die uitdrukking "*Aqapanthus* L'Herit" deur die uitdrukking "*Aqapanthus* L'Herit." te vervang;

(b) by the substitution for the expression "*Pelargonium* L'Herit" of the expression "*Pelargonium* L'Herit."; and

(c) by the insertion of the entries in the Annexure in the alphabetically correct positions.

(b) deur die uitdrukking "*Pelargonium* L'Herit" deur die uitdrukking "*Pelargonium* L'Herit." te vervang; en

(c) deur die inskrywings in die Aanhangel in die alfabeties korrekte posisies in te voeg.

ANNEXURE • AANHANGSEL

TABLE 1 • TABEL 1

KINDS OF PLANTS AND PERIODS OF RIGHTS

SOORTE PLANTE EN TERMYNE VAN REGTE

[Reg. 11; 13]

1		2	3	4
Kind of plant/Soort plant		Category Kategorie	Period of plant breeder's right (Years) Termyn van plantelersreg (Jare)	Period of sole right (Years) Termyn van alleenreg (Jare)
Botanical name Botaniese naam	Common name Gewone naam			
<i>Citharexylum</i> Mill. (All/Alle spp.)	Fiddlewood/Vioolhout.....	B	18	8
<i>Plectranthus</i> L'Hérit. (All/Alle spp.).....	Spurflower, Coleus / Muishondblaar, Coleus	A	15	5".

No. R. 1208

26 July 1996

LIVESTOCK IMPROVEMENT ACT, 1977
(ACT No. 25 OF 1977)

KINDS AND BREEDS OF ANIMALS TO WHICH ACT SHALL APPLY: AMENDMENT*

I, Angela Thokozile Didiza, Deputy Minister of Agriculture, acting under section 2 of the Livestock Improvement Act, 1977 (Act No. 25 of 1977), on behalf of the Minister of Agriculture, hereby further amend Government Notice No. R. 131 of 29 January 1993, as amended by Government Notices Nos. R. 239 of 11 February 1994 (as corrected by Government Notice No. R. 393 of 4 March 1994), R. 197 of 10 February 1995, R. 789 of 2 June 1995 and R. 2 of 5 January 1996, by—

(a) the insertion of the expression "Dairy Shorthorn" after the expression "Charolais" in column 1 of the Table; and

(b) the insertion of the expression "Boesmanlander" after the expression "Afrino" in column 4 of the Table.

A. T. DIDIZA

Deputy Minister of Agriculture

* Declaration of Dairy Shorthorn and Boesmanlander.

No. R. 1208

26 Julie 1996

VEEVERBETERINGSWET, 1977
(WET No. 25 VAN 1977)

SOORTE EN RASSE DIERE WAAROP WET VAN TOEPASSING IS: WYSIGING*

Ek, Angela Thokozile Didiza, Adjunkminister van Landbou, handelende kragtens artikel 2 van die Veeverbeteringswet, 1977 (Wet No. 25 van 1977), namens die Minister van Landbou, wysig hierby Goewermentskennisgewing No. R. 131 van 29 Januarie 1993, soos gewysig deur Goewermentskennisgewings Nos. R. 239 van 11 Februarie 1994 (soos verbeter deur Goewermentskennisgewing No. R. 393 van 4 Maart 1994), R. 197 van 10 Februarie 1995, R. 789 van 2 Junie 1995 en R. 2 van 5 Januarie 1996, verder—

(a) deur na die uitdrukking "Charolais" in kolom 1 van die Tabel die uitdrukking "Dairy Shorthorn" in te voeg; en

(b) deur na die uitdrukking "Afrino" in kolom 4 van die Tabel die uitdrukking "Boesmanlander" in te voeg.

A. T. DIDIZA

Adjunkminister van Landbou

* Verklaring van Dairy Shorthorn en Boesmanlander.

No. R. 1216**26 July 1996**

AGRICULTURAL PRODUCT STANDARDS ACT,
1990 (ACT No. 119 OF 1990)

**REGULATIONS REGARDING INSPECTIONS AND
APPEALS: EXPORTS: AMENDMENT***

The Deputy Minister of Agriculture, acting under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), on behalf of the Minister of Agriculture, has made the regulations in the Schedule.

- * To make provision for the determination of inspection fees at acknowledged inspection points and other places, and to update tariffs and definitions.

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 1980 of 23 August 1991, as amended by Government Notices Nos. R. 773 of 7 May 1993, R. 1835 of 1 October 1993 and R. 684 of 15 April 1994.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

- (a) by the insertion of the following definition before the definition of "consignment":

"**'acknowledged inspection point'** means a place acknowledged by the Executive Officer as an inspection point;"

- (b) by the substitution for the definition of "consignment" of the following definition:

"**'consignment'** means—

- (a) a quantity of a specific product, belonging to the same owner and delivered at the same time under cover of the same delivery note, consignment note or receipt note, or delivered by the same vehicle; or

- (b) in the case of a quantity of a specific product that is divided into different production lots, cultivars, classes, grades, portions or cuts, counts, count groups, diameter codes, diameter groups, size group codes, size groups, mass groups, pallet loads, trade-marks, packaging sizes or types of packaging, every quantity of each of the different production lots, cultivars, classes, grades, portions or cuts, counts, count groups, diameter codes, diameter groups, size group codes, size groups, mass groups, pallet loads, trademarks, packaging sizes or types of packaging;" and

No. R. 1216**26 Julie 1996**

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

**REGULASIES BETREFFENDE ONDERSOEKE EN
APPËLLE: UITVOER: WYSIGING***

Die Adjunkminister van Landbou, handelende kragtens artikel 15 van die Wet op Landbou-produkstandaarde, 1990 (Wet No. 119 van 1990), namens die Minister van Landbou, het die regulasies in die Bylae uitgevaardig.

- * Om voorsiening te maak vir die bepaling van ondersoekgelde by erkende ondersoekpunte en ander plekke, en om tariewe en woordskrywings op datum te bring.

BYLAE

Woordskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 1980 van 23 Augustus 1991, soos gewysig deur Goewermentskennisgewings Nos. R. 773 van 7 Mei 1993, R. 1835 van 1 Oktober 1993 en R. 684 van 15 April 1994.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

- (a) deur die woordskrywing van "besending" deur die volgende woordskrywing te vervang:

"**'besending'**—

- (a) 'n hoeveelheid van 'n spesifieke produk wat aan dieselfde eienaar behoort en wat terselfdertyd afgelewer word onder dekking van dieselfde afleweringsbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of

- (b) in die geval van 'n hoeveelheid van 'n spesifieke produk wat ingedeel is in verskillende produksielotte, kultivars, klasse, grade, porsies of snitte, tellings, tellinggroepe, deursneekodes, deursneegroepe, groottegroepkodes, grootte-groepe, massagroepe, paletvragte, handelsmerke, verpakkingsgroottes of tipes verpakking, iedere hoeveelheid van elkeen van die verskillende produksielotte, kultivars, klasse, grade, porsies of snitte, tellings, telling-groepe, deursneekodes, deursneegroepe, groottegroepkodes, grootte-groepe, massagroepe, paletvragte, handelsmerke, verpakkingsgroottes of tipes verpakking;"

- (b) deur die volgende omskrywing na die omskrywing van "die Wet" in te voeg:

"**'erkende ondersoekpunt'** 'n plek wat deur die Uitvoerende Beampte as 'n ondersoekpunt erken word;" en

- (c) by the substitution for the definition of "inspector" of the following definition:

"'inspector' means the Executive Officer or an officer under his or her control, or an Assignee or an employee of an Assignee;".

Amendment of regulation 2 of the Regulations

3. Regulation 2 of the Regulations is hereby amended by the substitution for regulation 2 of the following regulation:

- "2. (1) Any person who made an application for approval for the export of a product in terms of section 4 of the Act shall, with regard to each consignment of a product presented for inspection, pay to the Executive Officer or the Assignee concerned, as the case may be, the fees specified in subregulation (2).
- (2) The fees payable shall, subject to subregulation (3), be—
- (a) in the case of an inspection at an acknowledged inspection point, the fees specified in column 2 opposite the product in column 1 of Table 1; or
- (b) in the case of an inspection at a place other than an acknowledged inspection point, or an inspection on request, the fees specified in column 2 opposite item 1 of Table 2.
- (3) Where an Assignee designated under section 2 (3) (a) of the Act has determined fees, such fees shall be payable.
- (4) If the Executive Officer upon request agrees to inspect a consignment of a product other than a product in respect of which the export is prohibited in terms of the Act, the fees in column 2 opposite item 1 of Table 2 shall be payable to the Executive Officer with regard to such an inspection.
- (5) Any person who requires the Executive Officer to inspect and certify grape juice and concentrated grape juice intended for export shall pay the fees specified in column 2 opposite item 2 of Table 2."

Amendment of regulation 3 of the Regulations

4. Regulation 3 of the Regulations is hereby amended by the substitution for the expression "Table 2." of the expression "Table 3."

Amendment of regulation 4 of the Regulations

5. Regulation 4 of the Regulations is hereby amended by the substitution for the expression "Table 3," of the expression "Table 4,".

Substitution for Tables 1, 2 and 3 of the Regulations

6. The following tables are hereby substituted for Tables 1, 2 and 3 respectively, of the Regulations:

- (c) deur die woordskrywing van "inspekteur" deur die volgende woordskrywing te vervang:

"'inspekteur' die Uitvoerende Beampte of 'n beampte onder sy of haar beheer, of 'n Gemagtigde of 'n werknemer van 'n Gemagtigde;".

Wysiging van regulasie 2 van die Regulasies

3. Regulasie 2 van die Regulasies word hierby gewysig deur regulasie 2 deur die volgende regulasie te vervang:

- "2. (1) Iemand wat ingevolge artikel 4 van die Wet 'n aansoek om goedkeuring vir die uitvoer van 'n produk ingedien het, betaal ten opsigte van elke besending van 'n produk wat vir aansoek aangebied word die gelde in subregulasie (2) bepaal aan die Uitvoerende Beampte of die betrokke Gemagtigde, na gelang van die geval.
- (2) Die gelde betaalbaar is, behoudens subregulasie (3)—
- (a) in die geval van 'n ondersoek by 'n erkende ondersoekpunt, die gelde in kolom 2 teenoor die produk in kolom 1 van Tabel 1 vermeld; of
- (b) in die geval van 'n ondersoek by 'n plek anders as 'n erkende ondersoekpunt, of 'n ondersoek op aansoek, die gelde soos in kolom 2 teenoor item 1 van Tabel 2 vermeld.
- (3) Waar 'n Gemagtigde aangewys kragtens artikel 2 (3) (a) van die Wet gelde bepaal het, is sodanige gelde betaalbaar.
- (4) Indien die Uitvoerende Beampte op aansoek bereid is om 'n besending van 'n produk anders as 'n produk waarvan die uitvoer ingevolge artikel 4 van die Wet verbied is, te ondersoek, is die gelde in kolom 2 teenoor item 1 van Tabel 2 ten opsigte van so 'n ondersoek aan die Uitvoerende Beampte betaalbaar.
- (5) Iemand wat verlang dat die Uitvoerende Beampte druiwesap of gekonsentreerde mos bestem vir uitvoer moet ondersoek en sertifiseer, betaal die gelde in kolom 2 teenoor item 2 van Tabel 2 vermeld."

Wysiging van regulasie 3 van die Regulasies

4. Regulasie 3 van die Regulasies word hierby gewysig deur die uitdrukking "Tabel 2." deur die uitdrukking "Tabel 3." te vervang.

Wysiging van regulasie 4 van die Regulasies

5. Regulasie 4 van die Regulasies word hierby gewysig deur die uitdrukking "Tabel 3," deur die uitdrukking "Tabel 4," te vervang.

Vervanging van Tabelle 1, 2 en 3 van die Regulasies

6. Tabelle 1, 2 en 3 van die Regulasies word hierby onderskeidelik deur die volgende tabelle vervang:

"TABLE 1 • TABEL 1
INSPECTION FEES AT AN ACKNOWLEDGED INSPECTION POINT • ONDERSOEKGELDE BY 'N ERKENDE ONDERSOEKPUNT [Reg. 2 (2) (a)]

Kind of product/Soort produk	Inspection fees/Onderzoekgelde
1	2
Apples/Appels	11,1c per container in a consignment/11,1c per houer in 'n besending
Apricots/Appelkose	10,3c per container in a consignment/10,3c per houer in 'n besending
Avocados/Avokado's	10,8c per container in a consignment/10,8c per houer in 'n besending
Buckwheat/Bokwiet	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan in 'n besending
Butter/Botter	1,6c per kg
Canned foodstuffs/Ingemaakte voedsel	30,9c per 100 kg or part thereof, in a consignment, with a minimum of 30,9c per inspection/30,9c per 100 kg of gedeelte daarvan, in 'n besending, met 'n minimum van 30,9c per ondersoek
Canned fruit/Ingemaakte vrugte	30,9c per 100 kg or part thereof, in a consignment, with a minimum of 30,9c per inspection/30,9c per 100 kg of gedeelte daarvan, in 'n besending, met 'n minimum van 30,9c per ondersoek
Canned mushrooms/Ingemaakte sampioene	30,9 per 100 kg or part thereof, in a consignment, with a minimum of 30,9c per inspection/30,9c per 100 kg of gedeelte daarvan, in 'n besending, met 'n minimum van 30,9c per ondersoek
Canned vegetables/Ingemaakte groente	30,9c per 100 kg or part thereof, in a consignment, with a minimum of 30,9c per inspection/30,9c per 100 kg of gedeelte daarvan, in 'n besending, met 'n minimum van 30,9c per ondersoek
Cheese/Kaas	1,6c per kg
Cherries/Kersies	3,4c per kg in a consignment/3,4c per kg in 'n besending
Chinkerinchees/Tjienkerientjies:	
(a) Containers swith a capacity of 10 000 cm ³ or smaller/Houers met 'n inhoudsmaat van 10 00 cm ³ of kleiner	12,4c per container in a consignment/12,4c per houer in 'n besending
(b) Larger containers/Groter houers	16,5c per container in a consignment/16,5c per houer in 'n besending
Citrus fruit/Sitrusvrugte	10,3c per container in a consignment/10,3c per houer in 'n besending
Dried fruit/Droëvrugte	85,3c per 100 kg or part thereof, in a consignment, with a minimum of 85,3c per inspection/85,3c per 100 kg of gedeelte daarvan, in 'n besending, met 'n minimum van 85,3c per ondersoek
Dry beans/Droëbone	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Eggs/Eiers	30,9c per container in a consignment/30,9c per houer in 'n besending
Feed products/Voerprodukte	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending

Kind of product/Soort produk	Inspection fees/Ondersoekgelde
1	2
Flowers (excluding chinkerinchees and proteas)/Blomme (uitgesonderd tjiemkerientjies en proteas):	
(a) Containers with a capacity of 10 000 cm ³ or smaller/Houers met 'n inhoudsmaat van 10 000 cm ³ of kleiner	12,4c per container in a consignment/12,4c per houer in 'n besending
(b) Larger containers/Groter houers	16,5c per container in a consignment/16,5c per houer in 'n besending
Frozen fruit and vegetables/Bevrore vrugte en groente	37c per 100 kg or part thereof, in a consignment, with a minium of 37c per inspection/37c per 100 kg of gedeelte daarvan, in 'n besending, met 'n minimum van 37c per ondersoek
Fruit, excluding citrus fruit and certain deciduous fruit (as defined in the regulations promulgated under section 4 of the Act)/Vrugte, uitgesonderd sitrusvrugte en sekere sagtevrugte (soos omskryf in die regulasies uitgevaardig kragtens artikel 4 van die Wet)	13,5c per container in a consignment/13,5c per houer in 'n besending
Grain sorghum/Graansorghum	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Grapes/Druie	10,3c per container in a consignment/10,3c per houer in 'n besending
Grass seed/Grassaad	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Groundnuts/Grondbone.....	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Kernels: Apricot and peach kernels/Pitte: Appelkoos- en perskepitte	61,9c per 100 kg or part thereof, in a consignment/61,9c per 100 kg of gedeelte daarvan, in 'n besending
Leguminous seeds/Peulgewassade.....	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Lesser known types of maize/Minder bekende tipe mielies	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Litchis/Lietsjies	3,4c per kg in a consignment/3,4c per kg in 'n besending
Maize/Mielies.....	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Maize products/Mielieprodukte	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Mangoes/Mango's	11,7c per container in a consignment/11,7c per houer in 'n besending
Meat/Vleis:	
(a) Beef/Beesvleis:	
(i) Carcasses/Karkasse.....	R1,24 per half carcass/R1,24 per halwe karkas

Kind of product/Soort produk	Inspection fees/Ondersoekgelde
1	2
(ii) Cuts not packed in containers/Snitte nie in houters verpak nie	1,2c per kg
(iii) Cuts packed in containers/Snitte in houters verpak	1,2c per kg
(b) Veal, mutton, lamb, goat and kid's meat/Kalf-, skaap-, lam-, bok- en boklamvleis:	
(i) Carcasses/Karkasse	61,9c per carcass/61,9c per karkas
(ii) Cuts not packed in containers/Snitte nie in houters verpak nie	1,2c per kg
(iii) Cuts packed in containers/Snitte in houters verpak	1,2c per kg
(c) Pork/Varkvleis:	
(i) Carcasses/Karkasse	82,3c per carcass/82,3c per karkas
(ii) Cuts not packed in containers/Snitte nie in houters verpak nie	1,2c per kg
(iii) Whole baconer sides or middles/Heel speksye of middels	1,2c per kg
(iv) Cuts packed in containers/Snitte in houters verpak	1,2c per kg
Melons/Spanspekke	10,3c per container in a consignment/10,3c per houer in 'n besending
Oil seeds/Oliesade	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending
Onions/Uie	10c per 10 kg or part thereof, in a consignment/10c per 10 kg of gedeelte daarvan, in 'n besending
Pears/Pere	11,1c per container in a consignment/11,1c per houer in 'n besending
Peaches and nectarines/Perskes en nektariene	10,3c per container in a consignment/10,3c per houer in 'n besending
Pineapples/Pynappels	13,5c per container in a consignment/13,5c per houer in 'n besending
Plums and prunes/Pruime en pruimedante	10,3c per container in a consignment/10,3c per houer in 'n besending
Potatoes/Aartappels	10,3c per container in a consignment/10,3c per houer in 'n besending
Poultry meat/Pluimveevleis	15,6c per container in a consignment/15,6c per houer in 'n besending
Poteas:	
(a) Containers with a capacity of 10 000 cm ³ or smaller/Houters met 'n inhoudsmaat van 10 000 cm ³ of kleiner	12,4c per container in a consignment/12,4c per houer in 'n besending
(b) Larger containers/Groter houters	16,5c per container in a consignment/16,5c per houer in 'n besending
Rooibos tea/Rooibostee:	
(a) Presented for visual inspection and laboratory analysis/Aangebied vir visuele ondersoek en laboratoriumtleiding	R6,73 per 100 kg or part thereof, in a consignment/R6,73 per 100 kg of gedeelte daarvan, in 'n besending
(b) Presented for visual inspection only/Aangebied slegs vir visuele ondersoek	R1,34 per 100 kg or part thereof, in a consignment/R1,34 per 100 kg of gedeelte daarvan, in 'n besending
Strawberries/Aarbeie	13,5c per container in a consignment/13,5c per houer in 'n besending
Tobacco/Tabak	7,3c per bale, case or carton in a consignment/7,3c per baal, kis of karton in 'n besending

Kind of product/Soort produk	Inspection fees/Ondersoekgelde
1	2
Vegetables (excluding potatoes and onions)/Groente (uitgesonderd aartappels en uie)	10,3c per 10 kg or part thereof, in a consignment/10,3c per 10 kg of gedeelte daarvan, in 'n besending
Watermelons/Waatlemoene	30,9c per 100 kg or part thereof, in a consignment/30,9c per 100 kg of gedeelte daarvan, in 'n besending
Wheat/Koring.....	4,8c per 100 kg or part thereof, in a consignment/4,8c per 100 kg of gedeelte daarvan, in 'n besending

TABLE 2 • TABEL 2

OTHER INSPECTION FEES • ANDER ONDERSOEKGELDE

Function/Funksie	Fees payable/Gelde betaalbaar
1	2
1. Inspection for export at a place other than an acknowledged inspection point and an inspection on request [Reg. 2 (2) (b)]/Ondersoek vir uitvoer by 'n plek anders as 'n erkende ondersoekpunt en 'n ondersoek op aansoek [Reg. 2 (2) (b)]	(a) R35 per half-hour or part thereof, including travelling time, spent on the inspection concerned by each inspector; and/R35 per halfuur of gedeelte daarvan, reistyd ingesluit, deur elke inspekteur aan die betrokke ondersoek bestee; en (b) R17,50 per half-hour or part thereof, including travelling time, spent on the inspection concerned by each assistant of an inspector referred to in subparagraph (a)/R17,50 per halfuur of gedeelte daarvan, reistyd ingesluit, deur elke assistent van 'n inspekteur in subparagraaf (a) bedoel, aan die betrokke ondersoek bestee.
2. Inspection and certification of grape juice and concentrated must for export [Reg. 2 (3)]/Ondersoek en sertifisering van druiwesap en gekonsentreerde mos vir uitvoer [Reg. 2 (3)]	(a) R30,00 per application; plus/R30,00 per aansoek; plus (b) R4,00 per hectolitre or part thereof, up to the first 100 hectolitre; plus/R4,00 per hektoliter of 'n gedeelte daarvan, tot die eerste 100 hektoliter; plus (c) R10,00 per certificate/R10,00 per sertifikaat

TABLE 3 • TABEL 3
LABORATORY FEES • LABORATORIUMGELDE
[Reg. 3]

Laboratory analysis/Laboratoriumontledings	Fees payable/Gelde betaalbaar
1	2
1. Residue analysis/Residu-analise	R82,00 per sample/R82,00 per monster
2. Sulphur dioxide analysis/Swaeldioksiedbepaling	R28,00 per sample/R28,00 per monster
3. Analysis of dairy products/Analise van suiwelprodukte	(a) Milkoscan: R5,00 per sample/Milkoscan: R5,00 per monster (b) Verification test: R10,00 per test/Bevestigingstoets: R10,00 per toets
4. Microbiological inspection/Mikrobiologiese ondersoek	(c) Sensorial grading: R29,00 per sample/Sensoriese gradering: R29,00 per monster (a) Qualitative inspection: R24,00 per sample/Kwalitatiewe ondersoek: R24,00 per monster (b) Serological verification of micro-organisms: R40,00 per verification/ Serologiese bevestiging van mikro-organismes: R40,00 per bevestiging
5. Diverse chemical analysis/Diverse chemiese ontleding	R20,00 per test/R20,00 per toets

TABLE 4 • TABEL 4
APPEAL FEES • APPÈLGELDE
(Reg. 4)

Kind of product/Soort produk	Fees payable/Gelde betaalbaar
1	2
Apples/Appels	R95 per consignment/R95 per besending
Apricots/Appelkose	R95 per consignment/R95 per besending
Avocados/Avokado's	R82 per consignment/R82 per besending
Buchwheat/Bokwiet	R82 per consignment/R82 per besending
Butter/Botter	R159 for the first production lot and R24 for each subsequent production lot in the same consignment; R159 vir die eerste produksielot en R24 vir elke daaropvolgende produksielot in dieselfde besending
Canned foodstuffs/Ingemaakte voedsel	R94 per consignment or production group/R94 per besending of produksiegroep
Canned fruit/Ingemaakte vrugte	R94 per consignment or production group/R94 per besending of produksiegroep
Canned mushrooms/Ingemaakte sampioene	R94 per consignment or production group/R94 per besending of produksiegroep
Canned vegetables/Ingemaakte groente	R94 per consignment or production group/R94 per besending of produksiegroep
Cheese/Kaas	R159 for the first production lot and R24 for each subsequent production lot in the same consignment/R159 vir die eerste produksielot en R24 vir elke daaropvolgende produksielot in dieselfde besending
Cherries/Kersies	R114 per consignment/R114 per besending
Chinkerinchees/Tjienkerientjees	R82 per consignment/R82 per besending
Citrus fruit/Sitrusvrugte	(a) R247 per consignment in respect of separate consignments; or/R247 per besending ten opsigte van afsonderlike besendings; of (b) R247 for the first consignment plus R124 for each additional consignment in respect of a group of consignments which were consigned on the same day/R247 vir die eerste besending plus R124 vir elke bykomende besending ten opsigte van 'n groep besendings wat op dieselfde dag versend is
Dairy products (excluding butter and cheese)/Suiwelprodukte (uitgesonderd botter en kaas)	R95 per consignment/R95 per besending
Dried fruit/Droëvrugte	R144 per consignment or production group/R144 per besending of produksielot
Dry beans/Droëbone	R82 per consignment/R82 per besending

Kind of product/Soort produk	Fees payable/Gelde betaalbaar
1	2
Eggs/Eiers	R82 per consignment/R82 per besending
Feed products/Voerprodukte.....	R82 per consignment/R82 per besending
Flowers (excluding chinkerinchees and proteas)/Blomme (uitgesonderd tijkenkerientjies en proteas)	R82 per consignment/R82 per besending
Frozen fruit and vegetables/Bevrore vrugte en groente	R94 per consignment or production group/R94 per besending of produksiegroep
Fruit, excluding citrus fruit and certain deciduous fruit (as defined in the regulations promulgated under section 4 of the Act)/Vrugte, uitgesonderd sitrusvrugte en sekere sagtevrugte (soos omskryf in die regulasie uitgevaardig kragtens artikel 4 van die Wet	R82 per consignment/R82 per besending
Grain sorghum/Graansorghum.....	R82 per consignment/R82 per besending
Grapes/Druie	R156 per consignment/R156 per besending
Grass seed/Grassaad	R82 per consignment/R82 per besending
Groundnuts/Grondbone.....	R82 per consignment/R82 per besending
Hides and skins/Huide en velle	R114 per consignment/R114 per besending
Kernels: Apricot and peach kernels/Pitte: Appelkoos- en perskepitte.....	R72 per consignment/R72 per besending
Leguminous seeds/Peulgewassade	R82 per consignment/R82 per besending
Lesser known types of maize/Minder bekende tipe mielies	R82 per consignment/R82 per besending
Litchis/Lietsjies	R82 per consignment/R82 per besending
Maize/Mielies.....	R82 per consignment/R82 per besending
Maize products/Mielieprodukte	R82 per consignment/R82 per besending
Mangoes/Mango's	R82 per consignment/R82 per besending
Meat/Vleis:	
(a) Beef/Beesvleis:	
(i) Carcasses/Karkasse.....	R82 for the first carcass or part thereof, plus R32 for each additional carcass or part thereof/R82 vir die eerste karkas of gedeelte daarvan, plus R32 vir elke bykomende karkas of gedeelte daarvan
(ii) Cuts not packed in containers/Snitte nie in houers verpak nie	R14 for each separate cut, with a minimum of R115/R14 vir elke afsonderlike snit, met 'n minimum van R115
(iii) Cuts packed in containers/Snitte in houers verpak	R14 per container, with a minimum of R115/R14 per houer, met 'n minimum van R115

Kind of product/Soort produk	Fees payable/Gelde betaalbaar
1	2
(b) Veal, mutton, lamb, goat and kid's meat/Kalf-, skaap-, lam-, bok- en boklamvleis:	
(i) Carcasses/Karkasse.....	R41 for the first carcass plus R18 for each additional carcass/R41 vir die eerste karkas plus R18 vir elke bykomende karkas
(ii) Cuts not packed in containers/Snitte nie in houers verpak nie	R14 for each separate cut, with a minimum of R115/R14 vir elke afsonderlike snit, met 'n minimum van R115
(iii) Cuts packed in containers/Snitte in houers verpak	R14 per container, with a minimum of R115/R14 per houer, met 'n minimum van R115
(c) Pork/Varkvleis:	
(i) Carcasses/Karkasse.....	R62 for the first carcass plus R24 for each additional carcass/R62 vir die eerste karkas plus R24 vir elke bykomende karkas
(ii) Cuts not packed in containers/Snitte nie in houers verpak nie	R14 for each separate cut, with a minimum of R115/R14 vir elke afsonderlike snit, met 'n minimum van R115
(iii) Whole baconer sides or middles/Heel speksy of middels.....	R14 for each whole baconer side or middle, with a minimum of R115/R14 vir 'n heel speksy of middel, met 'n minimum van R115
(iv) Cuts packed in containers/Snitte in houers verpak.....	R14 per container, with a minimum of R115/R14 per houer, met 'n minimum van R115
Melons/Spanspekke	R82 per consignment/R82 per besending
Oil seeds/Oliesade	R82 per consignment/R82 per besending
Onions/Uie.....	R82 per consignment/R82 per besending
Pears/Pere	R95 per consignment/R95 per besending
Peaches and nectarines/Perskes en nektariene.....	R95 per consignment/R95 per besending
Pineapples/Pynappels.....	R72 per consignment/R72 per besending
Plums and prunes/Pruime en pruimedante.....	R95 per consignment/R95 per besending
Potatoes/Aartappels	R82 per consignment/R82 per besending
Poultry meat/Pluimveevleis	R94 per consignment/R94 per besending
Proteas	R82 per consignment/R82 per besending
Rooibos tea/Rooibostee	R53 per consignment/R53 per besending
Strawberries/Aarbeie.....	R72 per consignment/R72 per besending
Tobacco/Tabak	R103 per consignment/R103 per besending
Vegetables (excluding potatoes and onions)/Groente (uitgesonderd aartappels en uie)	R82 per consignment/R82 per besending
Watermelons/Waatlemoene	R82 per consignment/R82 per besending
Wheat/Koring.....	R82 per consignment/R82 per besending".

No. R. 1217**26 July 1996**

AGRICULTURAL PRODUCT STANDARDS ACT, 1990
(ACT No. 119 OF 1990)

**REGULATIONS REGARDING INSPECTIONS AND
APPEALS: LOCAL: AMENDMENT***

The Deputy Minister of Agriculture, acting under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), on behalf of the Minister of Agriculture, has made the regulations in the Schedule.

* To make provision for tariff adjustments with regard to inspections and appeals and to update definitions.

SCHEDULE**Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 1979 of 23 August 1991, as amended by Government Notice No. R. 1834 of 1 October 1993.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

- (a) by the substitution for the definition of "carcass" of the following definition:

"**'carcass'** means the remaining part of a bovine, sheep, goat or pig after the blood thereof has been drained and the hide, skin, hair, entrails, pluck, head, tail, hooves and trotters according to the customs in respect of a particular kind of animal, as well as the diaphragm, sex organs and udder have been removed, and also—

- (a) such a carcass that has been divided lengthwise in two parts along the spinal column thereof; and
(b) a part referred to in paragraph (a), that has been divided into two approximately equal portions;" and

- (b) by the substitution for the definition of "inspector" of the following definition:

"**'inspector'** means the Executive Officer or an officer under his or her control, or an Assignee or an employee of an Assignee;"

Amendment of regulation 2 of the Regulations

3. Regulation 2 of the Regulations is hereby amended by the substitution for regulation 2 of the following regulation:

- "2. (1) If a person requires an inspection of a product, such an inspection shall be requested in writing from the Executive Officer.
(2) The amounts specified in column 2 of Table 1 shall, subject to subregulation (3), be payable in respect of an inspection referred to in subregulation (1).

No. R. 1217**26 Julie 1996**

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

**REGULASIES BETREFFENDE ONDERSOEKE EN
APPELLE: PLAASLIK: WYSIGING***

Die Adjunkminister van Landbou, handelende kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), namens die Minister van Landbou, het die regulasies in die Bylae uitgevaardig.

* Om voorsiening te maak vir tariefaanpassings ten opsigte van ondersoeke en appelle en om die woordomsrywings op datum te bring.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 1979 van 23 Augustus 1991, soos gewysig deur Goewermentskennisgewing No. R. 1834 van 1 Oktober 1993.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

- (a) deur die woordomskrywing van "inspekteur" deur die volgende woordomskrywing te vervang:

"**'inspekteur'** die Uitvoerende Beampte of 'n beampte onder sy of haar beheer, of 'n Gemagtigde of 'n werknemer van 'n Gemagtigde;" en

- (b) deur die woordomskrywing van "karkas" deur die volgende woordomskrywing te vervang:

"**'karkas'** die oorblywende deel van 'n bees, skaap, bok of vark nadat die bloed daarvan gedreineer is en die huid, vel, hare, ingewande, harslag, kop, stert, kloutjies en pote, na gelang van die gebruike ten opsigte van 'n bepaalde diersoort, asook die mantelvlies, geslagsorgane en uier verwyder is en ook—

- (a) so 'n karkas wat lengtegewys langs die ruggraat daarvan in twee dele verdeel is; en
(b) 'n deel in paragraaf (a) na verwys, wat in twee ongeveer gelyke gedeeltes verdeel is;"

Wysiging van regulasie 2 van die Regulasies

3. Regulasie 2 van die Regulasies word hierby gewysig deur regulasie 2 deur die volgende regulasie te vervang:

- "2. (1) Indien iemand 'n ondersoek van 'n produk verlang, moet sodanige ondersoek skriftelik van die Uitvoerende Beampte aangevra word.
(2) Die gelde vermeld in kolom 2 van Tabel 1 is, behoudens subregulasie (3), betaalbaar ten opsigte van 'n ondersoek in subregulasie (1) bedoel.

- (3) Where an Assignee designated under section 2 (3) (a) of the Act has determined fees, such fees shall be payable.”.

Amendment of regulation 6 of the Regulations

4. Regulation 6 of the Regulations is hereby amended by—

- (a) the substitution for subregulation (2) of the following subregulation:
“(2) Any amount which is payable in terms of regulation 2 shall be paid within 30 days of the date on which a statement reflecting the amount due was issued to the person by whom such amount is payable.”; and
(b) the substitution for the expression “him” where it occurs in subregulation 3 (b) of the expression “such person”.

Substitution for Tables 1 and 2 of the Regulations

5. The following tables are hereby substituted for Tables 1 and 2 respectively, of the Regulations:

- (3) Waar 'n Gemagtigde aangewys kragtens artikel 2 (3) (a) van die Wet gelde bepaal het, is sodanige gelde betaalbaar.”.

Wysiging van regulasie 6 van die Regulasies

4. Regulasie 6 van die Regulasies word hierby gewysig deur—

- (a) subregulasie (2) deur die volgende subregulasie te vervang:
“(2) Enige bedrag wat ingevolge regulasie 2 betaalbaar is, moet betaal word binne 30 dae na die datum waarop 'n staat wat die verskuldigde bedrag aandui, uitgereik is aan die persoon deur wie sodanige bedrag betaalbaar is.”; en
(b) deur die uitdrukking “hom” waar dit in subregulasie (3) (b) voorkom deur die uitdrukking “sodanige persoon” te vervang.

Vervanging van Tabelle 1 en 2 van die Regulasies

5. Tabelle 1 en 2 van die Regulasies word hierby onderskeidelik deur die volgende tabelle vervang:

**"TABLE 1 • TABEL 1
INSPECTIONS • ONDERSOEKE**

[Reg. 2 (2)]

Function/Funksie	Fees payable/Gelde betaalbaar
1	2
Inspection on request/Ondersoek op aansoek.....	(a) R35,00 per half-hour or part thereof, including travelling time, spent by each inspector on the inspection concerned; and/R35,00 per halfuur of gedeelte daarvan, reistyd ingesluit, deur elke inspekteur aan die betrokke ondersoek bestee; en (b) R17,50 per half-hour or part thereof, including travelling time, spent by each assistant of an inspector referred to in subparagraph (a), on the inspection concerned/ R17,50 per halfuur of gedeelte daarvan, reistyd ingesluit, deur elke assistent van 'n inspekteur in subparagraaf (a) bedoel, aan die betrokke ondersoek bestee.

[Reg. 2 (2)]

TABLE 2 • TABEL 2**APPEALS • APPÈLE****[Reg. 3, 4 (5)]**

Kind of product/Soort produk	Period for submission of appeal/Tydperk vir indiening van appèl	Appeal fee/Appèlgeld	Period within which appeal has to be decided/Tydperk waarbinne oor appèl beslis moet word
1	2	3	4
Apples/Appels	24 hours/24 uur	R95 per consignment/R95 per besending	48 hours/48 uur
Avocados/Avokado's	24 hours/24 uur	R82 per consignment/R82 per besending	48 hours/48 uur
Butter/Botter	10 days/10 dae	R159 for the first production lot and R24 for each subsequent production lot in the same consignment/R159 vir die eerste produksielot en R24 vir elke daaropvolgende produksielot in dieselfde besending	10 days/10 dae
Calves, sheep, lambs, goats and kids in the form of carcasses/Kalwers, skape, lammers, bokke en boklammers in die vorm van karkasse	24 hours/24 uur	R41 for the first carcass plus R18 for each additional carcass/R41 vir die eerste karkas plus R18 vir elke bykomende karkas	10 days/10 dae
Canned foodstuffs/Ingemaakte voedsel	30 days/30 dae	R94 per consignment or production group/R94 per besending or produksiegroep	48 hours/48 uur
Canned fruit/Ingemaakte vrugte	30 days/30 dae	R94 per consignment or production group/R94 per besending of produksiegroep	48 hours/48 uur
Canned mushrooms/Ingemaakte sampioene	30 days/30 dae	R94 per consignment or production group/R94 per besending of produksiegroep	48 hours/48 uur
Canned vegetables/Ingemaakte groente	30 days/30 dae	R94 per consignment or production group/R94 per besending of produksiegroep	48 hours/48 uur

Kind of product/Soort produk	Period for submission of appeal/Tydperk vir indiening van appèl	Appeal fee/Appèlgeld	Period within which appeal has to be decided/Tydperk waarbinne oor appèl beslis moet word
1	2	3	4
Cattle, excluding calves, in the form of carcasses/Beeste, uitgesonderd kalwers, in die vorm van karkasse	24 hours/24 uur	R82 for the first carcass plus R32 for each additional carcass/R82 vir die eerste karkas plus R32 vir elke bykomende karkas	10 days/10 dae
Cheese/Kaas	10 days/10 dae	R159 for the first production lot and R24 for each subsequent production lot in the same consignment/R159 vir die eerste produksielot en R24 vir elke daaropvolgende produksielot in dieselfde besending	10 days/10 dae
Citrus fruit/Sitrusvrugte	24 hours/24 uur	(a) R114 per consignment; or/R114 per besending; of (b) R114 for the first consignment plus R53 for each additional consignment in respect of different consignments which were consigned on the same day by the same consignor/R114 vir die eerste besending plus R53 vir elke bykomende besending ten opsigte van verskillende besendings wat op dieselfde dag deur dieselfde afsender versend is	48 hours/48 uur
Dairy products and imitation dairy products, excluding butter and cheese/Suiwelprodukte en nagmaakte suiwelprodukte, uitgesonderd botter en kaas	3 days/3 dae	R95 per consignment/R95 per besending	10 days in the case of products in powder or preserved form, and two days in the case of products in any other form/10 dae in die geval van produkte in poeier- of gepreserveerde vorm en twee dae in die geval van produkte in enige ander vorm
Dehydrated vegetables/Ontwaterde groente	24 hours/24 uur	R94 per consignment or production group/R94 per besending of produksiegroep	48 hours/48 uur
Dried fruit/Droëvrugte	24 hours/24 uur	R144 per consignment or production group/R144 per besending of produksiegroep	48 hours/48 uur
Dry beans intended for sale in retail quantities/Droëbone bestem vir verkoop in kleinhandelshoeveelhede	72 hours/72 uur	R82 per consignment/R82 per besending	48 hours/48 uur
Eggs/Eiers	24 hours/24 uur	R82 per consignment/R82 per besending	4 days/4 dae

Kind of product/Soort produk	Period for submission of appeal/Tydperk vir indiening van appèl	Appeal fee/Appèlgeld	Period within which appeal has to be decided/Tydperk waarbinne oor appèl beslis moet word
1	2	3	4
Frozen fruit and vegetables/Bevrore vrugte en groente	20 days/20 dae.....	R94 per consignment or production group/R94 per besending of produksiegroep	48 hours/48 uur
Fruit juice and drink/Vrugtesap en -drank.....	5 days/5 dae.....	R94 per consignment or production group/R94 per besending of produksiegroep	48 hours/48 uur
Grapes/Druie	24 hours/24 uur.....	R95 per consignment/R95 per besending.....	48 hours/48 uur
Green bananas/Groen piesangs.....	24 hours/24 uur.....	R82 per consignment/R82 per besending.....	48 hours/48 uur
Honey/Heuning	7 days/7 dae.....	R82 per consignment or production group/R82 per besending of produksiegroep	21 days/21 dae
National mark products (tomatoes, fruit and extracted honey)/Nasionale merkprodukte (tamaties, vrugte en stroopheuning)	24 hours/24 uur.....	R82 per consignment/R82 per besending.....	48 hours/48 uur
Onions/Uie	24 hours/24 uur.....	R82 per consignment/R82 per besending.....	48 hours/48 uur
Peaches and nectarines/Perskes en nektariene	24 hours/24 uur.....	R95 per consignment/R95 per besending.....	48 hours/48 uur
Pears/Pere	24 hours/24 uur.....	R95 per consignment/R95 per besending.....	48 hours/48 uur
Pigs in the form or carcasses/Varke in die vorm van karkasse	24 hours/24 uur.....	R62 for the first carcass plus R24 for each additional carcass/R62 vir die eerste karkas plus R24 vir elke bykomende karkas	10 days/10 dae
Plums and prunes/Pruime en pruimedante	24 hours/24 uur.....	R95 per consignment/R95 per besending.....	48 hours/48 uur
Potatoes/Aartappels.....	24 hours/24 uur.....	R82 per consignment/R82 per besending.....	48 hours/48 uur
Poultry meat/Pluimveevleis	24 hours/24 uur.....	R94 per consignment or production group/R94 per besending of produksiegroep	4 days/4 dae
Rooibos tea/Rooibostee.....	24 hours/24 uur.....	R41 per consignment/R41 per besending.....	48 hours/48 uur
Tomatoes/Tamaties	24 hours/24 uur.....	R82 per consignment/R82 per besending.....	48 hours/48 uur
Vinegar/Asyn.....	5 days/5 dae.....	R94 per consignment or production group/R94 per besending of produksiegroep	5 days/5 dae".

HRC

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HUMAN RIGHTS COMMISSION

Private Bag X2700

Houghton 2041

Tel. (011) 484-8300

Fax (011) 484-8403

PUBLIC NOTICE

PLEASE NOTE that the Human Rights Commission has established its head office in Johannesburg. The details are as follows:

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ALL communication from the date of publication thereof should be directed to the above address.

N. Barney Pitjana
CHAIRPERSON

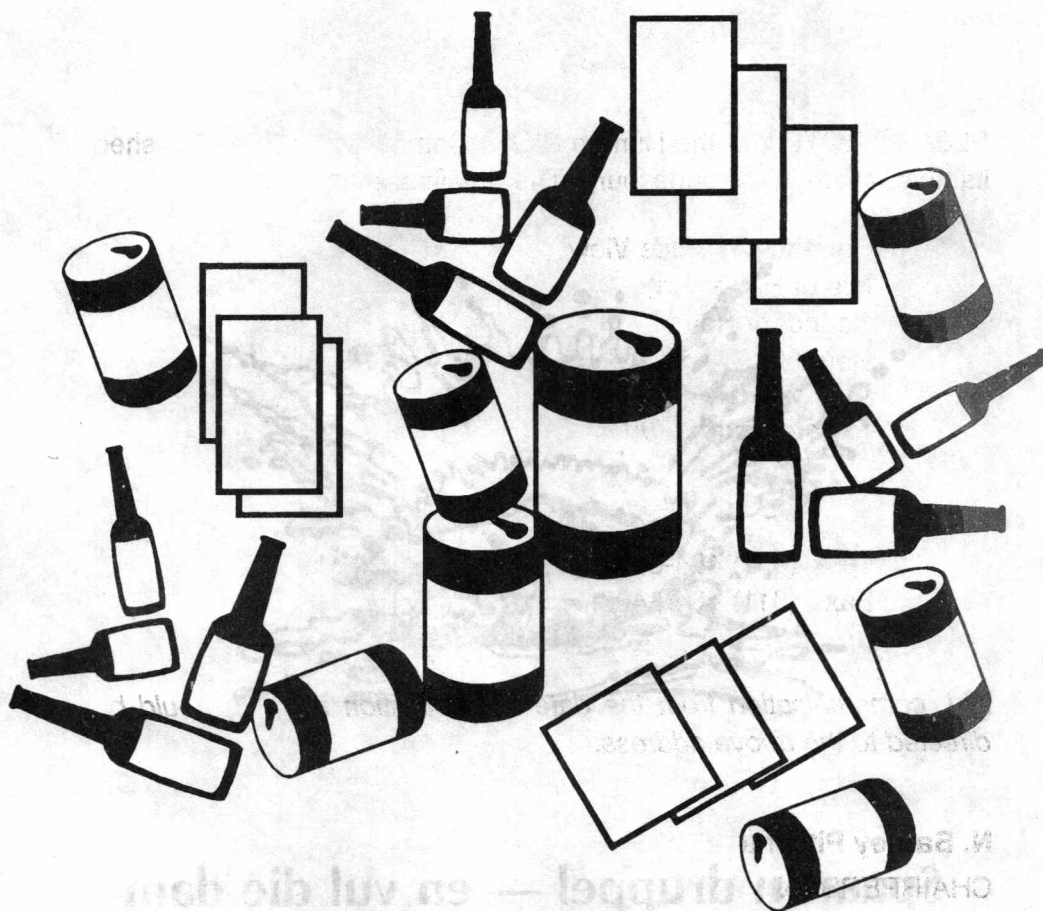
24 May 1996

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RECYCLE HERGEBRUIK



Department of Environment Affairs
Departement van Omgewingsake



Save a drop — and save a million

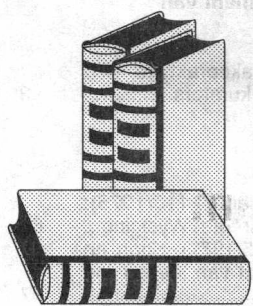
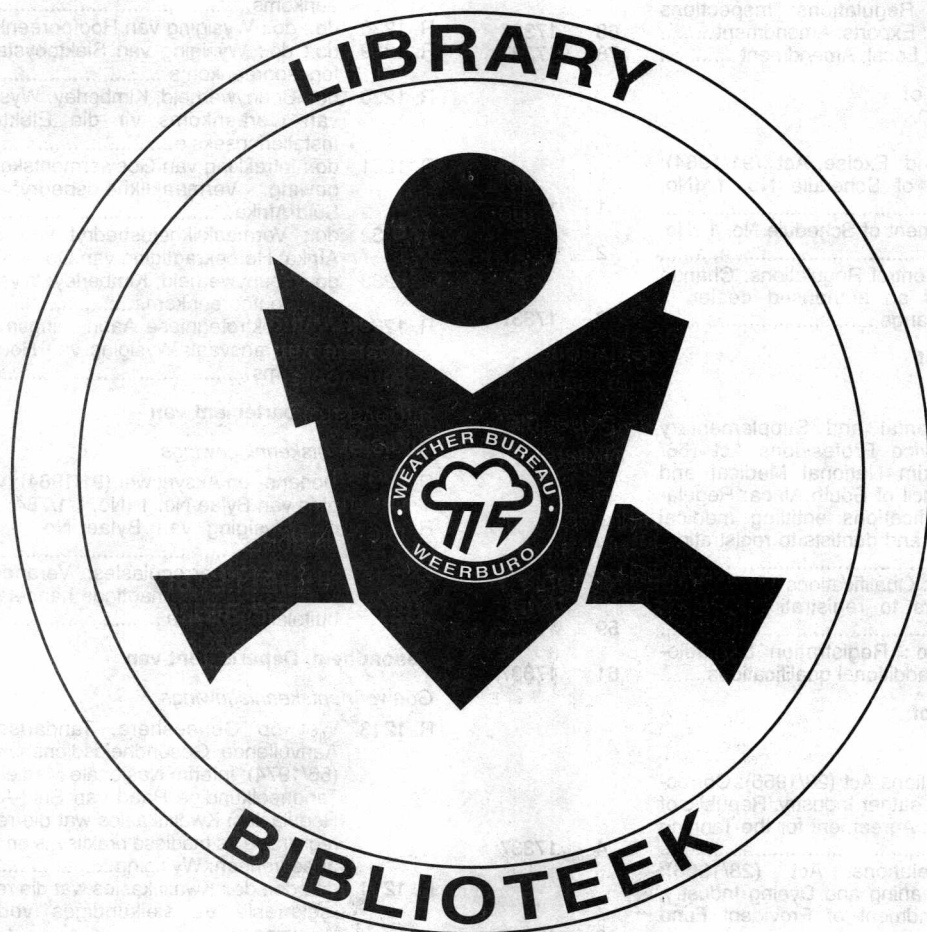
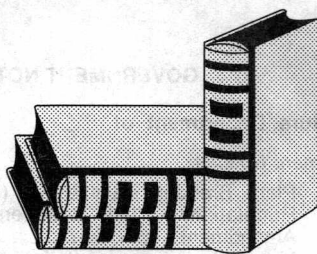
Water conservation is very important to the community and industry to ensure their survival. So save water!



Spaar 'n druppel — en vul die dam

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

Where is the largest amount of meteorological information in the whole of South Africa available?



Waar is die meeste weerkundige inligting in die hele Suid-Afrika beskikbaar?

Department of Environmental Affairs and Tourism
Departement van Omgewingsake en Toerisme

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