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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1442

13 November 1998

MANPOWER TRAINING ACT, 1981

PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES EDUCATION AND TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Membathisi Mphumzi Shepherd Mdlalana, Minister of Labour, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend, with effect from the date of publication of this notice, Government Notices Nos. R. 1936 of 22 December 1995, R. 2079 of 20 December 1996 and R. 486 of 4 April 1997, by the substitution of clause 3 (1) of the Conditions of Apprenticeship with regard to wages of the following clause:

- "3. (1) An employer, excluding Government, shall pay an apprentice weekly as specified below in accordance with the apprentice's completed phase of training which is inclusive of a technical education component and a PNPIETB controlled competence test:

Phase 1 and 2: R331,00 per week;

Phase 3: R370 per week;

Phase 4: R507,00 per week."

M. M. S. MDLADLANA
Minister of Labour

**DEPARTMENT FOR SAFETY AND SECURITY
DEPARTEMENT VAN VEILIGHEID EN SEKURITEIT**

No. R. 1453

13 November 1998

REGULATIONS FOR THE SOUTH AFRICAN POLICE SERVICE

The Minister for Safety and Security has, under section 24 (1) (c), (i) and (2) of the South African Police Service Act, 1995 (Act No. 68 of 1995), made the regulations in the Schedule.

F. S. MUFAMADI

Minister for Safety and Security

SCHEDULE

KATORUS COMMUNITY CONSTABLE REGULATIONS

1. DEFINITIONS

In these regulations unless the context otherwise indicates –

“**member**” means a person who is deemed to have been appointed as a temporary member of the Service in accordance with regulation 3 of these Regulations; and

“**station commissioner**” means the station commissioner of the police station at which a member is from time to time instructed to render his or her services.

2. SCOPE OF APPLICATION

These Regulations apply to all persons who are deemed to have been appointed as temporary members of the Service in accordance with regulation 3 of these Regulations.

3. APPOINTMENT

(1) Every person who is, on the date of the coming into operation of these Regulations, employed by the Service and serves as a Katorus Community Constable, as provided for in the Katorus Special Presidential Project, shall, upon the signing by such person of the “Memorandum of Agreement”, in the form set out in Annexure A, be deemed to have been appointed as a temporary member of the Service in terms of section 28(3) of this Act.

(2) Every person who is, on the date of the coming into operation of these Regulations, employed by the Service and serves as a Katorus Community

Constable, as provided for in the Katorus Special Presidential Project, must sign the "Memorandum of Agreement" in the form set out in Annexure A within 14 days after the publication of these Regulations. If a member fails to sign the agreement within such period, the station commissioner shall give the member written notice to sign the agreement within 7 days after such notice. A member who fails to sign the agreement within 14 days after receiving such notice, shall be deemed to be discharged from the Service with immediate effect.

4. DUTIES OF MEMBERS

A member must report for duty on such dates and at such times and places as may from time to time be determined by the station commissioner and shall perform such duties and for such time periods as may from time to time be determined by the station commissioner: Provided that a station commissioner may not require or permit a member to render more than a total of 55 hours' service during any week.

5. REMUNERATION

- (1) A member will be remunerated at a tariff of R 11,54 per hour or any higher amount as may from time to time be determined by the Minister.
- (2) A member required to work for any period during the hours between 19:00 and 07:00 the next day will be paid a night duty allowance of an additional R 1,33 per hour or any higher amount as may from time to time be determined by the Minister.
- (3) The station commissioner must keep a proper record, in the form determined by the National Commissioner, of the services rendered by every member.
- (4) The remuneration referred to in subregulations (1) and (2) constitutes the total remuneration to which a member shall be entitled and a member shall not be entitled to any additional remuneration or benefit or to become a member of any pension or medical scheme on account of his or her status as temporary member of the Service: Provided that any injury sustained by a member and which qualifies as an injury on duty shall, with the necessary amendments, be dealt with in accordance with the normal rules applicable to injuries on duty sustained by a permanent member of the Service.
- (5) A member shall not be entitled to any form of paid leave.

6. DISCIPLINE

- (1) Subject to the provisions of subregulations (2) - (7), the South African Police Service Discipline Regulations, 1996 shall be applicable to a member.

- (2) A member who fails to report for duty on a date and at a time and place as determined by the station commissioner or fails to remain on duty for such time period as determined by the station commissioner as set out in regulation 4, must submit acceptable reasons for not having done so.
- (3) If a member fails to submit acceptable reasons, as required by subregulation (2), the station commissioner must by means of a written notice, delivered to the member, require the member, at the place, date and time specified in the notice, to submit justifiable reasons for such failure.
- (4) In the event that the member fails to appear at the place, date and time specified in the notice referred to in subregulation (3), or the station commissioner is, after hearing the member, not satisfied that acceptable reasons exists for such failure, or the member fails to report for duty for more than two weeks, the station commissioner may terminate the services of such member with immediate effect.
- (5) A person whose services has been terminated in terms of subregulation (4) may, within 14 days from such termination, submit written representations to the National Commissioner concerning such termination.
- (6) The National Commissioner may, after consideration of the representations from the person referred to in subregulation (5),
 - (a) reinstate such person as a member; or
 - (b) confirm the termination of the services of such person.
- (7) The National Commissioner must in writing inform a person referred to in subregulation (5) of the outcome of his or her representations within 14 days after the date of receipt thereof.

7. TERMINATION OF EMPLOYMENT

- (1) The Service or a member may, with 14 days prior written notice to the other party, terminate the employment of a member: Provided that a station commissioner may, in his or her discretion, accept a shorter period of notice from a member.
- (2) Subject to regulation 6 and subregulation (1), the employment of a member will be for a period until 31 March 1999: Provided that the National Commissioner may with the approval of the Minister, in exceptional circumstances, extend the employment of a member for a further period not exceeding one year.

8. TRANSITIONAL ARRANGEMENTS

Any appointment, condition of service or other arrangement in relation to a person who is, on the date of the coming into operation of these Regulations, employed by the Service to serve as a Katorus Community Constable, as provided for in the Katorus Special Presidential Project, shall, upon the signing by such person of the "Memorandum of Agreement" in the form set out in Annexure A, cease to exist.

9. SHORT TITLE AND COMMENCEMENT

These regulations will be called the Katorus Community Constable Regulations and shall come into operation on the date of publication: Provided that regulation 5 shall apply with retrospective effect from 1 April 1998 to a person who is, on the date of the coming into operation of these Regulations, employed by the Service and serves as a Katorus Community Constable, as provided for in the Katorus Special Presidential Project, provided such person signs the "Memorandum of Agreement" in the form set out in Annexure A within the period specified in regulation 3.

ANNEXURE A

MEMORANDUM OF AGREEMENT

CONCLUDED BY AND BETWEEN

THE SOUTH AFRICAN POLICE SERVICE

as represented by

(hereinafter referred to as the **EMPLOYER**)

and

.....
(hereinafter referred to as the **MEMBER**),

The parties agree as follows:

1. CONTRACT OF EMPLOYMENT

The **EMPLOYER** hereby undertakes to employ the **MEMBER** in accordance with the following terms and conditions of employment, and the **MEMBER** hereby agrees to make available and render his or her services to the **EMPLOYER**, at the _____ Police Station or any other Police Station as the **EMPLOYER** may from time to time determine in accordance with the following terms and conditions of employment.

2. CAPACITY OF EMPLOYMENT

The **MEMBER** will be employed as a temporary member of the South African Police Service in terms of section 28(3) of the South African Police Service Act, 1995 (Act No. 68 of 1995), and the Katorus Community Constable Regulations, 1998.

3. EFFECT OF AGREEMENT

This Agreement will take effect on the date of signature of this Agreement and will, subject to clause 7 be of force and effect till the date of termination of this Agreement. Any duties performed by the **MEMBER** after 1 April 1998 but before the signing of this Agreement shall be deemed to have been rendered in terms of this Agreement.

4. DUTIES OF MEMBER

The **MEMBER** must report for duty on such dates and at such times and places as may from time to time be determined by the station commissioner and shall perform such duties and for such time periods as may from time to time be determined by the station commissioner: Provided that a station commissioner may not require or permit the **MEMBER** to render more than a total of 55 hours' service during any week.

5. REMUNERATION

- (1) The **EMPLOYER** will remunerate the **MEMBER** at a tariff of R 11,54 per hour or any higher amount as may from time to time be determined by the Minister for Safety and Security.
- (2) If the **EMPLOYER** requires the **MEMBER** to work for any period during the hours between 19:00 and 07:00 the next day the **EMPLOYER** will pay the **MEMBER** a night duty allowance of an additional R 1,33 per hour or any higher amount as may from time to time be determined by the Minister for Safety and Security.

- (3) Proper record, in the form determined by the National Commissioner, of the duties performed by a **MEMBER** shall be kept by the station commissioner. The **MEMBER** must complete the documents determined by the National Commissioner to assist the station commissioner to keep such records.
- (4) The remuneration referred to in subclauses (1) and (2) shall be the total remuneration payable by the **EMPLOYER** to the **MEMBER**.
- (5) The **MEMBER** shall not be entitled to any additional remuneration or benefit or to become a member of any pension or medical scheme on account of his or her status as temporary member of the Service: Provided that any injury sustained by the **MEMBER** and which qualifies as an injury on duty shall be dealt with by the **EMPLOYER** in accordance with the normal rules, with the necessary amendments, applicable to injuries on duty sustained by a permanent member of the Service.
- (6) The **MEMBER** shall not be entitled to any form of paid leave.

6. DISCIPLINE

The **MEMBER** will be subject to the South African Police Service Disciplinary Regulations 1996 and the disciplinary measures contained in regulation 6 of the Katorus Community Constable Regulations.

7. TERMINATION OF EMPLOYMENT

- (1) The **MEMBER** may with 14 days prior written notice to the **EMPLOYER** terminate his or her employment.
- (2) Subject to subclause (3) the **EMPLOYER** may with 14 days prior written notice to the **MEMBER** terminate his or her employment.
- (3) Subject to subclause (1) or any disciplinary measures, the employment of the **MEMBER** is for a period until 31 March 1999: Provided that the **EMPLOYER** may in exceptional circumstances extend the appointment of the **MEMBER** for a period not exceeding one year.

8. GENERAL

Any appointment, condition of service or any other arrangement in relation to the **MEMBERS'** employment which existed prior to the signing of this Agreement shall cease to exist on the date of signing of this agreement.

9. AGREEMENT AND AMENDMENTS

- (1) This Agreement read with the Katorus Community Constable Regulations (a copy of which is attached) is the sole and exclusive agreement between the **EMPLOYER** and the **MEMBER**.
- (2) This Agreement can only be amended in writing: Provided that such written amendment shall be signed by the parties to this Agreement.

10. INTERPRETATION OF THIS AGREEMENT

- (1) The terms and conditions of this Agreement shall be subject to any legislative provisions which may from time to time be applicable thereto.
- (2) Notwithstanding any express or implied provision of this Agreement -
 - (a) no relaxing or concession granted or allowed by any party to this Agreement with regard to any case or matter which the other party to this Agreement is obliged to execute or carry into effect; and
 - (b) no failure by any party to this Agreement to promptly enforce any right in terms of this Agreement,will at any time be seen or deemed to be a relinquishing of that or any other right, and such party to this Agreement will without any notice, remain entitled to strict and prompt compliance with each and every provision of this Agreement.
- (3) Any notice in terms of the provisions of this Agreement will be deemed to be received properly -
 - (a) if delivered by hand at an address mentioned in clause 13, on the date of delivery; or
 - (b) if sent by way of facsimile, the day on which the facsimile was sent.

11. JURISDICTION

The parties to this Agreement, agree to the jurisdiction of the magistrate's court with regard to any action or claim which may arise from this Agreement.

12. REPRESENTATIVE

Neither the representative of the **EMPLOYER**, nor his or her proxy is personally responsible for any claim or any other matter which may arise from this Agreement.

13. PLACE OF SUMMONS, EXECUTION AND PLACE OF NOTICE

As their separate addresses for the serving of summonses, delivery of notices and place of execution, the parties to this Agreement, choose the following street addresses:

EMPLOYER

South African Police Service

.....
.....
.....
.....

MEMBER

.....
.....
.....
.....

SIGNED by the EMPLOYER at _____ **on the** _____
day of _____ **19** _____.

AS WITNESSES:

1. _____
2. _____

For EMPLOYER duly authorised
thereto

SIGNED by the MEMBER at _____ **on the** _____
day of _____ **19** _____.

AS WITNESSES:

1. _____
2. _____

MEMBER

No. R. 1453

13 November 1998

REGULASIES VIR DIE SUID-AFRIKAANSE POLISIEDIENS

Die Minister vir Veiligheid en Sekuriteit het kragtens artikel 24 (1) (c), (i) en (2) van die Wet op die Suid-Afrikaanse Polisie, 1995 (Wet No. 68 van 1995), die regulasies in die Bylae gemaak.

F. S. MUFAMADI

Minister vir Veiligheid en Sekuriteit

BYLAE**KATORUS GEMEENSKAP KONSTABEL REGULASIES****1. WOORDOMSKRYWING**

In hierdie Regulasies, tensy uit die samehang anders blyk, beteken -

“**lid**” ‘n persoon wat geag word aangestel te wees as ‘n tydelike lid van die Diens in ooreenstemming met regulasie 3 van hierdie Regulasies; en
“**stasiekommissaris**” die stasiekommissaris van die polisie-stasie waar ‘n lid van tyd tot tyd opdrag gegee word om sy of haar dienste te lewer.

2. TOEPASSINGSBESTEK

Hierdie Regulasies is van toepassing op alle persone wat geag word aangestel te wees as tydelike lede van die Diens in ooreenstemming met regulasie 3 van hierdie Regulasies.

3. AANSTELLING

- (1) Elke persoon wat, op die datum van inwerkingtreding van hierdie Regulasies, in diens van die Diens is as ‘n Katorus Gemeenskap Konstabel, soos voorsiening gemaak in die Katorus Spesiale Presidensiële Projek, sal, by die ondertekening deur so ‘n persoon van die “Memorandum van Ooreenkoms”, in die vorm uiteengesit in Aanhangsel A, geag word aangestel te wees as ‘n tydelike lid van die Diens in ooreenstemming met artikel 28(3) van hierdie Wet.
- (2) Elke persoon wat op die datum van inwerkingtreding van hierdie Regulasies, in diens van die Diens is as ‘n Katorus Gemeenskap Konstabel, soos voorsiening gemaak in die Katorus Spesiale Presidensiële Projek, moet die “Memorandum van

Ooreenkoms", in die vorm uiteengesit in Aanhangsel A, binne 14 dae na die publikasie van hierdie Regulasies, onderteken. Indien 'n lid versuim om die ooreenkoms binne sodanige tydperk te teken, moet die stasiekommissaris die lid skriftelik kennis gee om die ooreenkoms binne 7 dae na sodanige kennisgewing te teken. 'n Lid wat versuim om die ooreenkoms binne 14 dae na ontvangs van sodanige kennisgewing te teken, sal geag word om met onmiddellike effek uit die Diens ontslaan te wees.

4. PLIGTE VAN LEDE

'n Lid moet op sodanige datums en op sodanige tye en plekke vir diens rapporteer as wat die stasiekommissaris van tyd tot tyd kan bepaal en sal sodanige pligte vir sodanige tydperke verrig as wat die stasiekommissaris van tyd tot tyd kan bepaal. Met dien verstande dat die stasiekommissaris nie van 'n lid kan vereis of hom of haar kan toelaat om meer as 'n totaal van 55 ure se diens gedurende enige week te lewer nie.

5. VERGOEDING

- (1) 'n Lid sal vergoed word teen 'n tarief van R11,54 per uur of enige hoër bedrag wat die Minister van tyd tot tyd bepaal.
- (2) 'n Lid van wie dit vereis word om vir enige tyd gedurende die ure tussen 19:00 en 7:00 die volgende dag te werk, sal 'n addisionele nagdiens toelae van R1,33 per uur betaal word of enige hoër bedrag wat die Minister van tyd tot tyd bepaal.
- (3) Die stasiekommissaris moet 'n behoorlike rekord hou, in die vorm deur die Nasionale Kommissaris bepaal, van die dienste deur elke lid gelewer.
- (4) Die vergoeding waarna in subregulasie (1) en (2) verwys word, is die totale vergoeding waarop 'n lid geregtig sal wees en 'n lid sal nie geregtig wees op enige addisionele vergoeding of voordeel of om 'n lid van enige pensioen of mediese skema te word as gevolg van sy of haar status as 'n tydelike lid van die Diens nie. Met dien verstande dat enige besering deur 'n lid opgedoen en wat as 'n besering aan diens kwalifiseer, met die nodige wysigings, ooreenkomstig die normale reëls van toepassing op beserings aan diens opgedoen deur 'n permanente lid van die Diens, hanteer sal word.
- (5) 'n Lid sal nie geregtig wees op enige vorm van betaalde verlof nie.

6. DISSCIPLINE

- (1) Die Suid-Afrikaanse Polisie diens Dissipline Regulasies, 1996 sal, onderworpe aan die bepalings van subregulasies (2) - (7) op 'n lid van toepassing wees.
- (2) 'n Lid wat versuim om op 'n datum en op 'n tyd en plek soos deur die stasiekommissaris bepaal, vir diens te rapporteer of versuim om aan diens te bly vir sodanige tydperk soos bepaal deur die stasiekommissaris soos uiteengesit in regulasie 4, moet aanvaarbare redes voorlê waarom dit nie gedoen is nie.

- (3) Indien 'n lid versuim om aanvaarbare redes soos vereis in subregulasie (2), voor te lê, moet die stasiekommissaris by wyse van 'n skriftelike kennisgewing, afgelewer aan die lid, van die lid vereis om op die plek, datum en tyd in die kennisgewing vermeld, aanvaarbare redes vir sodanige versuim voor te lê.
- (4) In die geval waar 'n lid versuim om op die plek, datum en tyd gespesifiseer in die kennisgewing waarna in subregulasie (3) verwys word, te verskyn, of die stasiekommissaris is, na aanhoor van die lid, nie tevrede dat aanvaarbare redes vir sodanige versuim bestaan nie of die lid versuim om vir meer as twee weke vir diens te rapporteer, kan die stasiekommissaris die dienste van sodanige lid met onmiddellike effek beëindig.
- (5) 'n Persoon wie se dienste ooreenkomstig subregulasie (4) beëindig is, kan, binne 14 dae vanaf sodanige beëindiging, skriftelike vertoë aan die Nasionale Kommissaris rakende sodanige beëindiging rig.
- (6) Die Nasionale Kommissaris kan, na oorweging van die vertoë van die persoon in subregulasie (5) verwys,
 - (a) sodanige persoon as 'n lid heraanstel; of
 - (b) die beëindiging van die dienste van sodanige persoon bevestig.
- (7) Die Nasionale Kommissaris moet 'n persoon waarna in subregulasie (5) verwys word, binne 14 dae na die datum van ontvangs van die vertoë skriftelik van die uitslag daarvan verwittig.

7. DIENSBEËINDIGING

- (1) Die Diens of 'n lid kan, met 14 dae vooraf skriftelike kennisgewing aan die ander party, die diens van 'n lid beëindig. Met dien verstande dat 'n stasiekommissaris in sy of haar diskresie 'n korter tydperk van kennisgewing van 'n lid kan aanvaar.
- (2) Onderworpe aan regulasie 6 en subregulasie (1), sal die tydperk van diens van 'n lid vir die tydperk tot 31 Maart 1999 wees. Met dien verstande dat die Nasionale Kommissaris, met die goedkeuring van die Minister, in buitengewone omstandighede die diens van 'n lid vir 'n verdere tydperk, wat nie een jaar oorskry nie, kan verleng.

8. OORGANGSBEPALINGS

Enige aanstelling, diensvoorwaarde of ander reëling met betrekking tot 'n persoon wat op die datum van die inwerkingtreding van hierdie Regulasie deur die Diens in diens geneem is as 'n Katorus Gemeenskap Konstabel soos voorsiening gemaak is in die Katorus Spesiale Presidensiële Projek, sal, by die ondertekening deur sodanige persoon van die

“Memorandum van Ooreenkoms”, in die vorm uiteengesit in Aanhangsel A, ophou om te bestaan.

9. KORT TITEL EN INWERKINGTREDING

Hierdie regulasie staan bekend as die Katorus Gemeenskap Konstabel Regulasies en sal op datum van publikasie in werking tree. Met dien verstande dat regulasie 5 van toepassing sal wees met terugwerkende effek vanaf 1 April 1998 ten opsigte van 'n persoon wat op die datum van inwerkingtreding van hierdie Regulasies, in die diens van die Diens is as 'n Katorus Gemeenskap Konstabel, soos voorsiening gemaak in die Katorus Spesiale Presidensiële Projek, op voorwaarde dat sodanige persoon die “Memorandum van Ooreenkoms” in die vorm uiteengesit in Aanhangsel A binne die tydperk gespesifiseer in regulasie 3, onderteken.

AANHANGSEL A

MEMORANDUM VAN OOREENKOMS

AANGEGAAN DEUR EN TUSSEN

DIE SUID-AFRIKAANSE POLISIEDIENS

verteenwoordig deur

(hierna verwys as die **WERKGEWER**)

en

.....
(hierna verwys as die **LID**)

Die partye kom as volg ooreen:

1. DIENSKONTRAK

Die **WERKGEWER** onderneem hiermee om die **LID** ooreenkomstig die volgende bepalinge en diensvoorwaardes in diens te neem, en die **LID** kom hiermee ooreen om sy of haar dienste aan die **WERKNEMER** beskikbaar te stel by die _____ Polisiestasie of enige ander Polisiestasie wat die **WERKNEMER** van tyd tot tyd kan bepaal, ooreenkomstig die volgende bepalinge en diensvoorwaardes.

2. HOEDANIGHEID VAN DIENS

Die **LID** sal as 'n tydelike lid van die Suid-Afrikaanse Polisie diens kragtens artikel 28(3) van die Wet op die Suid-Afrikaanse Polisie diens, 1995 (Wet No. 68 van 1995) en die Katorus Gemeenskap Konstabel Regulasies, 1998, in diens geneem word.

3. UITWERKING VAN OOREENKOMS

Hierdie ooreenkoms tree in werking op die datum van ondertekening van hierdie Ooreenkoms en sal, onderworpe aan klousule 7 van krag en in werking wees tot die datum van beëindiging van hierdie Ooreenkoms. Enige pligte wat die **LID** na 1 April 1998, maar voor ondertekening van hierdie Ooreenkoms verrig het, sal geag word in terme van hierdie ooreenkoms gelewer te wees.

4. PLIGTE VAN LID

Die **LID** moet vir diens rapporteer op sodanige datums en op sodanige tye en plekke as wat die stasiekommissaris van tyd tot tyd kan bepaal en sal sodanige pligte verrig en vir sodanige tydperke as wat die stasiekommissaris van tyd tot tyd kan bepaal. Met dien verstande dat 'n stasiekommissaris nie van die **LID** kan vereis of hom of haar kan toelaat om meer as 'n totaal van 55 ure diens gedurende enige week, te lewer nie.

5. VERGOEDING

- (1) Die **WERKGEWER** sal die **LID** vergoed teen 'n uurlikse tarief van R11,54 per uur, of enige hoër bedrag wat die Minister vir Veiligheid en Sekuriteit van tyd tot tyd kan bepaal.
- (2) Indien die **WERKGEWER** van die **LID** vereis om vir enige periode tussen die ure 19:00 en 07:00 die volgende dag te werk, sal die **WERKGEWER** die **LID** 'n nagskofftoelae betaal van 'n addisionele R1,33 per uur of enige hoër bedrag wat die Minister vir Veiligheid en Sekuriteit van tyd tot tyd kan bepaal.
- (3) Behoorlike rekord, in die vorm deur die Nasionale Kommissaris bepaal, moet deur die stasiekommissaris gehou word van die pligte deur 'n **LID** verrig. Die **LID** moet die dokumente bepaal deur die Nasionale Kommissaris voltooi om die stasiekommissaris by te staan met die hou van sodanige rekords.

- (4) Die vergoeding waarna in subklousule (1) en (2) verwys word, is die totale vergoeding wat deur die **WERKGEWER** aan die **LID** betaalbaar is.
- (5) Die **LID** is nie op enige addisionele vergoeding of voordeel of om 'n lid van enige pensioen of mediese skema te word, geregtig as gevolg van sy of haar status as 'n tydelike lid van die Diens nie. Met dien verstande dat enige besering opgedoen deur die **LID** en wat as 'n besering aan diens kwalifiseer, deur die **WERKGEWER** hanteer sal word ooreenkomstig die normale reëls met die nodige wysigings, wat van toepassing is op beserings aan diens opgedoen deur 'n permanente lid van die Diens.
- (6) Die **LID** is nie geregtig op enige vorm van betaalde verlof nie.

6. **DISSIPLINE**

Die **LID** is onderworpe aan die Suid-Afrikaanse Polisie diens Dissipline Regulasies, 1996 en die dissiplinêre maatreëls vervat in regulasie 6 van die Katorus Gemeenskap Konstabel Regulasies.

7. **BEËINDIGING VAN DIENS**

- (1) Die **LID** kan met 14 dae vooraf skriftelike kennisgewing aan die **WERKGEWER** sy of haar diens beëindig.
- (2) Onderworpe aan subklousule (3) kan die **WERKGEWER** met 14 dae vooraf skriftelike kennisgewing aan die **LID**, sy of haar diens beëindig.
- (3) Onderworpe aan subklousule (1) of enige dissiplinêre maatreëls, is die diens van die **LID** vir 'n tydperk tot 31 Maart 1999. Met dien verstande dat die **WERKGEWER** in buitengewone omstandighede die aanstelling van die **LID** vir 'n periode, wat nie een jaar oorskry nie, mag verleng.

8. **ALGEMEEN**

Enige aanstelling, diensvoorwaarde of enige ander reëling in verband met die **LID** se diens wat voor die ondertekening van hierdie ooreenkoms bestaan het, sal ophou om te bestaan op die datum van ondertekening van hierdie ooreenkoms.

9. **OOREENKOMS EN WYSIGINGS**

- (1) Hierdie Ooreenkoms, gelees met die Katorus Gemeenskap Konstabel Regulasies (waarvan 'n afskrif aangeheg is), is die enigste en eksklusiewe ooreenkoms tussen die **WERKGEWER** en die **LID**.
- (2) Hierdie Ooreenkoms kan slegs skriftelik gewysig word. Met dien verstande dat sodanige skriftelike wysiging deur die partye by hierdie Ooreenkoms onderteken moet word.

10. INTERPRETASIE VAN HIERDIE OOREENKOMS

- (1) Die bedinge en voorwaardes van hierdie Ooreenkoms is onderworpe aan enige wetgewende bepalings wat van tyd tot tyd hierop van toepassing mag wees.
- (2) Ondanks enige uitdruklike of geïmpliseerde bepaling van hierdie Ooreenkoms sal -
 - (a) geen verslapping of toegewing verleen of toegelaat deur enige partye tot hierdie Ooreenkoms met betrekking tot enige saak of aangeleentheid wat die ander party tot hierdie Ooreenkoms verplig is om uit te voer of deur te voer nie; en
 - (b) geen versuim deur enige party tot hierdie Ooreenkoms om stiptelik enige reg kragtens hierdie Ooreenkoms af te dwing,op enige tydstip gesien of geag word 'n afstanddoening te wees van daardie of enige ander reg nie, en sodanige party tot hierdie Ooreenkoms sal sonder enige kennisgewing, geregtig bly op streng en stiptelike nakoming van een en elke bepaling van hierdie Ooreenkoms.
- (3) Enige kennisgewing kragtens die bepalings van hierdie Ooreenkoms sal geag word behoorlik ontvang te wees -
 - (a) indien per hand afgelewer by 'n adres genoem in klousule 3, op die datum van aflewering;
 - (b) indien by wyse van 'n faksimile gestuur, op die dag waarop die faksimile gestuur is.

11. JURISDIKSIE

Die partye tot hierdie Ooreenkoms stem toe tot die jurisdiksie van die landdroshof met betrekking tot enige aksie of eis wat uit hierdie Ooreenkoms kan ontstaan.

12. VERTEENWOORDIGER

Nie die verteenwoordiger van die **WERKGEWER**, of sy of haar gevolmagtigde is persoonlik aanspreeklik vir enige eis of enige ander aangeleentheid wat uit hierdie Ooreenkoms kan ontstaan nie.

13. PLEK VAN DAGVAARDING, TENUITVOERLEGGING EN PLEK VAN KENNISGEWING

As hul onderskeie adresse vir die betekening van dagvaardings, aflewering van kennisgewings en plek van tenuitvoerlegging, kies die partye tot hierdie Ooreenkoms die volgende straatadresse:

WERKGEWER
Suid-Afrikaanse Polisiediens

.....
.....
.....
.....

LID

.....
.....
.....
.....

GETEKEN deur die **WERKGEWER** te _____ op die _____

dag van _____ 19_____.

AS GETUIES:

1. _____

2. _____

Namens **WERKGEWER** behoorlik
daartoe gemagtig

GETEKEN deur die **LID** te _____ op die _____ dag van

_____ 19_____.

AS GETUIES:

1. _____

2. _____

LID

Keep South Africa Clean



Throw trash where it belongs

Hou Suid-Afrika Skoon



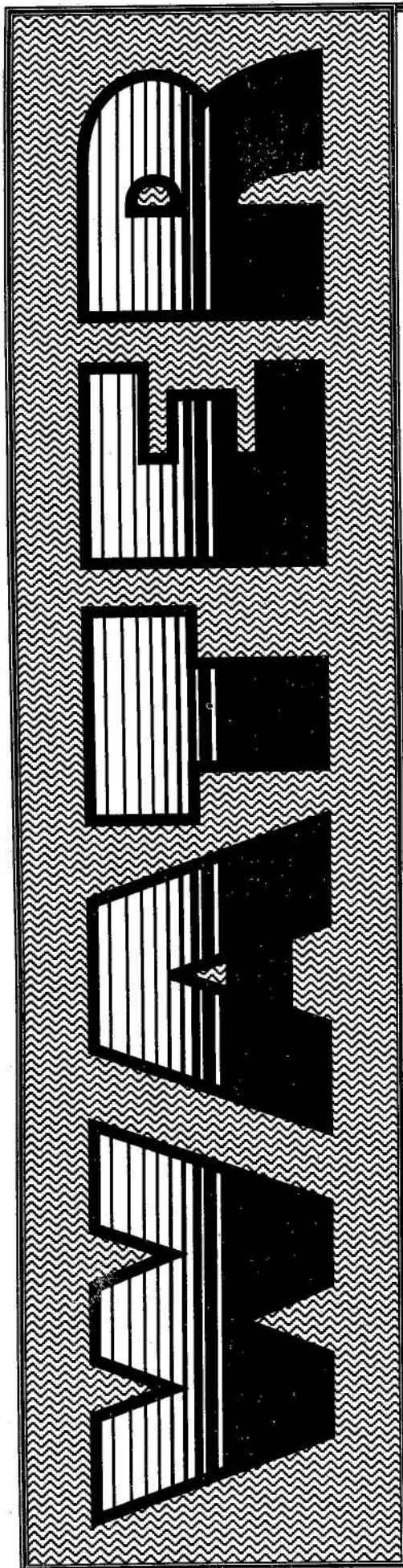
Gooi rommel waar dit hoort



DON'T

WASTE

It!



W

E

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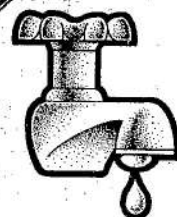
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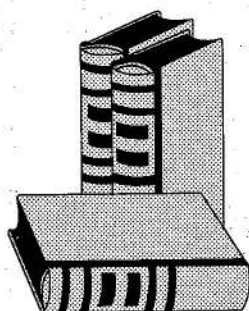
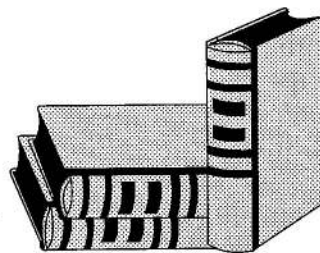
WERK

SPAARSAAM

DAARMEE !



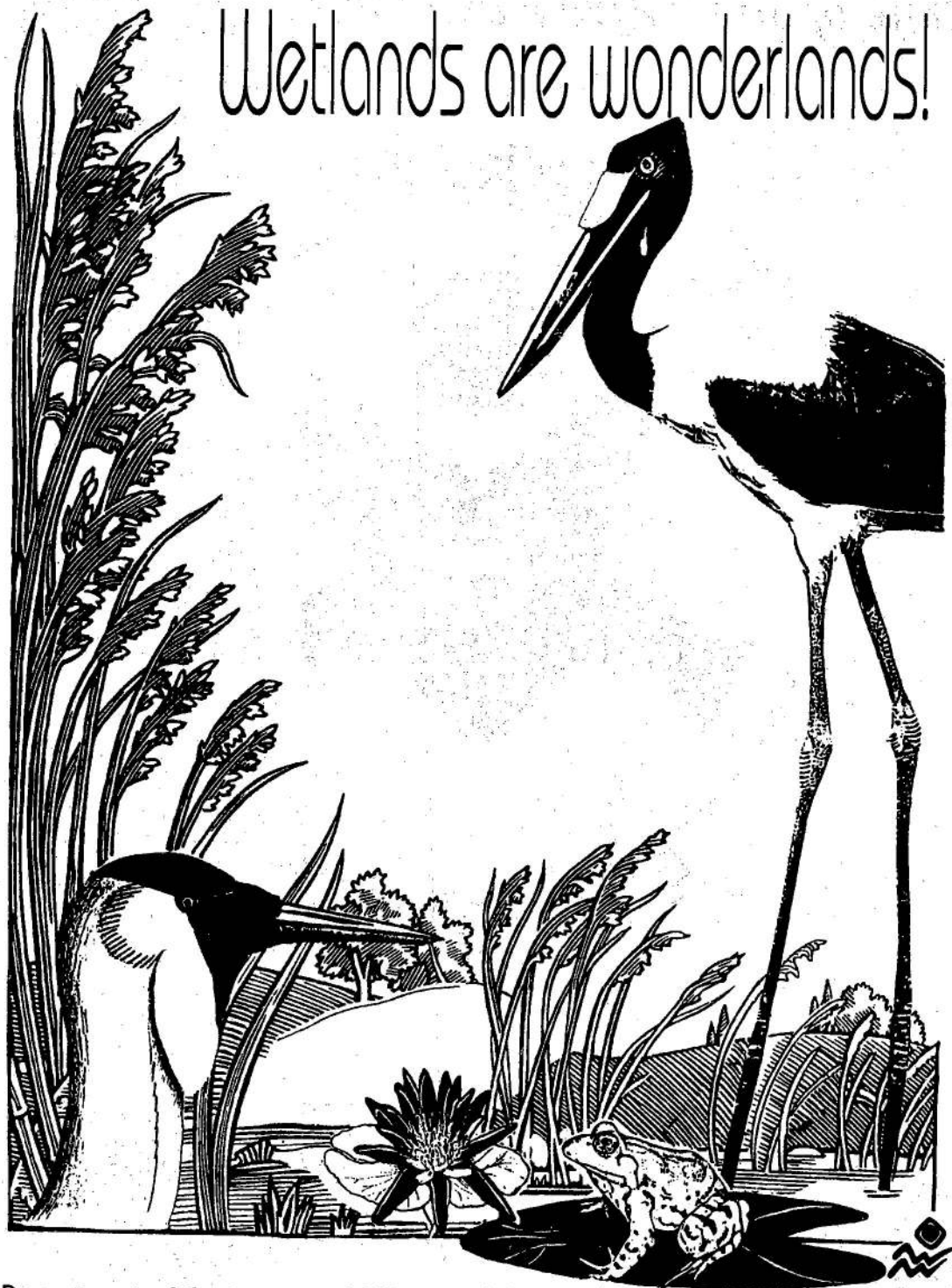
Where is the largest amount of meteorological information in the whole of South Africa available?



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

Department of Environmental Affairs and Tourism
Departement van Omgewingsake en Toerisme

Wetlands are wonderlands!



Department of Environmental Affairs and Tourism

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