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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 1470

20 November 1998

AGRICULTURAL PESTS ACT, 1983 (ACT No. 36 OF 1983)

CONTROL MEASURES: AMENDMENT*

I, Derek André Hanekom, Minister of Agriculture, acting under section 6 of the Agricultural Pests Act, 1983 (Act No. 36 of 1983), hereby amend the control measures set out in the Schedule.

D. A. HANEKOM

Minister of Agriculture

* To make provision that the Sugar-cane varieties, N32, N33 and N34 be released to be kept, planted or cultivated without the authorisation of a permit.

SCHEDULE

Definition

1. In this Schedule "the Control Measures" means the control measures published by Government Notice No. R. 110 of 27 January 1984, as amended by Government Notices Nos. R. 909 of 4 May 1984, R. 1770 of 17 August 1984, R. 845 of 12 April 1985, R. 1518 of 12 July 1985, R. 1442 of 11 July 1986, R. 87 of 22 January 1988, R. 1349 of 8 July 1988, R. 1954 of 30 September 1988, R. 2416 of 19 October 1990, R. 18 of 4 January 1991, R. 2840 of 29 November 1991, R. 2269 of 14 August 1992, R. 2876 of 16 October 1992, R. 1560 of 20 August 1993, R. 451 of 11 March 1994, R. 1373 of 5 August 1994, R. 1636 of 27 October 1995, R. 1977 of 22 December 1995, R. 1012 of 1 August 1997 and R. 288 of 27 February 1998.

Amendment of Table 4 of the Control Measures

2. Table 4 of the Control Measures is hereby amended by the insertion in column 1 of the expressions "N32", "N33" and "N34" after the expression "N31".

Substitution of Table 10 of the Control Measures

3. The following table is hereby substituted for Table 10 of the Control Measures:

TABLE 10
FEES PAYABLE

NATURE OF SERVICE	TARIFF
1	2
1. Inspection in connection with the issuing of a permit to exempt someone from the provisions of a Control Measure [Par. 4A (2)]	R40,00 per 30 minutes or portion thereof, including travelling time spent on the service by each officer
2. Test, examination or analysis of a sample taken during the course of an inspection as intended in (1):	
(i) Test for the occurrence of bacteria.....	R105,00 per test
(ii) Test for the occurrence of fungi.....	R80,00 per test
(iii) Test for the occurrence of phytoplasmas	R105,00 per test
(iv) Test for the occurrence of insects	R40,00 per test
(v) Test for the occurrences of viruses:	
(aa) ELISA-test.....	R15,00 per test
(bb) Herbaceous indexing	R40,00 per test
(cc) Hard-wood indexing	R100,00 per test
(vi) Test for the occurrence of nematodes.....	R40,00 per test
(vii) Examination of a water sample [Par. 4A (2)].....	R40,00 per test.

No. R. 1470

20 November 1998

WET OP LANDBOUPPLAE, 1983 (WET No. 36 VAN 1983)

BEHEERMAATREËLS: WYSIGING*

Ek, Derek André Hanekom, Minister van Landbou, handelende kragtens artikel 6 van die Wet op Landbouplae, 1983 (Wet No. 36 van 1983), wysig hierby die beheermaatreëls in die bylae uiteengesit.

D. A. HANEKOM**Minister van Landbou**

* Om voorsiening te maak dat die Suikervariëteite N32, N33 en N34 vrygestel word om, sonder magtiging van 'n permit, gehou, geplant of gekweek te word.

BYLAE**Woordomskeywing**

1. In hierdie Bylae beteken "die Beheermaatreëls" die beheermaatreëls gepubliseer in Goewermenskennisgewing No. R. 110 van 27 Januarie 1984, soos gewysig deur Goewermenskennisgewings Nos. R. 909 van 4 Mei 1984, R. 1770 van 17 Augustus 1984, R. 845 van 12 April 1985, R. 1518 van 12 Julie 1985, R. 1442 van 11 Julie 1986, R. 87 van 22 Januarie 1988, R. 1349 van 8 Julie 1988, R. 1954 van 30 September 1988, R. 2416 van 19 Oktober 1990, R. 18 van 4 Januarie 1991, R. 2840 van 29 November 1991, R. 2269 van 14 Augustus 1992, R. 2876 van 16 Oktober 1992, R. 1560 van 20 Augustus 1993, R. 451 van 11 Maart 1994, R. 1373 van 5 Augustus 1994, R. 1636 van 27 Oktober 1995, R. 1977 van 22 Desember 1995, R. 1012 van 1 Augustus 1997 en R. 288 van 27 Februarie 1998.

Wysiging van Tabel 4 van die Beheermaatreëls

2. Tabel 4 van die Beheermaatreëls word hiermee gewysig deur in kolom 1 van die uitdrukkings "N32", "N33" en "N34" na die uitdrukking "N31" in te voeg.

Vervanging van Tabel 10 van die Beheermaatreëls

3. Tabel 10 van die Beheermaatreëls word hierby deur die volgende tabel vervang:

TABEL 10
GELDE BETAALBAAR

AARD VAN DIENS 1	TARIEF 2
1. Onderzoek in verband met die uitreiking van 'n permit om iemand van die bepalings van 'n beheermaatregel vry te stel [Par. 4A (2)]	R40,00 vir 30 minute of 'n gedeelte daarvan, ingeslote reistyd deur elke beamppte aan die diens gewy
2. Toets, ondersoek of ontleding van 'n monster geneem in die loop van 'n ondersoek soos in (1) bedoel:	
(i) Toets vir voorkoms van bakterieë	R105,00 per toets
(ii) Toets vir voorkoms van swamme	R80,00 per toets
(iii) Toets vir voorkoms van fitoplasmas	R105,00 per toets
(iv) Toets vir voorkoms van insekte	R40,00 per toets
(v) Toets vir voorkoms van virusse:	
(aa) ELISA-toets	R15,00 per toets
(bb) Sagteplantindeksing	R40,00 per toets
(cc) Hardehoutindeksing	R100,00 per toets
(vi) Toets vir voorkoms van aalwurms	R40,00 per toets
(vii) Onderzoek van 'n watermonster [Par. 4A (2)]	R40,00 per toets.

No. R. 1471

20 November 1998

AGRICULTURAL PESTS ACT, 1983 (ACT No. 36 OF 1983)

REGULATIONS: AMENDMENT*

The Minister of Agriculture, acting under section 16 of the Agricultural Pests Act, 1983 (Act No. 36 of 1983), made the regulations set out in the Schedule.

* Amendment of fees payable.

SCHEDULE**Definition**

1. In the Schedule "the Regulations" means the regulations published by Government Notice No. R. 111 of 27 January 1984, as amended by Government Notices Nos. R. 2573 of 15 November 1985, R. 2350 of 14 November 1986, R. 100 of 16 January 1987, R. 1521 of 14 July 1989, R. 75 of 18 January 1991 and R. 1637 of 27 October 1995.

Substitution of Table 1 of the Regulations

2. The following table is hereby substituted for Table 1 of the Regulations:

TABLE 1
FEES PAYABLE

NATURE OF SERVICE 1	TARIFF 2
1. Inspection, at a time other than during the official hours of the executive officer, of controlled goods imported into the Republic. [Reg. 5 (2)]	R80,00 per 30 minutes or portion thereof, including travelling time spent on the service by each officer
2. Inspection of a quarantine area in connection with which an application for the amendment or withdrawal of an order in respect thereof has been submitted. [Reg. 8 (a)]	R40,00 per 30 minutes or portion thereof, including travelling time spent on the service by each officer

NATURE OF SERVICE	TARIFF
1	2
3. Test, examination or analysis of a sample taken during the course of the inspection of a quarantine area [Reg. 8 (b)]:	
(i) Test for the occurrence of bacteria.....	R105,00 per test
(ii) Test for the occurrence of fungi.....	R80,00 per test
(iii) Test for the occurrence of phytoplasmas	R105,00 per test
(iv) Test for the occurrence of insects	R40,00 per test
(v) Test for the occurrence of viruses:	
(a) ELISA test	R15,00 per test
(b) Herbaceous indexing	R40,00 per sample
(c) Hard-wood indexing	R100,00 per sample
(vi) Test for occurrence of nematodes.....	R40,00 per test
(vii) Examination of a water sample.....	R40,00 per test
4. Appeal in terms of section 11 of the Act [Reg. 9 (3)]	R550,00 per appeal.

No. R. 1471

20 November 1998

WET OP LANDBOUPLAIE, 1983 (WET No. 36 VAN 1983)

REGULASIES: WYSIGING*

Die Minister van Landbou, handelende kragtens artikel 16 van die Wet op Landbouplae, 1983 (Wet No. 36 van 1983), het die regulasies in die Bylae uiteengesit, uitgevaardig.

* Wysiging van gelde betaalbaar.

BYLAE**Woordoms krywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer in Goewermentskennigse No. R. 111 van 27 Januarie 1984, soos gewysig deur Goewermentskennigse Nos. R. 2573 van 15 November 1985, R. 2350 van 14 November 1986, R. 100 van 16 Januarie 1987, R. 1521 van 14 Julie 1989, R. 75 van 18 Januarie 1991 en R. 1637 van 27 Oktober 1995.

Vervanging van Tabel 1 van die Regulasies

2. Tabel 1 van die Regulasies word hierby deur die volgende tabel vervang:

TABEL 1
GELDE BETAALBAAR

AARD VAN DIENS	TARIEF
1	2
1. Onderzoek, buite die amptelike kantoorure van die uitvoerende beampste, van beheerde goedere wat in die Republiek ingevoer is. [Reg. 5 (2)]	R80,00 vir 30 minute of 'n gedeelte daarvan, ingeslote reistyd, deur elke beampste aan die diens gewy
2. Onderzoek van 'n kwarantyngebied in verband waarmee 'n aansoek om die wysiging of intrekking van 'n lasgewing ten opsigte daarvan ingedien is. [Reg. 8 (a)]	R40,00 vir 30 minute of 'n gedeelte daarvan, ingeslote reistyd, deur elke beampste aan die diens gewy

AARD VAN DIENS	TARIEF
1	2
3. Toets, ondersoek of ontleding van 'n monster geneem in die loop van 'n ondersoek van 'n kwarantyngebied [Reg. 8 (b)]:	
(i) Toets vir voorkoms van bakterieë	R105,00 per toets
(ii) Toets vir voorkoms van swamme	R80,00 per toets
(iii) Toets vir voorkoms van fitoplasmas	R105,00 per toets
(iv) Toets vir voorkoms van insekte	R40,00 per toets
(v) Toets vir voorkoms van virusse:	
(a) ELISA-toets	R15,00 per toets
(b) Sagteplantindeksering	R40,00 per monster
(c) Hardehoutindeksering	R100,00 per monster
(vi) Toets vir voorkoms van aalwurms	R40,00 per toets
(vii) Ondersoek van 'n watermonster	R40,00 per toets
4. Appèl ingevolge artikel 11 van die Wet [Reg. 9 (3)]	R550,00 per appèl.

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1467

20 November 1998

LABOUR RELATIONS ACT

**MOTOR INDUSTRY—MIBCO: EXTENSION OF ADMINISTRATIVE COLLECTIVE
AMENDING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective amending agreement which appears in the Schedule hereto, which was concluded in the Motor Industry Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the amending agreement, shall be binding on the other employers and employees in that Industry, with effect from 30 November 1998, and for the period ending 31 August 2000.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE

MOTOR INDUSTRY BARGAINING COUNCIL—MIBCO**ADMINISTRATIVE COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

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

National Union of Metalworkers of South Africa**Motor Industry Employees' Union of South Africa**

and the

Motor Industry Staff Association

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

being the parties to the Motor Industry Bargaining Council—MIBCO,

to amend the Administrative Collective Agreement published under Government Notice No. R. 959 of 7 August 1998.

1. CLAUSE 1: SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Motor Industry—
- throughout the Republic of South Africa as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993);
 - by the employers and the employees in the Motor Industry who are members of the employers' organisations and the trade unions, respectively.
- (2) Notwithstanding provisions of subclause (1), the provisions of this Agreement shall apply to—
- apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981; and
 - trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.
- (3) The provisions of clauses 1 (1) (b) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Act, and shall remain in operation for the period ending 31 August 2000.

3. CLAUSE 6: PAYMENT OF EARNINGS

- (1) Substitute the following for subclause (10) (b) (i):
- "(i) holiday, insurance, provident and/or pension funds or medical aid schemes where these are not administered by a regional council or the Council, and where an employee through negotiations between himself and is employer agrees on the amount to be paid by the employee to accept board and/or lodging from his employer;"*
- (2) Delete subclause (10) (b) (e).

Signed at Randburg, on behalf of the Parties, this 22nd day of October 1998.

T. NIEUWOUDT

President of the Council

G. J. HAVENGA

Vice-President of the Council

B. G. DU PREEZ

General Secretary of the Council

No. R. 1467

20 November 1998

WET OP ARBEIDSVERHOUDINGE, 1995

**MOTORNYWERHEID—MIBCO: UITBREIDING VAN ADMINISTRATIEWE KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe wysigingsooreenkoms wat in die Bylae hierby verskyn en wat in die Motornywerheidsbedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 30 November 1998, en vir die tydperk wat op 31 Augustus 2000 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**MOTORNYWERHEID-BEDINGINGSRAAD—MIBCO****ADMINISTRATIEWE KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

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

National Union of Metalworkers of South Africa

Motor Industry Employees' Union of South Africa

en die

Motor Industry Staff Association

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

wat die partye is by die Motornywerheid-bedingsraad—MIBCO,

tot wysiging van die Administratiewe Kollektiewe Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 959 van 7 Augustus 1998.

1. KLOUSULE 1: TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet in die Motornywerheid nagekom word—
 - (a) oral in die Republiek van Suid-Afrika soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993);
 - (b) deur die werkgewers en die werknemers in die Motornywerheid wat lede is van onderskeidelik die werkgewersorganisasies en die vakbonde.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—
 - (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of voorwaardes wat daarkragtens gestel is nie; en
 - (b) kwekelinge wat opleiding ingevolge die Wet op Mannekragopleiding, 1981, ondergaan, slegs vir sover dit nie onbestaanbaar is met daardie Wet of voorwaardes wat daarkragtens gestel is nie.
- (3) Die bepalings van klousules 1 (1) (b) en 2 van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede is nie van onderskeidelik die werkgewersorganisasies en die vakbonde.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet vasstel en bly van krag vir die tydperk wat op 31 Augustus 2000 eindig.

3. KLOUSULE 6: BETALING VAN VERDIENSTE

- (1) Vervang subklousule (10) (b) (i) deur die volgende:

"(i) 'n vakansie-, versekerings-, voorsorg- en/of pensioenfonds of mediese hulpskema, waar sodanige fondse nie deur 'n streekraad of deur die Raad geadministreer word nie en waar 'n werknemer deur onderhandeling tussen homself en sy werkgever ooreenkom oor die bedrag wat deur die werknemer betaal moet word om kos en/of inwoning te aanvaar van sy werkgever;"
- (2) Skrap subklousule (10) (b) (e).

Namens die partye op hede die 22ste dag van Oktober 1998 te Randburg onderteken.

T. NIEUWOUDT

President van die Raad

G. J. HAVENGA

Visepresident van die Raad

B. G. DU PREEZ

Hoofsekretaris van die Raad

No. R. 1468**20 November 1998****LABOUR RELATIONS ACT, 1995****MOTOR INDUSTRY—MIBCO: EXTENSION OF PERIOD OF MAIN COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 962 of 14 August 1998 and R. 1093 of 28 August 1998, by a further period ending 30 November 2000.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1468

20 November 1998

WET OP ARBEIDSVARHOUDINGE, 1995

MOTORNRYWERHEID—MIBCO: VERLENGING VAN TYDPERK VAN HOOF KOLLEKTIEWE OOREENKOMS

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermenskennisgewings Nos. R. 962 van 14 Augustus 1998 en R. 1093 van 28 Augustus 1998, met 'n verdere tydperk wat op 30 November 2000 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1469

20 November 1998

LABOUR RELATIONS ACT, 1995

MOTOR INDUSTRY—MIBCO: EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective amending agreement which appears in the Schedule hereto, which was concluded in the Motor Industry Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the amending agreement, shall be binding on the other employers and employees in that industry, with effect from 30 November 1998, and for the period ending 30 November 2000.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE**MOTOR INDUSTRY BARGAINING COUNCIL—MIBCO****COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

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

National Union of Metalworkers of South Africa,

Motor Industry Employees' Union of South Africa

and the

Motor Industry Staff Association

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

being the parties to the Motor Industry Bargaining Council—MIBCO,

to amend the Collective Agreement published under Government Notice No. R. 962 of 14 August 1998 and extended by Government Notice No. R. 1093 of 28 August 1998.

PREAMBLE**1. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Act, and shall remain in operation for the period ending 30 November 2000.

DIVISION A**1. CLAUSE 1: SCOPE OF APPLICATION**

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

- (a) throughout the Republic of South Africa as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993);
- (b) by the employers and the employees in the Motor Industry who are members of the employers' organisations and the trade unions, respectively.

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

- (a) apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981; and

- (b) trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.
- (3) (a) The provisions of this Agreement on ordinary hours of work, overtime and Sunday work as set out in the Schedule of this subclause, shall not apply to managers and foremen who receive not less than—
- (i) R1 500,00 per week if employed in any of Areas A;
 - (ii) R1 275,00 per week if employed in any other area.
- (b) Employees earning in excess of R1 500 per week if employed in any of Areas A or R1 275,00 per week in other areas shall not be required to work overtime other than on a voluntary basis, free from any form of coercion, intimidation or victimisation.
- (4) The Preamble and clause 1 (1) (b) of Division A of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively.

DIVISION A

Clause 18.....	Hours of work
Clause 19.....	Overtime
Clause 21.....	Sunday work

2. CLAUSE 2: DEFINITIONS

- (1) Substitute the following for the definition of accessory shop:
- “**‘accessory shop’** means any establishment or part of an establishment wherein, whereon, or wherefrom are sold or offered for sale by wholesale or retail, any new and used spares, replacement parts or accessories for the repair of or addition to any motor vehicle;”.
- (2) Substitute the following for the definition of relief employee:
- “**‘relief employee’** means an employee who is temporarily employed—
- (a) for a period of not more than 42 days in any period of six months for the purposes of carrying out the duties of an employee who is absent from work, or to provide additional labour during peak holiday seasons; or
 - (b) for a period of not more than six months in any year for the purposes of carrying out the duties of an employee who is on maternity leave, extended sick leave, educational leave or skills development courses or, with consent obtained administratively from the Council, is absent with the permission of the employer;”.

3. CLAUSE 9: SPECIAL PROVISIONS RELATING TO WATCHMEN

- (1) Substitute the following for subclause (2) (a):
- “(2) (a) any suitable and acceptable means of self-protection, excluding firearms;”.
- (2) In subclause (3), substitute the “R275,00” for the expression “R250,00”.

4. CLAUSE 16: DAMAGE TO VEHICLES OR PROPERTY

- (1) Substitute the following for this clause:

“CLAUSE 16: DAMAGE TO VEHICLES OR PROPERTY

- (1) **Damage to vehicles:** Subject to clause 5 of the Administrative Agreement, in the event of damage to a vehicle, no employer shall recover any excess amount incorporated in an insurance policy or damages from any employee who is required or permitted to drive a motor vehicle, nor shall any employer be permitted to recover damages from any employee in the absence of insurance cover. Provided that such excess amounts or damages may be recoverable if a formal disciplinary hearing was conducted and the employee was found guilty of—
- (a) having driven the vehicle under the influence of alcohol or drugs; and/or
 - (b) negligent driving; and/or
 - (c) reckless driving; and/or
 - (d) wilful damage to the vehicle; and/or
 - (e) having driven the vehicle without the permission of the employer.
- (2) **Damage to property:** Subject to clause 5 of the Administrative Agreement, in the event of damage to company property, no employer shall recover any excess amount incorporated in an insurance policy or damages from any employee, nor shall any employer be permitted to recover damages from any employee in the absence of insurance cover. Provided that such excess amounts or damages may be recoverable if a formal disciplinary hearing was conducted and the employee was found guilty of wilful damage to company property: Provided further that in the event of the employee having been found guilty of wilful damage to property and the excess amount or damages having been recovered, the employee shall not be subjected to any further disciplinary measures.”.

5. CLAUSE 23: STANDBY AND CALL-OUT ALLOWANCE

In subclause (2) (a), substitute the expression "R50,00" for the expression "R45,00".

6. CLAUSE 25: SUPPLY OF TOOLS

In subclause (5), substitute the expression "R10,00" for the expression "R7,50".

7. CLAUSE 27: ADDITIONAL HOLIDAY PAY

(1) In subclause (1) (a), substitute the expressions "R27,00" and "R30,00" for the expressions "R24,75" and "R27,50", respectively.

(2) In subclause (1) (b), substitute the expression "R30,00" for the expression "R27,50".

DIVISION B**1. CLAUSE 1: SCOPE OF APPLICATION**

(1) In subclause (2) (a), substitute the expressions "R78 000" and "R66 300" for the expressions "R72 000" and "R60 000", respectively.

(2) In subclause (2) (b), substitute the expressions "R78 000" and "R66 300" for the expressions "R72 000" and "R60 000", respectively.

(3) In subclause (4) (b), substitute the expressions "R6 500" per month (R1 500 per week)" and "R5 525,00 per month (R1 275,00 per week)," respectively, for the expressions "R6 000 per month (R1 384,62 per week) and "R5 000 per month (R1 153,85 per week)".

2. CLAUSE 2: DEFINITIONS

(1) Insert the following definitions before definition (1) "clerical employee":

"(1) '**accountant**' means an employee who is exclusively responsible for producing, finalising and submitting a full set of annual financial statements for an establishment registered in the Motor Industry;

(2) '**bookkeeper**' means an employee exclusively responsible for preparing and maintaining books of accounts, i.e. cash books, ledgers and journals, and balancing same up to trail balance stage only;"

(2) Renumber definitions (1) and (2) to read (3) and (4), respectively.

(3) Insert the following definition after the definition of "motor vehicle salesperson":

"(5) '**parts salesperson**' means an employee who is mainly or exclusively engaged in interpreting/soliciting and/or taking orders for the sale and supply of motor vehicle spares and accessories;"

(4) Renumber definitions (3), (4), (5), (6) and (7) to read (6), (7), (8), (9) and (10), respectively.

3. CLAUSE 2: DEFINITIONS

Substitute the following for the Wage Schedule prescribed in subclause (1) of this clause:

"WAGE SCHEDULE

Class of employee	Minimum wages			
	Areas A		Other areas	
	Per week	Per month	Per week	Per month
	R	R	R	R
(a) Office, stores, sales and clerical employee—				
during first year of experience	300,00	1 300,00	255,00	1 105,00
during second year of experience	346,15	1 500,00	293,08	1 270,00
during third year of experience	396,92	1 720,00	336,92	1 460,00
thereafter	461,54	2 000,00	387,69	1 680,00
(b) Motor vehicle sales person—				
during first year of experience	354,23	1 535,00	301,15	1 305,00
thereafter	461,54	2 000,00	387,69	1 680,00
(c) Bookkeeper	583,85	2 530,00	496,15	2 150,00
(d) Accountant	985,38	4 270,00	837,69	3 630,00
(e) Parts salesperson—				
during first year of experience	378,46	1 640,00	321,92	1 395,00
thereafter	461,54	2 000,00	387,69	1 680,00

Class of employee	All areas	
	Per week	Per month
(f) Traveller—		
during first year of experience	378,46	1 640,00
thereafter.....	461,54	2 000,00
(g) Supply sales person—		
during first year of experience	378,46	1 640,00
during second year of experience	453,46	1 965,00
during third year of experience	503,08	2 180,00
thereafter.....	544,62	2 360,00
(h) Part-time employee.....	*	*

* One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day on any one week, or one forty-fifth of such prescribed minimum weekly wage for each hour or part of an hour of ordinary time worked in any one week, whichever is the greater."

4. CLAUSE 7: STANDBY AND CALL-OUT ALLOWANCES

In subclause (2), substitute the expression "R50,00" for the expression "R45,00".

5. CLAUSE 8: ANNUAL LEAVE

(1) In subclause (13) (b), substitute the expression "R1 560" for the expression "R1 300".

(2) Substitute the following for subclause (13) (e):

"(e) Where an employee is discharged or leaves the services of his employer before qualifying for a leave bonus, such employee shall be paid a *pro rata* portion of his leave bonus on termination of service equivalent to one fifty-second of one week's remuneration for each completed span of employment. For the purposes of this subclause "span" means the number of shifts normally worked by the employee in a week.

DIVISION C

CHAPTER 1

1. CLAUSE 2: DEFINITIONS

(1) Insert the following paragraph before the proviso to the definition of "body shop assistant":

"(c) blends paint colour by means of predetermined formulae;"

(2) (a) Delete the following expression at the end of the definition of "char":

"washing and polishing motor vehicles by hand;"

(b) add the following expressions to the definition:

"washing, waxing and vacuuming motor vehicles; polishing motor vehicles by hand;"

(3) Add the following at the end of the definition of "forecourt attendant":

"washing motor vehicles";

(4) Insert the following in subclause (a) of the definition of "general worker" after the expression "checking and/or recording identification marks on goods":

"cleaning and placing diesel pumps on workbenches for repair;"

2. CLAUSE 3: WAGES

Substitute the following for the Wage Schedule prescribed in subclause (1):

"WAGE SCHEDULE"

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1:				
*Forecourt attendant.....	180,00	4,00	135,00	3,00
Char	194,85	4,33	146,25	3,25
Grade 2.....	300,60	6,69	225,00	5,00

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 3.....	326,70	7,26	293,85	6,53
Grade 4.....	357,30	7,94	320,85	7,13
Grade 5.....	402,30	8,94	361,80	8,04
Grade 6.....	487,45	10,83	439,20	9,76

- * Notwithstanding the minimum wage prescribed for this category of employee, all employees earning in excess of the new prescribed minimum wage at date of publication hereof shall be paid an actual wage increase of no less than 17 cents per hour.

Class of employee	Minimum wages	
	All areas	
	Per week	Per hour
	R	R
Grade 7.....	620,10	13,78
Grade 8.....	712,35	15,83
Watchman.....	275,00	(No hourly rate)".

DIVISION C:

CHAPTER II

1. CLAUSE 1: SCOPE OF APPLICATION AND REGISTRATION

Substitute the following for subclause (3):

- "(3) No employer shall, unless so registered and validly in possession of the said certificate, employ any of the operative grades defined in this Chapter."

2. CLAUSE 2: DEFINITIONS

- (a) Delete the following expression at the end of the definition of "car":

"washing and polishing motor vehicles by hand;"

- (b) add the following expressions to the definition:

"washing, waxing and vacuuming motor vehicles; polishing motor vehicles by hand;"

3. CLAUSE 4: WAGES

Substitute the following for the Schedule to this clause:

"SCHEDULE

PART A: MISCELLANEOUS

Class of Employee	Wages per week (All areas)
Grade 1.....	R194,85 (R 4,33 per hour)
Grade 2.....	R300,60 (R 6,68 per hour)
Grade 3.....	R326,70 (R 7,26 per hour)
Grade 5.....	R402,30 (R 8,94 per hour)
Grade 6.....	R487,35 (R10,83 per hour)
Grade 7.....	R620,10 (R13,78 per hour)
Grade 8.....	R712, 35 (R15,83 per hour)

PART B: OPERATIVES

Class of employee	Wages per week (All areas)
Grade 5.....	R402,30 (R8,94 per hour)".

DIVISION C**CHAPTER III****1. CLAUSE 2: DEFINITIONS**

(1) (a) Delete the following expression at the end of the definition of "Char":

"washing and polishing motor vehicles by hand;"

(b) add the following expressions to the definition:

"washing, waxing and vacuuming motor vehicles;

polishing motor vehicles by hand;"

(2) Insert the following in subclause (a) of the definition of "general worker" after the expression "checking and/or recording identification marks on goods":

"cleaning and placing diesel pumps on workbenches for repair;"

2. CLAUSE 4: WAGES

Substitute the following for the Wage Schedule to this clause:

"SCHEDULE**PART A: MISCELLANEOUS**

Class of employee	Wages per week (All areas)
Grade 1.....	R194,85 (R 4,33 per hour)
Grade 2.....	R300,60 (R 6,68 per hour)
Grade 8.....	R712,35 (R15,83 per hour)

PART B: OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

Class of employee	Wages per week (All areas)
Grade 3.....	R326,70 (R 7,26 per hour)
Grade 4.....	R357,30 (R 7,94 per hour)
Grade 5.....	R402,30 (R 8,94 per hour)
Grade 6.....	R487,35 (R10,83 per hour)".

DIVISION C**CHAPTER IV****1. CLAUSE 1: DEFINITIONS**

Delete the following phrase at the end of the definition of "Char":

"washing and polishing motor vehicles by hand;"

add the following to the definition:

"washing, waxing and vacuuming of motor vehicles;

polishing of motor vehicles by hand;"

2. CLAUSE 4: WAGES

- (1) Substitute the following for the Wage Schedule to this clause:

"WAGE SCHEDULE"

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1	194,85	4,33	146,25	3,25
Grade 2	300,60	6,68	225,00	5,00
Grade 3	326,70	7,26	293,85	6,53
Grade 4	357,30	7,94	320,85	7,13
Grade 5	402,30	8,94	361,80	8,04
Grade 6	487,35	10,83	439,20	9,76

Class of employee	All areas	
	Per week	Per hour
	R	R
Grade 7	620,10	13,78
Grade 8	712,35	15,83
Watchman	275,00	(No hourly rate)".

- (2) Substitute the following for the Note 1 at the end of the Wage Schedule:

"Operative engine assembler:

For the first 18 months of experience: R402,30 per week (R8,94 per hour)

Thereafter: R620,10 per week (R13,78 per hour)

"Operative grade A:

For the first 12 months of experience: R402,30 per week (R8,94 per hour)

Thereafter: R487,35 per week (R10,83 per hour)

"Operative, grade B:

For the first six months of experience: R330,75 per week (R7,35 per hour)

Thereafter: R353,70 per week (R7,86 per hour)

DIVISION C**CHAPTER V****1. CLAUSE 2: DEFINITIONS**

- (1) (a) Delete the following expression at the end of the definition of "car":

"washing and polishing motor vehicles by hand;"

- (b) add the following expressions to the definition:

"washing, waxing and vacuuming motor vehicles;

polishing motor vehicles by hand;"

- (2) Insert the following in subclause (a) of the definition of "general worker" after the expression "checking and/or recording identification marks on goods":

"cleaning and placing diesel pumps on workbenches for repair;"

- (3) Insert the following in the definition of "operative grade AR" after the expression "fly and/or treadle and/or manual and/or power pressing and/or notching where the work is done with pre-set jigs or dies, excluding setting jigs and/or dies":

"grinding pressure plates with appropriate surface grinding machine;"

2. CLAUSE 4: WAGES

Substitute the following for the Wage Schedule to this clause:

"SCHEDULE**PART A: MISCELLANEOUS**

Class of employee	Wages per week (All areas)
Grade 1.....	R194,85 (R 4,33 per hour)
Grade 2.....	R300,60 (R 6,68 per hour)
Grade 3.....	R326,70 (R 7,26 per hour)
Grade 4.....	R357,30 (R 7,94 per hour)
Grade 5.....	R402,30 (R 8,94 per hour)
Grade 6.....	R487,35 (R10,83 per hour)
Grade 7.....	R620,10 (R13,78 per hour)
Grade 8.....	R712,35 (R15,83 per hour)

PART B: OPERATIVES

Class of employee	Wages per week (All areas)
Grade 4.....	R357,30 (R7,94 per hour)
Grade 5.....	R402,30 (R8,94 per hour)".

Signed at Randburg on behalf of the parties, this 22nd day of October 1998.

T. NIEUWOUDT

President of the Council

G. J. HAVENGA

Vice-President of the Council

B. G. DU PREEZ

General Secretary of the Council

No. R. 1469

20 November 1998

WET OP ARBEIDSVERHOUDINGE, 1995

MOTORNYWERHEID—MIBCO: UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGSOORENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe wysigingsooreenkoms wat in die Bylae hierby verskyn en wat in die Motornywerheidsbedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 30 November 1998, en vir die tydperk wat op 30 November 2000 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**MOTORNYWERHEID-BEDINGINGSRAAD—MIBCO****KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

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

**National Union of Metalworkers of South Africa,
Motor Industry Employees' Union of South Africa
en die**

Motor Industry Staff Association

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

wat die partye is by die Motornywerheid-bedingsraad—MIBCO,

tot wysiging van die Kollektiewe Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 962 van 14 Augustus 1998 en verleng by Goewermentskennisgewing No. R. 1093 van 28 Augustus 1998.

AANHEF

1. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet vasstel en bly van krag vir die tydperk wat op 30 November 2000 eindig.

AFDELING A

1. KLOUSULE 1: TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet in die Motornywerheid nagekom word—
 - (a) oral in die Republiek van Suid-Afrika soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993);
 - (b) deur die werkgewers en die werknemers in die Motornywerheid wat lede is van onderskeidelik die werkgewers-organisasie en die vakbonde.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—
 - (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of voorwaardes wat daarkragtens gestel is nie; en
 - (b) kwekelinge wat opleiding ingevolge die Wet op Mannekragopleiding, 1981, ondergaan, slegs vir sover dit nie onbestaanbaar is met daardie Wet op voorwaardes wat daarkragtens gestel is nie.
- (3) (a) Hierdie Ooreenkoms betreffende gewone werkure, oortydwerk en Sondagwerk wat in die Bylae van hierdie subklousule uiteengesit word, is nie van toepassing op bestuurders en voormanne wat minstens die volgende ontvang nie:
 - (i) R1 500,00 per week indien hulle in diens is in enigeen van Gebiede A;
 - (ii) R1 275,00 per week indien hulle in diens is in enige ander gebied.
- (b) Daar mag nie van werknemers wat meer as R1 500,00 per week verdien indien hulle in enigeen van Gebiede A, werksaam is, of R1 275,00 per week verdien indien hulle in enige Ander Gebiede werksaam is, verwag word om oortyd te werk nie tensy dit op 'n vrywillige basis is, vry van enige vorm van dwang, intimidasie of viktimisering.
- (4) Die Aanhef en klousule 1 (1) (b) van Afdeling A van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede is nie van onderskeidelik die werkgewersorganisasies en die vakbonde.

AFDELING A

Klousule 18.....	Werkure
Klousule 19.....	Oortydwerk
Klousule 21.....	Sondagwerk

2. KLOUSULE 2: WOORDOMSKRYWING

- (1) Vervang die omskrywing van bybehorewinkel deur die volgende:

"'bybehorewinkel' 'n bedryfsinrigting of gedeelte van 'n bedryfsinrigting waarin, waarop of waaruit nuwe en gebruikte reserve- en vervangdele of bybehore vir die herstel van of vir byvoeging by 'n motorvoertuig deur middel van die groothandel of die kleinhandel verkoop of vir verkoop aangebied word;"
- (2) Vervang die woordomskeywing van afloswerknemer deur die volgende:

"'afloswerknemer' 'n werknemer wat tydelik in diens geneem word—

 - (a) vir 'n tydperk van hoogstens 42 dae in enige tydperk van ses maande met die doel om die werk uit te voer van 'n werknemer wat van sy werk afwesig is, of om addisionele arbeid te verskaf in spits-vakansietye; of
 - (b) vir 'n tydperk van hoogstens ses maande in enige jaar met die doel om die werk uit te voer van 'n werknemer wat met kraamverlof, verlengde siekteverlof, studieverlof of kursusse vir die ontwikkeling van vaardighede is, of, met die administratiewe goedkeuring verkry van die Raad, afwesig is met die toestemming van die werkgewer;"

3. KLOUSULE 9: SPESIALE BEPALINGS BETREFFENDE WAGTE

- (1) Vervang subklousule (2) (a) deur die volgende:

"(2) (a) enige geskikte en aanvaarbare middel vir selfbeskerming met uitsondering van vuurwapens;"

- (2) In subklousule (3) vervang die uitdrukking "R250,00" deur die uitdrukking "R275,00".

4. KLOUSULE 16: SKADE AAN VOERTUIG OF EIENDOM

- (1) Vervang hierdie klousule deur die volgende:

KLOUSULE 16: SKADE AAN VOERTUIG OF EIENDOM

- (1) *Skade aan voertuig*: Behoudens klousule 5 van die Administratiewe Ooreenkoms mag geen werkgewer in die geval van skade aan 'n voertuig enige bybetaling wat ingesluit is by 'n versekeringspolis of skadevergoeding op enige weknemer verhaal nie, van wie dit verlang word of wat geregtig is om 'n motorvoertuig te bestuur, en 'n werkgewer is ook nie daarop geregtig om skadevergoeding te verhaal op 'n werknemer indien daar nie versekeringsdekking is nie: Met dien verstande dat sodanige bybetalings of skadevergoeding verhaal mag word indien 'n formele dissiplinêre verhoor gehou is en die werknemer skuldig bevind is aan—

- (a) die bestuur van die voertuig onder die invloed van alkohol of verdowingsmiddels; en/of
- (b) nalatigheid; en/of
- (c) roekelose bestuur; en/of
- (d) opsetlike beskadiging van die voertuig; en/of
- (e) die bestuur van die voertuig sonder die toestemming van die werkgewer.

- (2) *Skade aan eiendom*: Behoudens klousule 5 van die Administratiewe Ooreenkoms mag geen werkgewer, in die geval van skade aan maatskappyeiendom, enige bybetaling wat ingesluit is by 'n versekeringspolis of skadevergoeding van enige werknemer verhaal nie en 'n werkgewer is ook nie daarop geregtig om skadevergoeding te verhaal van 'n werknemer indien daar nie versekeringsdekking is nie: Met dien verstande dat sodanige bybetalings vir skade verhaal mag word indien 'n formele dissiplinêre verhoor gehou is en die werknemer skuldig bevind is van opsetlike beskadiging van maatskappyeiendom: Behoudens verder dat in die geval waar die werknemer skuldig bevind word van opsetlike beskadiging van eiendom en die bybetaling vir die skade verhaal is, die werknemer nie verder onderwerp sal word aan enige dissiplinêre stappe nie."

5. KLOUSULE 23: GEREEDHEIDS- EN ROEPTOELAES

In subklousule (2) (a), vervang die uitdrukking "R45,00" deur die uitdrukking "R50,00".

6. KLOUSULE 25: VERSKAFFING VAN GEREEDSKAP

In subklousule (5), vervang die uitdrukking "R7,50" deur die uitdrukking "R10,00".

7. KLOUSULE 27: ADDISIONELE VAKANSIEBESOLDIGING

- (1) In subklousule (1) (a), vervang die uitdrukking "R24,75" en "R27,50", deur onderskeidelik die uitdrukking "R27,00" en "R30,00".

- (2) In subklousule (1) (b), vervang die uitdrukking "R27,50" deur die uitdrukking "R30,00".

AFDELING B**1. KLOUSULE 1: TOEPASSINGSBESTEK**

- (1) In subklousule (2) (a) vervang die uitdrukking "R72 000" en "R60 000" deur onderskeidelik die uitdrukking "R78 000" en "R66 300".

- (2) In subklousule (2) (b) vervang die uitdrukking "R72 000" en "R60 000" deur onderskeidelik die uitdrukking "R78 000" en "R66 300".

- (3) In subklousule (4) (b) vervang die uitdrukking "R6 000" per maand (R1 384,62 per week) en "R5 000 per maand (R1 153,85 per week)" deur onderskeidelik die uitdrukking "R6 500 per maand (R1 500 per week)" en "R5 525,00 per maand (R1 275,00 per week)".

2. KLOUSULE 2: WOORDOMSKRYWING

- (1) Voeg die volgende woordomsrywings in voor woordomskrywing (1) "klerk":

"(1) **'rekenmeester'** 'n werknemer wat uitsluitlik verantwoordelik is vir die lewering, finalisering en voorlegging van 'n volle stel van jaarlikse finansiële state vir 'n inrigting wat geregistreer is in die Motornywerheid;

(2) **'boekhouer'** 'n werknemer wat uitsluitlik verantwoordelik is vir die voorbereiding en instandhouding van rekening-boeke, d.i. kasboek, grootboek en joernale, en die balansering daarvan slegs tot by die proefbalans;"

- (2) Hernommer woordomsrywings (1) en (2) onderskeidelik om (3) en (4) te lui.

(3) Voeg die volgende nuwe woordomsyrywing in na die omsyrywing van "motorvoertuigverkoopspersoon":

"(5) 'onderdeleverkoopspersoon' n werknemer wat hoofsaaklik en uitsluitlik werksaam is in vertolkingwerwing en/of die neem van bestellings vir die verkoop en verskaffing van onderdele en bybehore van motorvoertuie;"

(4) Hernommer woordomsyrywings (3), (4), (5), (6) en (7) om onderskeidelik (6), (7), (8), (9) en (10), te lui.

3. KLOUSULE 3: LONE

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

"LOONBYLAE"

Klas werknemer	Minimum loon			
	Gebiede A		Ander gebiede	
	Per week	Per maand	Per week	Per maand
	R	R	R	R
(a) Kantoor-, pakhuis- en verkoopswerknemer en klerk—				
gedurende eerste jaar ondervinding	300,00	1 300,00	255,00	1 105,00
gedurende tweede jaar ondervinding	346,15	1 500,00	293,08	1 270,00
gedurende die derde jaar ondervinding	396,92	1 720,00	336,92	1 460,00
daarna	461,54	2 000,00	387,69	1 680,00
(b) Motorvoertuigverkoopspersoon—				
gedurende eerste jaar ondervinding	354,23	1 535,00	301,15	1 305,00
daarna	461,54	2 000,00	387,69	1 680,00
(c) Boekhouer	583,85	2 530,00	496,15	2 150,00
(d) Rekenmeester	985,38	4 270,00	837,69	3 630,00
(e) Onderdeleverkoopspersoon—				
gedurende eerste jaar ondervinding	378,46	1 640,00	321,92	1 395,00
daarna	461,54	2 000,00	387,69	1 680,00

Klas werknemer	Alle gebiede	
	Per week	Per maand
(f) Handelsreisiger—		
gedurende eerste jaar ondervinding	378,46	1 640,00
daarna	461,54	2 000,00
(g) Leweransier-verkoopspersoon—		
gedurende eerste jaar ondervinding	378,46	1 640,00
gedurende tweede jaar ondervinding	453,46	1 965,00
gedurende derde jaar ondervinding	503,08	2 180,00
daarna	544,62	2 360,00
(h) Deeltydse werknemer	*	*

* Een elfde van die minimum weekloon wat in (a) hiervan vir klerke voorgeskryf word, vir gewone tyd gewerk op elke dag in 'n bepaalde week of een vyf-en-veertigste van sodanige voorgeskrewe minimum weekloon vir elke uur of gedeelte van 'n uur gewone tyd gewerk in 'n bepaalde week, nl. die grootste bedrag."

4. KLOUSULE 7: GEREEDHEIDS- EN ROEPTOELAES

In subklousule (2) vervang die uitdrukking "R45,00" deur die uitdrukking "R50,00".

5. KLOUSULE 8: JAARLIKSE VERLOF

(1) In subklousule (13) (b) vervang die uitdrukking "R1 300" deur die uitdrukking "R1 500".

(2) Vervang subklousule (13) (e) deur die volgende:

"(e) Wanneer 'n werknemer wat ontslaan word of die diens van sy werknemer verlaat voordat hy vir 'n bonusverlof kwalifiseer, moet aan hom 'n *pro rata*-gedeelte van sy verlofbonus by diensbeëindiging betaal word gelykaan een twee-en-veertigste van een week se besoldiging vir elke voltooide skofweek. Vir die toepassing van hierdie subklousule beteken "skofwerk" die getal skofte wat die werknemer gewoonlik in 'n week werk."

AFDELING C

HOOFSTUK 1

1. KLOUSULE 2: WOORDOMSKRYWING

- (1) Voeg die volgende paragraaf in, voor die voorbehoudsbepaling by die omskrywing van "bakwinkelassistent":
 "(o) verkleur meng deur middel van voorafbepaalde formules;"
- (2) (a) Skrap die volgende uitdrukking aan die einde van die omskrywing van "skoonmaker":
 "motorvoertuie met die hand was en poleer;"
- (b) voeg die volgende uitdrukking by die woordoms krywing:
 "motorvoertuie was, waks en stofsuij; motorvoertuie met die hand poleer;"
- (3) Voeg die volgende by aan die einde van die omskrywing van "voorbaanassistent":
 "motorvoertuie was;"
- (4) Voeg die volgende in by subklousule (a) van die omskrywing van "algemene werker" na die uitdrukking "identifikasie-merke op goedere nagaan en/of aanteken":
 "dieselpompe skoonmaak en op werksbanke plaas vir herstel;"

2. KLOUSULE 3: LONE

Vervang die Loonbylae voorgeskryf in subklousule (1) deur die volgende:

"LOONBYLAE

Klas werknemer	Minimum lone			
	Gebiede A		Ander gebiede	
	Per week	Per uur	Per week	Per uur
	R	R	R	R
Graad 1:				
*Voorbaan-assistent	180,00	4,00	135,00	3,00
Skoonmaker	194,85	4,33	146,25	3,25
Graad 2	300,60	6,69	225,00	5,00
Graad 3	326,70	7,26	293,85	6,53
Graad 4	357,30	7,94	320,85	7,13
Graad 5	402,30	8,94	361,80	8,04
Graad 6	487,45	10,83	439,20	9,76

* Ondanks die minimum loon vir hierdie kategorie werknemer voorgeskryf, moet alle werknemers wat op datum van publikasie hiervan meer as die nuwe voorgeskrewe minimum loon verdien, 'n werklike loonverhoging betaal word van nie minder as 17c per uur nie.

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
Graad 7	620,10	13,78
Graad 8	712,35	15,83
Wag	275,00	(Geen uurloon)".

AFDELING C:

HOOFSTUK II

1. KLOUSULE 1: TOEPASSINGSBESTEK EN REGISTRASIE

Vervang subklousule (3) deur die volgende:

"(3) Tensy hy aldus registreer en wettiglik in besit is van genoemde sertifikaat, mag geen werkgewer enigeen van die grade werkmante in hierdie Hoofstuk omskryf, in diens neem nie."

2. KLOUSULE 2: WOORDOMSKRYWING

- (a) Skrap die volgende uitdrukking aan die end van die omskrywing van "skoonmaker":
 "motorvoertuie met die hand was en poleer;"

(b) voeg die volgende uitdrukkings by die woordskrywing:

"motorvoertuie was, waks en stofsuiig; motorvoertuie met die hand poleer;"

3. KLOUSULE 4: LONE

Vervang die Bylae by hierdie klousule deur die volgende:

"BYLAE

DEEL A: DIVERSE

Klas Werknemer	Loon per week (Alle gebiede)
Graad 1.....	R194,85 (R 4,33 per uur)
Graad 2.....	R300,60 (R 6,68 per uur)
Graad 3.....	R326,70 (R 7,26 per uur)
Graad 5.....	R402,30 (R 8,94 per uur)
Graad 6.....	R487,35 (R10,83 per uur)
Graad 7.....	R620,10 (R13,78 per uur)
Graad 8.....	R712,35 (R15,83 per uur)

DEEL B: WERKMANNE

Klas werknemer	Loon per week (Alle gebiede)
Graad 5.....	R402,30 (R8,94 per uur)".

AFDELING C

HOOFSTUK III

1. KLOUSULE 2: WOORDOMSKRYWING

(1) (a) Skrap die volgende uitdrukking aan die einde van die woordskrywing van "skoonmaker":

"motorvoertuie met die hand was en poleer;"

(b) voeg die volgende uitdrukkings by die woordskrywing:

"motorvoertuie was, waks en stofsuiig;

motorvoertuie met die hand poleer;"

(2) Voeg die volgende in, in subklousule (a) van die woordskrywing van "algemene werker", na die uitdrukking "identifikasiemerke op goedere nagaan en/of aanteken":

"dieselpompe skoonmaak en op werkbanke plaas vir herstel;"

2. KLOUSULE 4: LONE

Vervang die Loonbylae van hierdie klousule deur die volgende:

"BYLAE

DEEL A: DIVERSE

Klas werknemer	Loon per week (Alle gebiede)
Graad 1.....	R194,85 (R 4,33 per uur)
Graad 2.....	R300,60 (R 6,68 per uur)
Graad 8.....	R712,35 (R15,83 per uur)

DEEL B: WERKMANNE WAT VIR 'N STELBONUS IN AANMERKING KOM

Klas werknemer	Loon per week (Alle gebiede)
Graad 3.....	R326,70 (R 7,26 per uur)
Graad 4.....	R357,30 (R 7,94 per uur)
Graad 5.....	R402,30 (R 8,94 per uur)
Graad 6.....	R487,35 (R10,83 per uur)".

AFDELING C

HOOFSTUK IV

1. KLOUSULE 1: WOORDOMSKRYWING

Skrap die volgende uitdrukking aan die einde van die omskrywing van "skoonmaker":

"motorvoertuie met die hand was en poleer;"

en voeg die volgende uitdrukkings by die woordoms krywing:

"motorvoertuie was, waks en stofsuij;

motorvoertuie met die hand poleer;"

2. KLOUSULE 4: LONE

(1) Vervang die Loonbylae van die klousule deur die volgende:

"LOONBYLAE

Klas werknemer	Minimum lone			
	A-gebiede		Ander gebiede	
	Per week	Per uur	Per week	Per uur
	R	R	R	R
Graad 1	194,85	4,33	146,25	3,25
Graad 2	300,60	6,68	225,00	5,00
Graad 3	326,70	7,26	293,85	6,53
Graad 4	357,30	7,94	320,85	7,13
Graad 5	402,30	8,94	361,80	8,04
Graad 6	487,35	10,83	439,20	9,76

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
Graad 7	620,10	13,78
Graad 8	712,35	15,83
Wag	275,00	(Geen uurloon)".

(2) Vervang Opmerking 1 aan die einde van die Loonbylae deur die volgende:

"Werkman-enjinmonteur:

Eerste 18 maande ondervinding: R402,30 per week (R8,94 per uur)

Daarna: R620,10 per week (R13,78 per uur)

"Werkman Graad A:

Eerste 12 maande ondervinding: R402,30 per week (R8,94 per uur)

Daarna: R487,35 per week (R10,83 per uur)

"Werkman, Graad B:

Eerste ses maande ondervinding: R330,75 per week (R7,35 per uur)

Daarna: R353,70 per week (R7,86 per uur)

AFDELING C

HOOFSTUK V

1. KLOUSULE 2: WOORDOMSKRYWING

(1) (a) Skrap die volgende uitdrukking aan die einde van die woordoms krywing van "skoonmaker":

"motorvoertuie met die hand was en poleer;"

(b) voeg die volgende uitdrukkings by die woordoms krywing:

"motorvoertuig was, waks en stofsuij;

motorvoertuie met die hand poleer;"

(2) Voeg die volgende in, in subklousule (a) van die omskrywing van "algemene werker", na die uitdrukking "identifikasiemerke op goedere nagaan en/of aanteken":

"dieselpompe skoonmaak en op werksbanke plaas vir herstelwerk;"

(3) Voeg die volgende in, in die omskrywing van "werkmán graad AR", na die uitdrukking "skroef- en/of trap- en/of hand- en/of kragperswerk en/of keepwerk verrig wanneer dit gedoen word met vooraf gestelde setmate of stempels, maar nie setmate en/of stempels stel nie":

"slyping van drukplate met geskikte oppervlak-slypmasjiene;"

2. KLOUSULE 4: LONE

Vervang die Loonbylae van hierdie klousule deur die volgende:

"LOONBYLAE

DEEL A: DIVERSE

Klas werknemer	Loon per week (Alle gebiede)
Graad 1.....	R194,85 (R 4,33 per uur)
Graad 2.....	R300,60 (R 6,68 per uur)
Graad 3.....	R326,70 (R 7,26 per uur)
Graad 4.....	R357,30 (R 7,94 per uur)
Graad 5.....	R402,30 (R 8,94 per uur)
Graad 6.....	R487,35 (R10,83 per uur)
Graad 7.....	R620,10 (R13,78 per uur)
Graad 8.....	R712,35 (R15,83 per uur)

DEEL B: WERKMANNE

Klas werknemer	Loon per week (Alle gebiede)
Graad 4.....	R357,30 (R7,94 per uur)
Graad 5.....	R402,30 (R8,94 per uur)

Namens die partye op hede die 22ste dag van Oktober te Randburg onderteken.

T. NIEUWOUDT

President van die Raad

G. J. HAVENGA

Vise-President van die Raad

B. G. DU PREEZ

Hoofsekretaris van die Raad

No. R. 1480

20 November 1998

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE SOUTH AFRICAN COTTON TEXTILE PROCESSING AND MANUFACTURING INDUSTRY: EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the South African Cotton Textile Processing and Manufacturing Industry, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that industry in the Republic of South Africa, with effect from 30 November 1998 and for the period ending 30 June 1999.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1480

20 November 1998

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE SUID-AFRIKAANSE KATOENTEKSTIELVERWERKINGS- EN VERVAARDIGINGS- NYWERHEID: UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse bylae hierby verskyn en wat in die Katoentekstielverwerkings- en Vervaardigingsnywerheid Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid in die Republiek van Suid-Afrika, met ingang van 30 November 1998, en vir die tydperk wat op 30 Junie 1999 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

SCHEDULE

SOUTH AFRICAN COTTON TEXTILE PROCESSING AND MANUFACTURING BARGAINING COUNCIL
MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

South African Cotton Textile Processing Employers' Association

and

Thread Manufacturing and Processing Employers' Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the South African Cotton Textile Processing and Manufacturing Bargaining Council

to amend the Agreement published under Government Notice No. R. 647 of 8 May 1998 as renewed by Government Notice No. R. 1283 of 16 October 1998.

1. SCOPE OF APPLICATION

1.1 This Agreement applies to all employers and all employees who are members of the parties to this Agreement and who are engaged in the Cotton Textile Processing and Manufacturing Industry.

1.2 This Agreement also applies to all other employers and all employees in the Cotton Textile Processing and Manufacturing Industry.

2. PERIOD OF OPERATION

2.1 This Agreement shall come into operation—

(a) in respect of the parties to the Agreement, on the date of signature;

(b) in respect of non-parties, 10 days after the date of publication in the *Gazette*.

2.2 This Agreement shall remain in force until 30 June 1999.

3. EXCEPTIONS

The provisions of this Agreement do not apply to—

3.1 employees whose wages are not prescribed in the Wage Schedule to this Agreement; and

3.2 non-parties in respect of clauses 1.1, 2 and 5 (2).

4. CLAUSE 4: MINIMUM WAGES

Substitute the following for clause 4.1 and 4.2:

4.1 Minimum wages are prescribed for the Cotton Textile Processing and Manufacturing Industry in the Wage Schedule to this Agreement.

4.2 Every employer must pay each employee a wage that is not less than the minimum wage prescribed in the Wage Schedule for that employee's relevant grade and experience."

5. Insert the following new clause after clause 4:

"CLAUSE 4 (A): NIGHT SHIFT ALLOWANCE

A minimum night shift allowance of 5%, of the basic hourly rate of pay, for work performed between 18:00 and 06:00, shall be paid subject to:

(1) Where an employer currently pays a more favourable allowance than provided for, that employer shall be allowed to adjust its allowance to ensure that in aggregate, it is no less favourable than the current allowance and/or shift premium currently being paid;

- (2) there shall be no variation from current practice without prior agreement with the Union."

6. CLAUSE 11: ORDINARY HOURS OF WORK

Substitute the following for clause 11.1, 11.2 and 11.3:

- 11.1 The maximum ordinary hours of work that an employer may require or permit an employee to work are 45 ordinary hours in a week.
- 11.2 Ordinary hours of work are consecutive.
- 11.3 Ordinary hours of work are exclusive of meal breaks.

7. CLAUSE 20: PATERNITY AND COMPASSIONATE LEAVE

Substitute the following for the heading to clause 20:

"20. FAMILY RESPONSIBILITY LEAVE".

8. CLAUSE 21: PROVIDENT FUND

Substitute the following for clause 21.1, 21.2 and 21.3:

- "21.1 All employers and employees must contribute to a registered retirement fund.
- 21.2 Every employee must contribute an amount equivalent to 5,25% of the employee's basic weekly wage.
- 21.3 Every employer must contribute a minimum amount at least equivalent to 5,25%, effective from 1 January 1999, of each employee's basic weekly wage."

9. CLAUSE 36: DEFINITIONS

Insert the following after the definition of "casual employee":

"Day" means, for the purpose of the Agreement and rest periods, the 24 hour period from the time a worker is expected to commence work."

10. ANNEXURE A

Substitute the following for the Wage Schedule in Annexure A:

"WAGE SCHEDULE

Grade	Increase	Hourly wage rate
1	65c	R8,59
2	66c	R8,75
3	68c	R8,99
4	70c	R9,37
5	74c	R9,84."

This Agreement signed in Durban, this 12th day of June 1998.

Q. M. C. BAXTER

South African Cotton Textile Processing Employers' Association

E. D. HLONGWANE

Thread Manufacturing and Processing Employers' Association

J. G. NGCOBO

Southern African Clothing and Textile Workers' Union

SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 1459

20 November 1996

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/934)

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.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
23.09			By the insertion after subheading No. 2309.90.60 of the following:			
	“.70	7	Single vitamins and their derivatives, stabilised with antioxidants or anticaking agents	kg	free	

No. R. 1459**20 November 1998**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/934)

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.

G. MARCUS**Adjunk Minister van Finansies****BYLAE**

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
23.09			Deur na subpos No. 2309.90.60 die volgende in te voeg:			
	“.70	7	Enkel vitamien en derivate daarvan, met antioksidante of anti-saamkoekingmiddels gestabiliseer	kg	vry	

DEPARTMENT OF TRANSPORT
DEPARTEMENT VAN VERVOER
No. R. 1481**20 November 1998**

INTERNATIONAL AIR SERVICES ACT, 1993 (ACT No. 60 OF 1993)

DESIGNATION OF CHAIRPERSON OF THE INTERNATIONAL AIR SERVICES COUNCIL

The Minister of Transport has, in terms of section 4 (1) (a) of the International Air Services Act, 1993 (Act No. 60 of 1993), as amended by the South African Civil Aviation Authority Act, 1998 (Act No. 40 of 1998), designated Ms Wrenelle Stander, the General Manager: Aviation and Maritime Regulation of the Department of Transport, as the Chairperson of the International Air Services Council with effect from 1 October 1998.

No. R. 1482**20 November 1998**

AVIATION ACT, 1962 (ACT No. 74 OF 1962)

APPOINTMENT OF COMMISSIONER FOR CIVIL AVIATION

The Minister of Transport has, in terms of section 5 of the Civil Aviation Act, 1962 (Act No. 74 of 1962), as amended by the South African Civil Aviation Authority Act, 1998 (Act No. 40 of 1998), appointed Mr Trevor Abrahams, the Chief Executive Officer of the Civil Aviation Authority, as the Commissioner for Civil Aviation with effect from 1 October 1998.

Keep South Africa Clean

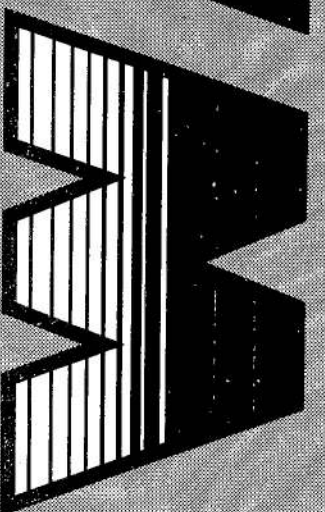
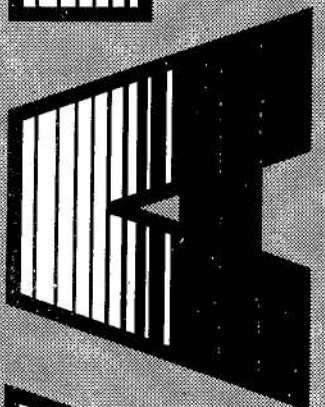
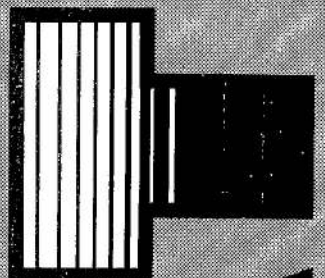
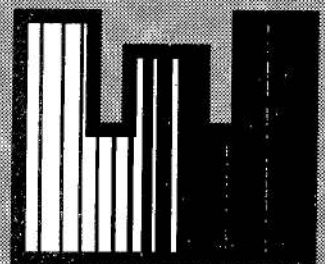


Throw trash where it belongs

Hou Suid-Afrika Skoon



Gooi rommel waar dit hoort



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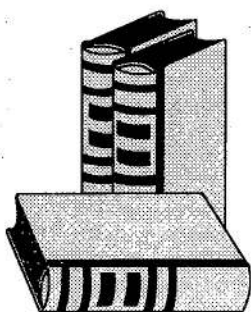
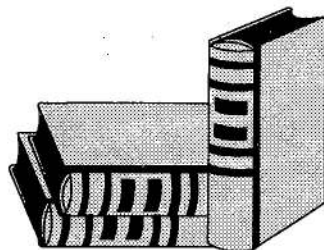
WERK

SPAARSAAM

DAARMEE !



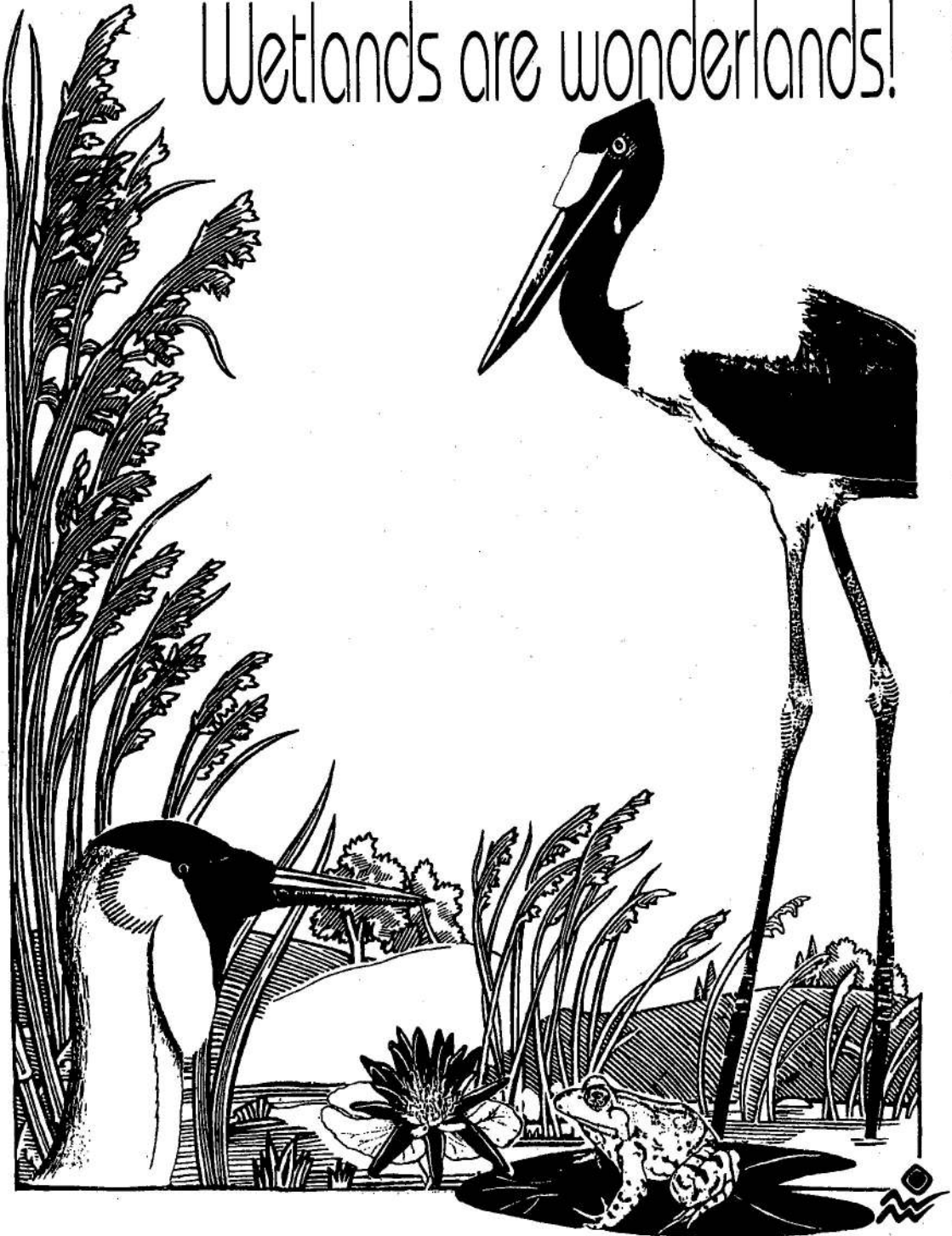
Where is the largest amount of meteorological information in the whole of South Africa available?



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

CONTENTS**INHOUD**

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICES			GOEWERMENSKENNISGEWINGS		
Agriculture, Department of			Arbeid, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 1470			R. 1467		
Agricultural Pests Act (36/1983): Control			Wet op Arbeidsverhoudinge (66/1995):		
measures: Amendment	1	19467	Motornywerheid—MIBCO: Uitbreiding		
R. 1471			van Administratiewe Kollektiewe Wysig-		
do.: Regulations: Amendment	3	19467	gingsooreenkoms na Nie-partye	6	19467
Labour, Department of			R. 1468		
<i>Government Notices</i>			do.: do.: Verlenging van tydperk van		
R. 1467			Hoof Kollektiewe Ooreenkoms	8	19467
Labour Relations Act (66/1995): Motor			R. 1469		
Industry—MIBCO: Extension of Admini-			do.: do.: Uitbreiding van Hoof Kollektiewe		
strative Collective Amending Agreement			Wysigingsooreenkoms na Nie-		
to Non-parties	5	19467	party	15	19467
R. 1468			R. 1480		
do.: do.: Extension of period of Main			Wet op Arbeidsverhoudinge (66/1995):		
Collective Agreement	7	19467	Bedingsraad vir die Suid-Afrikaanse		
R. 1469			Katoentekstielverwerkings- en Vervaar-		
do.: do.: Extension of Main Collective			digingsnywerheid: Uitbreiding van Hoof		
Amending Agreement to Non-parties	8	19467	Kollektiewe Wysigingsooreenkoms na		
R. 1480			Nie-partye	23	19467
Labour Relations Act (66/1995):			Landbou, Departement van		
Bargaining Council for the South African			<i>Goewermentskennisgewings</i>		
Cotton Textile Processing and Manufac-			R. 1470		
turing Industry: Extension of Main			Wet op Landbouplae (36/1983): Beheer-		
Collective Amending Agreement to Non-			maatreëls: Wysiging	2	19467
parties	22	19467	R. 1471		
South African Revenue Service			do.: Regulasies: Wysiging	4	19467
<i>Government Notice</i>			Suid-Afrikaanse Inkomstediens		
R. 1459			<i>Goewermentskennisgewing</i>		
Customs and Excise Act (91/1964):			R. 1459		
Amendment of Schedule No. 1 (No.			Doeane- en Aksynswet (91/1964):		
1/1/934)	24	19467	Wysiging van Bylae No. 1 (No. 1/1/934).	25	19467
Transport, Department of			Vervoer, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 1481			R. 1481		
International Air Services Act (60/1993):			International Air Services Act (60/1993):		
Designation of Chairperson of the			Designation of Chairperson of the		
International Air Services Council	25	19467	International Air Services Council	25	19467
R. 1482			R. 1482		
Aviation Act (74/1962): Appointment of			Aviation Act (74/1962): Appointment of		
Commissioner for Civil Aviation	25	19467	Commissioner for Civil Aviation	25	19467

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