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PROCLAMATION*by the**President of the Republic of South Africa***No. R. 8, 2002****COMMENCEMENT OF THE DIPLOMATIC IMMUNITIES AND PRIVILEGES ACT, 2001 (ACT No. 37 OF 2001)**

In terms of section 17 of the Diplomatic Immunities and Privileges Act, 2001 (Act No. 37 of 2001), I hereby determine **28 February 2002** as the date on which the said Act shall come into operation.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-second day of January, Two Thousand and Two.

T. M. MBEKI**President**

By Order of the President-in-Cabinet:

Z. SKWEYIYA**Minister of the Cabinet****PROKLAMASIE***van die**President van die Republiek van Suid-Afrika***No. R. 8, 2002****INWERKINGTREDING VAN DIE WET OP DIPLOMATIEKE IMMUNITEITE EN VOORREGTE, 2001
(WET No. 37 VAN 2001)**

Kragtens artikel 17 van die Wet op Diplomatieke Immuniteite en Voorregte, 2001 (Wet No. 37 van 2001), bepaal ek hierby **28 Februarie 2002** as die datum waarop genoemde Wet in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Twee-en-twintigste dag van Januarie Tweeduisend en Twee.

T. M. MBEKI**President**

Op las van die President-in-Kabinet:

Z. SKWEYIYA**Minister van die Kabinet****GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS****DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 156****15 February 2002****MANPOWER TRAINING ACT, 1981****MEDIA ADVERTISING PUBLISHING PRINTING PACKAGING SECTOR EDUCATION AND TRAINING AUTHORITY—
MAPPP SETA (FORMERLY PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES EDUCATION AND TRAINING
BOARD): AMENDMENT OF CONDITIONS OF APPRENTICESHIP**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 Notice No. R. 2399 of 4 October 1991, as amended by Government Notices Nos. R. 172 of 10 January 1992, R. 2834 of 9 October 1992, R. 436 of 19 March 1993, R. 1094 of 25 June 1993, R. 1961 of October 1993, R. 2311 of 3 December 1994, R. 409 of March 1995, R. 1936 of 22 December 1995, R. 2079 of 20 December 1996, R. 486 of 4 April 1997, R. 1502 of 14 November 1997, R. 1142 of 13 November 1998, R. 129 of 5 February 1999, R. 140 of 18 February 2000 and R. 157 of 23 February 2001 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 MAPPP SETA controlled competence test:

Phase 1 and 2—R462,00 per week.

Phase 3—R517,00 per week.

Phase 4—R708,00 per week.

M. M. S. MDLADLANA

Minister of Labour

No. R. 162

15 February 2002

LABOUR RELATIONS ACT, 1995

**LAUNDRY, CLEANING AND DYEING INDUSTRY (CAPE): 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 Laundry, Cleaning and Dyeing Industry (Cape) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Collective Agreement, shall be binding on the other employers and employees in that industry, with effect from 25 February 2002, and for the period ending 31 October 2002.

M. M. S. MDLADLANA, Minister of Labour

No. R. 162

15 Februarie 2002

WET OP ARBEIDSVARHOUDINGE, 1995

**WAS-, SKOONMAAK- EN KLEURBEDRYF (KAAP): UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGS-
OOREENKOMS 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 hiervan verskyn en wat in die Bedingingsraad vir die Was-, Skoonmaak- en Kleurbedryf (Kaap) aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Kollektiewe Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Bedryf, met ingang van 25 Februarie 2002, en vir die tydperk wat op 31 Oktober 2002 eindig.

M. M. S. MDLADLANA, Minister van Arbeid

SCHEDULE

LAUNDRY, CLEANING AND DYEING INDUSTRY (CAPE)

MAIN COLLECTIVE AGREEMENT

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

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

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

Laundry, Cleaning and Dyeing Workers' Union (Cape)

(herein referred to as the "employees" or the "trade union"),

of the other part, being parties to the Bargaining Council for the Laundry,

Cleaning and Dyeing Industry (Cape), to amend the Agreement published under Government Notice No. R. 936 of 6 August 1999 as amended and renewed by Government Notices Nos. R. 260 of 30 March 2000, R. 781 of 11 August 2000, R. 1210 of 1 December 2000, R. 297 of 6 April 2001 and R. of 11 January 2002.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Cape) in which employers and employees are associated for the purpose of laundering, cleaning, or dyeing all woven, spun, knitted or crocheted fabrics or articles made of such fabrics and including upholstery or upholstered articles, and includes all operations, incidental thereto or consequent thereon, if carried out by such employers and their employees—

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

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of those employees for whom remuneration is stipulated in this Agreement.

(3) Clauses 1 (1) (a) and 2, of this Agreement shall not apply to employers and employees who are not members of the employers organisation and trade union, respectively.

2. PERIOD OF OPERATION

This Agreement shall come into operation in respect of the parties on 1 November 2001, and in respect of the non-parties on such date as the Minister of Labour may extend the Agreement to non-parties, and the Agreement shall remain in force until 31 October 2002.

4. REMUNERATION

(1) The minimum wage per week which an employer shall pay to and which shall be accepted by each member of the undermentioned classes of his employees shall be set out hereunder:

(a) Artisan	915,40
Artisan's assistant, unqualified	304,95
Artisan's assistant, qualified	377,74
Boiler attendant	369,06
Canvasser	464,13
Chargehand: R6 per week more than the highest wage stipulated in this Agreement for an employee under his supervision.	
Checker in the dry cleaning section, unqualified	317,17
Checker in the dry cleaning section, qualified	333,06
Checker in the laundry and dyeing section, unqualified	317,17
Checker in the laundry and dyeing section, qualified	333,06
Clerk, unqualified	426,76
Clerk, qualified	519,54
Coin operated machine operator, unqualified	339,50
Coin operated machine operator, qualified	377,80
Depot assistant, unqualified	339,50
Depot assistant, qualified	378,79
Despatcher/ironer, qualified	333,50
Driver of a motor vehicle, the unladen mass of which—	
(i) does not exceed 501 kg	415,50
(ii) exceed 501 kg but not 2 724 kg	464,10
(iii) exceeds 2 724 kg	494,50
Dyer—	
First year	382,50
Second year	509,50
Third year	559,50
Qualified	914,50
Factory invoice clerk, unqualified	328,40
Factory invoice clerk, qualified	373,78
Foreman	798,46
Grade 1 employee, unqualified	293,50
Grade 1 employee, qualified	324,98
Handyman	519,93
Machine operator, unqualified	339,50
Machine operator, qualified	377,80

Perchlor machine operator, unqualified	341,75
Perchlor machine operator, qualified	394,10
Presser: dry-cleaning, unqualified	342,50
Presser: dry-cleaning, qualified	390,98
Tea person	309,50
Security guard	380,68
Sewer, unqualified	339,50
Sewer, qualified	381,48
Vanguard of a motor vehicle, the unladen mass of which—	
(i) does not exceed 501 kg	309,50
(ii) exceeds 501 kg	334,50

Signed at Observatory, on behalf of the Parties on this 5th day of November 2001.

N. N. PHILLIPS

(Chairman)

N. J. DANIELS

(Vice-Chairman)

M. M. CROTZ

(Secretary)

No. R. 163

15 February 2002

LABOUR RELATIONS ACT, 1995

**JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE): 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 Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Jewellery and Precious Metal Industry (Cape) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 25 February 2002, and for the period ending 30 June 2002.

M. M. S. MDLADLANA

Minister of Labour

No. R. 163

15 Februarie 2002

WET OP ARBEIDSVERHOUDINGE, 1995

**JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP): 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 Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Juweliersware- en Edelmetaalnywerheid (Kaap) aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 25 Februarie 2002, en vir die tydperk wat op 30 Junie 2002 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE

**BARGAINING COUNCIL FOR THE JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE)
MAIN COLLECTIVE AGREEMENT**

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

Cape Jewellery Manufacturers' Association

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

Jewellers' and Goldsmiths' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Bargaining Council for the Jewellery and Precious Metal Industry (Cape), to amend the Agreement published under Government Notice No. R. 1178 of 15 October 1999, as extended, amended and renewed by Government Notice Nos. R. 648 of 30 June 2000, R. 1389 of 22 December 2000 and R. 169 of 23 February 2001.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Jewellery and Precious Metal Industry (Cape):

- 1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
- 1.2 in the Magisterial Districts of Bellville, the Cape, Goodwood and Wynberg.

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

- 1.3 apply only to employees for whom wages are specified in this Agreement, and to the employers of such employees;
- 1.4 apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder.
- 1.5 Clauses 1.1 and 2, of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation in respect of the parties on 1 July 2001 and in respect of the non-parties on such date as the Minister of Labour may extend the Agreement to non-parties, and the Agreement shall remain in force for the period ending 30 June 2002.

3. CLAUSE 8.5: SHORT-TIME

Insert the following new clauses after clause 8.5.5:

- 8.5.6 Whenever short-time has been introduced in any establishment, the employer shall not prejudice his employees by reducing any other benefits contained in this Agreement or negotiated and agreed to during any period in which short-time is worked.
- 8.5.7 Whenever short-time has been introduced in any establishment, the employer shall consult with the trade union immediately after the first 90 days of any such period, in order to consider alternatives."

4. CLAUSE 10: WAGES

Substitute the following for clause 10:

"The minimum weekly wages which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows:

	Weekly wage
New recruits (other than general workers and for 3 months only)	R297,00
10.1 GRADE I:	
An employer is required to employ stone mounters in wax patterns and setters at a ratio of two mounters to one setter. This ratio pertains to employment levels only.	
General worker/plating/washing/emerying/press punching/ rolling/stone mounter in wax patterns	R400,00
10.2 GRADE II:	
Wax injector/bench filer/solderer/polisher/grinder	R466,00
10.3 GRADE III:	
Rubber mould cutter	R493,00
10.4 GRADE IV:	
Artisans and previously designated journeymen (qualified jewellers/setters/modelmakers/machinists)	R754,00

Employers shall pay to employees who do not fall on the minimum rates, but below Grade IV an additional amount of R25,00 per week, providing that any increase given by employers to employees between 1 January 2001 and 30 June 2001 shall be set off against any increase applicable in terms of this Agreement."

5. CLAUSE 19: TERMINATION OF EMPLOYMENT OR ALTERATION OF CONDITIONS

Substitute the following for clause 19.1:

- 19.1 During the first 10 working days, not less than one working day's notice in writing shall be given by either party."

6. INSERT THE FOLLOWING NEW CLAUSE AFTER CLAUSE 30:**31: FIXED-TERM CONTRACTS**

- 31.1 All fixed-term contracts in the Industry are subject to the proviso that all the terms and conditions applicable to employees covered by this Agreement, will be equally applicable to fixed-term contract employees.
- 31.2 However, where employees are entering the Industry for the first time, pension will not be payable for the first three months. Where a fixed term contract is renewed after three months, or where an employee has been previously employed in the Industry, pension deductions must be made from the first day of the fixed term contract."

Signed at Cape Town on this 14th day of June 2001.

Chairman

Bargaining Council for the Jewellery and Precious Metal Industry (Cape)

Secretary

Bargaining Council for the Jewellery and Precious Metal Industry (Cape)

**NATIONAL TREASURY
NASIONALE TOESOURIE**

No. R. 164

15 February 2002

FINANCIAL SERVICES BOARD

**AMENDMENT OF REGULATIONS UNDER THE LONG-TERM INSURANCE ACT, 1998 (ACT
No. 52 OF 1998)**

The Minister of Finance has made the regulations in the Schedule under section 72, read with section 49 of the Long-term Insurance Act, 1998 (Act 52 of 1998).

SCHEDULE

Definition

- 1 In these regulations "the Regulations" means the regulations published under Government Notice R. 1492 of 27 November 1998 as amended by Government Notice No. R. 197 of 1 March 2000

Amendment of Part 3 of the Regulations

- 2 Part 3 of the Regulations is hereby amended-
- (a) by the substitution for paragraph (a) of the definition of 'representative' in regulation 3.1 of the following paragraph:
- "(a) employed or engaged by a long-term insurer for the purpose of rendering services as intermediary only in relation to policies entered into or to be entered into by-
- (i) that insurer;
- (ii) another insurer which is a subsidiary or holding company of that insurer; or
- (iii) another insurer which has entered into a written agreement with that insurer in terms of which persons employed or engaged by that insurer may render services as intermediary in relation to the other insurer's policies; and";
- (b) by the substitution for regulation 3.5(2) of the following regulation:
- "(2)(a) If a premium or any part thereof is-
- (i) for any reason refunded by the long-term insurer or, in the case of a multiple premium policy which is not-
- (aa) a fund policy; or

(bb) a fund member policy other than a fund member policy which funds a retirement annuity fund, for any reason not paid on its due date, including that the policy has been made paid-up or surrendered, but excluding termination upon a health event, a disability event or the death of a life insured, during the first two premium periods in the case of a policy referred to in items 1.1, 2.1, 3.1 and 5.1 of the Table, the commission payable in terms of this Part shall be recalculated by reference to the scale and shall not exceed the percentage of maximum commission in column A or B, respectively, and any amount of commission which has already been paid in excess of the commission as so recalculated, shall be reversed by the long-term insurer and refunded to it by the person to whom it was paid:

Premiums received with and equivalent value to monthly premiums for-	Column A Maximum percentage of primary commission payable	Column B Maximum percentage of secondary commission payable
0-6 months	nil	not applicable
7months	29,17	not applicable
8months	33,33	not applicable
9months	37,5	not applicable
10months	41,67	not applicable
11months	45,83	not applicable
12months	50	not applicable
13months	54,17	8,3
14months	58,33	16,7
15months	62,5	25
16months	66,67	33,3
17months	70,83	41,7
18months	75	50
19months	79,17	58,3
20months	83,33	66,7
21months	87,5	75
22months	91,67	83,3
23months	95,83	91,7
24months	100	100

- (ii) in the case of any policy not mentioned in subparagraph (i), for any reason refunded by the long-term insurer, or for any reason not paid on its due date, any commission paid by the long-term insurer shall be reversed and refunded to it by the person to whom it was paid;
- (b) Subparagraphs (i) and (ii) of paragraph (a) shall-
 - (i) not apply to the extent that, and for so long as, payment of an unpaid premium is effected by means of the maintenance of the policy in force as contemplated in section 52(2) or (3);
 - (ii) be deemed not to have been applicable if and to the extent that, any premium or part thereof which was unpaid is later paid to the long-term insurer, and in that event any reversed commission refunded to the long-term insurer may again be paid to the person by whom it was refunded."; and
- (c) by the substitution for the expression 'nil' in columns 3 and 4, respectively, of item 7 in Annexure 1 of the expression 'not regulated'.

3 These regulations shall come into operation on 15 February 2002.

RAAD OP FINANSIËLE DIENSTE**WYSIGING VAN REGULASIES KRAGTENS DIE
LANGTERMYNVERSEKERINGSWET, 1998 (WET NR 52 VAN 1998)**

Die Minister van Finansies het kragtens artikel 72 saamgelees met artikel 49 van die Langtermynversekeringswet, 1998 (Wet 52 van 1998) die regulasies in die Bylae uitgevaardig.

BYLAE***Definisie***

- 1 In hierdie regulasies beteken "die Regulasies" die regulasies gepubliseer by Goewermentkennisgewing No. R. 1492 van 27 November 1998 soos gewysig by Goewermentskennisgewing No. R. 197 van 1 Maart 2000

Wysiging van Deel 3 van die Regulasies

- 2 Deel 3 van die Regulasies word hierby gewysig -

- (a) deur paragraaf (a) van die definisie van 'verteenwoordiger' in regulasie 3.1 deur die volgende paragraaf te vervang:

"(a) in diens van of aangestel deur 'n langtermynversekeraar vir die doel om dienste as tussenganger te lewer slegs met betrekking tot polisse afgesluit of afgesluit staan te word deur -

- (i) daardie versekeraar;
- (ii) 'n ander versekeraar wat 'n filiaal of houermaatskappy van daardie versekeraar is; of
- (iii) 'n ander versekeraar wat 'n geskrewe ooreenkoms aangegaan het met daardie versekeraar ingevolge waarvan persone in diens van of verbind tot daardie versekeraar dienste mag lewer as tussenganger met betrekking tot die ander versekeraar se polisse; en";

- (b) deur regulasie 3.5(2) deur die volgende regulasie te vervang:

"(2)(a) Indien 'n premie of enige gedeelte daarvan-

- (i) om enige rede deur die langtermynversekeraar terugbetaal word of, in die geval van 'n veelvuldige premie-polis wat nie-
 - (aa) 'n fondslidpolis; of
 - (bb) 'n fondslidpolis ander dan 'n fondslidpolis wat 'n

uittredingsannuïteitsfonds befonds

is nie, om enige rede nie op die betaaldatum betaal word nie, met inbegrip daarvan dat die polis volopbetaald gemaak of afgekoop is, maar uitgesonderd 'n beëindiging as gevolg van 'n gesondheidsgebeurtenis, 'n ongeskiktheidsgebeurtenis of die afsterwe van 'n versekerde lewe, gedurende die eerste twee premietydperke in die geval van 'n polis in items 1.1, 2.1, 3.1 en 5.1 van die Tabel bedoel, word die kommissie ingevolge hierdie Deel betaalbaar, herbereken met verwysing na die volgende skaal en oorskry nie die persentasie van maksimum kommissie in onderskeidelik kolom A of B nie en enige bedrag kommissie wat alreeds betaal is wat die kommissie aldus herbereken, oorskry word deur die langtermynversekeraar teruggeskryf en aan hom terugbetaal deur die persoon aan wie dit betaal is:

Premies ontvang met 'n ekwivalente waarde as maandelikse premies vir-	Kolom A Maksimum persentasie primêre kommissie betaalbaar	Kolom B Maksimum persentasie sekondêre kommissie betaalbaar
0-6 maande	nul	nie van toepassing nie
7 maande	29,17	nie van toepassing nie
8 maande	33,33	nie van toepassing nie
9 maande	37,5	nie van toepassing nie
10 maande	41,67	nie van toepassing nie
11 maande	45,83	nie van toepassing nie
12 maande	50	nie van toepassing nie
13 maande	54,17	8,3
14 maande	58,33	16,7
15 maande	62,5	25
16 maande	66,67	33,3
17 maande	70,83	41,7
18 maande	75	50
19 maande	79,17	58,3
20 maande	83,33	66,7
21 maande	87,5	75
22 maande	91,67	83,3
23 maande	95,83	91,7
24 maande	100	100

- (ii) in die geval van 'n polis wat nie in subparagraaf (i) genoem is nie, om enige rede deur die langtermynversekeraar terugbetaal word of om enige rede nie op die betaaldatum betaal word nie, word enige kommissie alreeds betaal deur die langtermynversekeraar teruggeskryf en aan hom terugbetaal deur die persoon aan wie dit betaal is;
- (b) Subparagrafe (i) en (ii) van paragraaf (a)-
 - (i) is nie van toepassing nie in die mate, en vir solank as wat, betaling van 'n onbetaalde premie plaasvind by wyse van die instandhouding van die polis at van krag is soos in artikel 52(2) of (3) beoog;
 - (ii) word nie geag van toepassing te gewees het nie indien, en in die mate wat, enige premie of gedeelte daarvan wat onbetaald is later aan die langtermynversekeraar betaal word, en in daardie geval kan enige teruggeskryfde kommissie wat aan die langtermynversekeraar terugbetaal is weer eens aan die persoon betaal word deur wie dit terugbetaal is. " en
- (c) deur die uitdrukking 'nul' in onderskeidelik kolom 3 en 4 van item 7 in Aanhangsel 1 deur die uitdrukking 'nie gereguleer nie' te vervang.

3 Hierdie Regulasies tree in werking op 15 Februarie 2002

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