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IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS for
GOVERNMENT NOTICES, GENERAL NOTICES,
REGULATION NOTICES AND PROCLAMATIONS**

The closing time is 15:00 sharp on the following days:

- **1 August**, Thursday, for the issue of Thursday **8 August 2013**
- **8 August**, Thursday, for the issue of Friday **16 August 2013**
- **19 September**, Thursday, for the issue of Friday **27 September 2013**
- **12 December**, Thursday, for the issue of Friday **20 December 2013**
- **17 December**, Tuesday, for the issue of Friday **27 December 2013**
- **20 December**, Friday, for the issue of Friday **3 January 2014**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

Sluitingstye **VOOR VAKANSIEDAE vir
GOEWERMENTS-, ALGEMENE- & REGULASIE-
KENNISGEWINGS ASOOK PROKLAMASIES**

Die sluitingstyd is stiptelik 15:00 op die volgende dae:

- **1 Augustus**, Donderdag, vir die uitgawe van Donderdag **8 Augustus 2013**
- **8 Augustus**, Donderdag, vir die uitgawe van Vrydag **16 Augustus 2013**
- **19 September**, Donderdag, vir die uitgawe van Vrydag **27 September 2013**
- **12 Desember**, Donderdag, vir die uitgawe van Vrydag **20 Desember 2013**
- **17 Desember**, Dinsdag, vir die uitgawe van Vrydag **27 Desember 2013**
- **20 Desember**, Vrydag, vir die uitgawe van Vrydag **3 Januarie 2014**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n APARTE Staatskoerant verlang word moet die kopie drie kalenderweke voor publikasie ingediend word

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

No. R. 471

12 July 2013

AMENDMENT OF THE RULES REGULATING THE CONDUCT OF THE PROCEEDINGS OF THE SEVERAL PROVINCIAL AND LOCAL DIVISIONS OF THE HIGH COURT OF SOUTH AFRICA

The Rules Board for Courts of Law has under section 6 of the Rules Board for Courts of Law Act, 1985 (Act No. 107 of 1985), with the approval of the Minister of Justice and Constitutional Development, made the rules in the Schedule.

SCHEDULE

GENERAL EXPLANATORY NOTE:

[] Expressions in bold type in square brackets indicate omissions from existing rules.

 Expressions underlined with a solid line indicate insertions into existing rules.

Definition

1. In this Schedule "the Rules" means the rules regulating the conduct of the proceedings of the several provincial and local divisions of the High Court of South Africa published under Government Notice No. R. 48 of 12 January 1965, as amended by Government Notices No R. 235 of 18 February 1966, R. 2004 of 15 December 1967, R. 3553 of 17 October 1969, R. 2021 of 5 November 1971, R. 1985 of 3 November 1972, R. 480 of 30 March 1973, R. 639 of 4 April 1975, R. 1816 of 8 October 1976, R. 1975 of 29 October 1976, R. 2477 of 17 December 1976, R. 2365 of 18 November 1977, R. 1546 of 28 July 1978, R. 1577 of 20 July 1979, R. 1535 of 25

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Amendment of rule 31 of the Rules

2. Rule 31 of the Rules is hereby amended by the amendment of sub rule (5) as follows:

"(5) (a) Whenever a defendant is in default of delivery of notice of intention to defend or of a plea, the plaintiff, if he or she wishes to obtain judgment by default, shall where each of the claims is for a debt or liquidated demand, file with the registrar a written application for judgment against such defendant: Provided that when a defendant is in default of delivery of a plea, the plaintiff shall give such defendant not less than 5 days' notice of his or her intention to apply for default judgment.

- (b) The registrar may-
- (i) grant judgment as requested;
 - (ii) grant judgment for part of the claim only or on amended terms;
 - (iii) refuse judgment wholly or in part;
 - (iv) postpone the application for judgment on such terms as he or she may consider just;
 - (v) request or receive oral or written submissions;
 - (vi) require that the matter be set down for hearing in open court:

Provided that if the application is for an order declaring residential property specially executable, the registrar must refer such application to the court.

- (c) The registrar shall record any judgment granted or direction given by him or her.

(d) Any party dissatisfied with a judgment granted or direction given by the registrar may, within 20 days after [he] such party has acquired knowledge of such judgment or direction, set the matter down for reconsideration by the court.

(e) The registrar shall grant judgment for costs in an amount of R200 plus the sheriff's fees if the value of the claim as stated in the summons, apart from any consent to jurisdiction, is within the jurisdiction of the magistrate's court and, in other cases, unless the application for default judgment requires costs to be taxed or the registrar requires a decision on costs from the Court, R650 plus the sheriff's fees."

Commencement

3. This rule shall come into operation on **16 August 2013**.

No. R. 471**12 Julie 2013**

**WYSIGING VAN DIE REËLS WAARBY DIE VERRIGTINGE VAN DIE VERSKILLEnde
PROVINSIALE EN PLAASLIKE AFDELINGS VAN DIE HOË HOF VAN SUID-AFRIKA
GEREËL WORD**

Die Reëlsraad vir Geregshewe het kragtens artikel 6 van die Wet op die Reëlsraad vir Geregshewe, 1985 (Wet No. 107 van 1985), met die goedkeuring van die Minister van Justisie en Staatkundige Ontwikkeling, die Reëls in die Bylae gemaak.

BYLAE

ALGEMENE VERDUIDELIKENDE NOTA:

- [] Uitdrukkings in vet druk tussen vierkantige hakies dui skrappings uit bestaande reëls aan.
_____ Uitdrukkings met 'n volstreep daaronder dui invoegings in bestaande reëls aan.

Woordomskrywing

1. In hierdie Bylae beteken "die Reëls" die reëls waarby die verrigtinge van die verskillende provinsiale en plaaslike afdelings van die Hoë Hof van Suid-Afrika gereël word, afgekondig by Goewermentskennisgewing No. R. 48 van 12 Januarie 1965, soos gewysig by Goewermentskennisgewings Nos R. 235 van 18 Februarie 1966, R. 2004 van 15 Desember 1967, R. 3553 van 17 Oktober 1969, R. 2021 van 5 November 1971, R. 1985 van 3 November 1972, R. 480 van 30 Maart 1973, R. 639 van 4 April 1975, R. 1816 van 8 Oktober 1976, R. 1975 van 29 Oktober 1976, R. 2477 van 17 Desember 1976, R. 2365 van 18 November 1977,

R. 1546 van 28 Julie 1978, R. 1577 van 20 Julie 1979, R. 1535 van 25 Julie 1980, R. 2527 van 5 Desember 1980, R. 500 van 12 Maart 1982, R. 773 van 23 April 1982, R. 775 van 23 April 1982, R. 1873 van 3 September 1982, R. 2171 van 6 Oktober 1982, R. 645 van 25 Maart 1983, R. 841 van 22 April 1983, R. 1077 van 20 Mei 1983, R. 1996 van 7 September 1984, R. 2094 van 13 September 1985, R. 810 van 2 Mei 1986, R. 2164 van 2 Oktober 1987, R. 2642 van 27 November 1987, R. 1421 van 15 Julie 1988, R. 210 van 10 Februarie 1989, R. 608 van 31 Maart 1989, R. 2628 van 1 Desember 1989, R. 185 van 2 Februarie 1990, R. 1929 van 10 Augustus 1990, R. 1262 van 30 Mei 1991, R. 2410 van 30 September 1991, R. 2845 van 29 November 1991, R. 406 van 7 Februarie 1992, R. 1883 van 3 Julie 1992, R. 109 van 22 Januarie 1993, R. 960 van 28 Mei 1993, R. 974 van 1 Junie 1993, R. 1356 van 30 Julie 1993, R. 1843 van 1 Oktober 1993, R. 2365 van 10 Desember 1993, R. 2529 van 31 Desember 1993, R. 181 van 28 Januarie 1994, R. 411 van 11 Maart 1994, R. 873 van 31 Mei 1996, R. 1063 van 28 Junie 1996, R. 1557 van 20 September 1996, R. 1746 van 25 Oktober 1996, R. 2047 van 13 Desember 1996, R. 417 van 14 Maart 1997, R. 491 van 27 Maart 1997, R. 700 van 16 Mei 1997, R. 798 van 13 Junie 1997, R. 1352 van 10 Oktober 1997, R. 785 van 5 Junie 1998, R. 881 van 26 Junie 1998, R. 1024 van 7 Augustus 1998, R. 1723 van 30 Desember 1998, R. 315 van 12 Maart 1999, R. 568 van 30 April 1999, R. 1084 van 10 September 1999, R. 1299 van 29 Oktober 1999, R. 502 van 19 Mei 2000, R. 849 van 25 Augustus 2000, R. 373 van 30 April 2001, R. 1088 van 26 Oktober 2001, R. 1755 van 5 Desember 2003, R. 229 van 20 Februarie 2004, R. 1343 van 12 Desember 2008, R. 1345 van 12 Desember 2008, R. 516 van 8 Mei 2009, R. 518 van 8 Mei 2009, R. 86 van 12 Februarie 2010, R. 87 van 12 Februarie 2010, R. 88 van 12 Februarie 2010, R. 89 van 12 Februarie 2010, R. 90 van 12 Februarie 2010, R. 500 van 11 Junie 2010, R. 591 van 09 Julie 2010, R. 980 van 19 November 2010, R. 981 van 19 November 2010, R. 464 van 22 Junie 2012, R. 992 van 7 Desember 2012, R. 114 van 15 Februarie 2013 en R. 262 van 12 April 2013.

Wysiging van reël 31 van die Reëls

2. Reël 31 van die Reëls word hierby gewysig deur die wysiging van subreël (5) soos volg:

"(5) (a) Wanneer 'n verweerde in verstek is met aflewering van sy of haar kennisgewing van voorneme om te verdedig of met sy of haar pleit, moet die eiser wat vonnis by verstek verlang, waar elk van die eise vir skuld of andersins likwied is, 'n skriftelike aansoek om vonnis teen die verweerdeer by die griffier indien: Met dien verstande dat wanneer die verweerdeer in verstek is

met sy of haar aflewering van 'n pleit, die eiser sodanige verweerder minstens 5 dae kennis moet gee van sy of haar voorneme om aansoek om vonnis by verstek te doen.

(b) Die griffier kan-

- (i) vonnis soos versoek gee;
- (ii) vonnis vir slegs 'n gedeelte van die eis of op gewysigde voorwaardes gee;
- (iii) vonnis in die geheel of gedeeltelik weier;
- (iv) die aansoek om vonnis op die voorwaardes wat hy of sy billik ag, uitstel;
- (v) mondelinge of skriftelike voorleggings aanvra of ontvang;
- (vi) vereis dat die saak ter rolle geplaas word vir verhoor in die ope hof.

Met dien verstande dat indien die aansoek om 'n bevel is wat residensiële eiendom spesiaal as vatbaar vir eksekusie verklaar, die griffier sodanige aansoek aan die hof rig.

(c) Die griffier notuleer 'n vonnis of voorskrif deur hom of haar gegee.

(d) 'n Party wat ontevrede is met 'n vonnis of voorskrif deur die griffier gegee, kan binne 20 dae nadat so 'n vonnis of voorskrif tot [sy] sodanige party se kennis gekom het die saak vir hoorweging deur die hof ter rolle plaas.

(e) Die griffier staan vonnis vir koste toe ten bedrae van R200 plus baljugelde indien die waarde van die eis volgens die dagvaarding, afgesien van enige toestemming tot jurisdiksie, binne die jurisdiksie van die landdroshof val, en in ander gevalle, tensy in die aansoek om vonnis by verstek vir taksasie gevra word of die griffier 'n beslissing omtrent koste van die hof verlang, R650 plus baljugelde.

Inwerkingtreding

3. Hierdie reël tree in werking op **16 Augustus 2013**.

No. R. 472**12 Julie 2013****AMENDMENT OF THE RULES REGULATING THE CONDUCT OF THE PROCEEDINGS OF THE SEVERAL PROVINCIAL AND LOCAL DIVISIONS OF THE HIGH COURT OF SOUTH AFRICA**

The Rules Board for Courts of Law has under section 6 of the Rules Board for Courts of Law Act, 1985 (Act No. 107 of 1985), with the approval of the Minister of Justice and Constitutional Development, made the rules in the Schedule.

SCHEDULE**GENERAL EXPLANATORY NOTE:**

- [] Expressions in bold type in square brackets indicate omissions from existing rules.
 Expressions underlined with a solid line indicate insertions into existing rules.

Definition

1. In this Schedule "the Rules" means the rules regulating the conduct of the proceedings of the several provincial and local divisions of the High Court of South Africa published under Government Notice No. R. 48 of 12 January 1965, as amended by Government Notices No R. 235 of 18 February 1966, R. 2004 of 15 December 1967, R. 3553 of 17 October 1969, R. 2021 of 5 November 1971, R. 1985 of 3 November 1972, R. 480 of 30 March 1973, R. 639 of 4 April 1975, R. 1816 of 8 October 1976, R. 1975 of 29 October 1976, R. 2477 of 17 December 1976, R. 2365 of 18 November 1977, R. 1546 of 28 July 1978, R. 1577 of 20 July 1979, R. 1535 of 25

July 1980, R. 2527 of 5 December 1980, R. 500 of 12 March 1982, R. 773 of 23 April 1982, R. 775 of 23 April 1982, R. 1873 of 3 September 1982, R. 2171 of 6 October 1982, R. 645 of 25 March 1983, R. 841 of 22 April 1983, R. 1077 of 20 May 1983, R. 1996 of 7 September 1984, R. 2094 of 13 September 1985, R. 810 of 2 May 1986, R. 2164 of 2 October 1987, R. 2642 of 27 November 1987, R. 1421 of 15 July 1988, R. 210 of 10 February 1989, R. 608 of 31 March 1989, R. 2628 of 1 December 1989, R. 185 of 2 February 1990, R. 1929 of 10 August 1990, R. 1262 of 30 May 1991, R. 2410 of 30 September 1991, R. 2845 of 29 November 1991, R. 406 of 7 February 1992, R. 1883 of 3 July 1992, R. 109 of 22 January 1993, R. 960 of 28 May 1993, R. 974 of 1 June 1993, R. 1356 of 30 July 1993, R. 1843 of 1 October 1993, R. 2365 of 10 December 1993, R. 2529 of 31 December 1993, R. 181 of 28 January 1994, R. 411 of 11 March 1994, R. 873 of 31 May 1996, R. 1063 of 28 June 1996, R. 1557 of 20 September 1996, R. 1746 of 25 October 1996, R. 2047 of 13 December 1996, R. 417 of 14 March 1997, R. 491 of 27 March 1997, R. 700 of 16 May 1997, R. 798 of 13 June 1997, R. 1352 of 10 October 1997, R. 785 of 5 June 1998, R. 881 of 26 June 1998, R. 1024 of 7 August 1998, R. 1723 of 30 December 1998, R. 315 of 12 March 1999, R. 568 of 30 April 1999, R. 1084 of 10 September 1999, R. 1299 of 29 October 1999, R. 502 of 19 May 2000, R. 849 of 25 August 2000, R. 373 of 30 April 2001, R. 1088 of 26 October 2001, R. 1755 of 5 December 2003, R. 229 of 20 February 2004, R. 1343 of 12 December 2008, R. 1345 of 12 December 2008, R. 516 of 8 May 2009, R. 518 of 8 May 2009, R. 86 of 12 February 2010, R. 87 of 12 February 2010, R. 88 of 12 February 2010, R. 89 of 12 February 2010, R. 90 of 12 February 2010, R. 500 of 11 June 2010, R. 591 of 09 July 2010, R. 980 of 19 November 2010, R. 981 of 19 November 2010, R. 464 of 22 June 2012, R. 992 of 7 December 2012, R. 114 of 15 February 2013 and R. 262 of 12 April 2013.

Amendment of rule 49 of the Rules

2. Rule 49 of the Rules is hereby amended—

(a) by the substitution of the following sub rule for sub rule (3):

"(3) A notice of cross-appeal shall be delivered within ten days after delivery of the notice of appeal or within such longer period as may upon good cause shown be permitted and the provisions of these Rules with regard to appeals shall *mutatis mutandis* apply to cross-appeals."; and

(b) by the substitution of the following sub rule for sub rule (4):

"(4) Every notice of appeal and cross-appeal shall state-

(a) what part of the judgment or order is appealed against; and

(b) the particular respect in which the variation of the judgment or order is sought."

Commencement

3. These rules shall come into effect on **16 August 2013**.

No. R. 472**12 Julie 2013**

WYSIGING VAN DIE REËLS WAARBY DIE VERRIGTINGE VAN DIE VERSKILLENDÉ PROVINSIALE EN PLAASLIKE AFDELINGS VAN DIE HOË HOF VAN SUID-AFRIKA GEREËL WORD

Die Reëlsraad vir Geregshewe het kragtens artikel 6 van die Wet op die Reëlsraad vir Geregshewe, 1985 (Wet No. 107 van 1985), met die goedkeuring van die Minister van Justisie en Staatkundige Ontwikkeling, die Reëls in die Bylae gemaak.

BYLAE

ALGEMENE VERDUIDELIKENDE NOTA:

- [] Uitdrukkings in vet druk tussen vierkantige hakies dui skrappings uit bestaande reëls aan.
_____ Uitdrukkings met 'n volstreep daaronder dui invoegings in bestaande reëls aan.

Woordomskrywing

1. In hierdie Bylae beteken "die Reëls" die reëls waarby die verrigtinge van die verskillende provinsiale en plaaslike afdelings van die Hoë Hof van Suid-Afrika gereël word, afgekondig by Goewermentskennisgewing No. R. 48 van 12 Januarie 1965, soos gewysig by Goewermentskennisgewings Nos R. 235 van 18 Februarie 1966, R. 2004 van 15 Desember 1967, R. 3553 van 17 Oktober 1969, R. 2021 van 5 November 1971, R. 1985 van

3 November 1972, R. 480 van 30 Maart 1973, R. 639 van 4 April 1975, R. 1816 van 8 Oktober 1976, R. 1975 van 29 Oktober 1976, R. 2477 van 17 Desember 1976, R. 2365 van 18 November 1977, R. 1546 van 28 Julie 1978, R. 1577 van 20 Julie 1979, R. 1535 van 25 Julie 1980, R. 2527 van 5 Desember 1980, R. 500 van 12 Maart 1982, R. 773 van 23 April 1982, R. 775 van 23 April 1982, R. 1873 van 3 September 1982, R. 2171 van 6 Oktober 1982, R. 645 van 25 Maart 1983, R. 841 van 22 April 1983, R. 1077 van 20 Mei 1983, R. 1996 van 7 September 1984, R. 2094 van 13 September 1985, R. 810 van 2 Mei 1986, R. 2164 van 2 Oktober 1987, R. 2642 van 27 November 1987, R. 1421 van 15 Julie 1988, R. 210 van 10 Februarie 1989, R. 608 van 31 Maart 1989, R. 2628 van 1 Desember 1989, R. 185 van 2 Februarie 1990, R. 1929 van 10 Augustus 1990, R. 1262 van 30 Mei 1991, R. 2410 van 30 September 1991, R. 2845 van 29 November 1991, R. 406 van 7 Februarie 1992, R. 1883 van 3 Julie 1992, R. 109 van 22 Januarie 1993, R. 960 van 28 Mei 1993, R. 974 van 1 Junie 1993, R. 1356 van 30 Julie 1993, R. 1843 van 1 Oktober 1993, R. 2365 van 10 Desember 1993, R. 2529 van 31 Desember 1993, R. 181 van 28 Januarie 1994, R. 411 van 11 Maart 1994, R. 873 van 31 Mei 1996, R. 1063 van 28 Junie 1996, R. 1557 van 20 September 1996, R. 1746 van 25 Oktober 1996, R. 2047 van 13 Desember 1996, R. 417 van 14 Maart 1997, R. 491 van 27 Maart 1997, R. 700 van 16 Mei 1997, R. 798 van 13 Junie 1997, R. 1352 van 10 Oktober 1997, R. 785 van 5 Junie 1998, R. 881 van 26 Junie 1998, R. 1024 van 7 Augustus 1998, R. 1723 van 30 Desember 1998, R. 315 van 12 Maart 1999, R. 568 van 30 April 1999, R. 1084 van 10 September 1999, R. 1299 van 29 Oktober 1999, R. 502 van 19 Mei 2000, R. 849 van 25 Augustus 2000, R. 373 van 30 April 2001, R. 1088 van 26 Oktober 2001, R. 1755 van 5 Desember 2003, R. 229 van 20 Februarie 2004, R. 1343 van 12 Desember 2008, R. 1345 van 12 Desember 2008, R. 516 van 8 Mei 2009, R. 518 van 8 Mei 2009, R. 86 van 12 Februarie 2010, R. 87 van 12 Februarie 2010, R. 88 van 12 Februarie 2010, R. 89 van 12 Februarie 2010, R. 90 van 12 Februarie 2010, R. 500 van 11 Junie 2010, R. 591 van 09 Julie 2010, R. 980 van 19 November 2010, R. 981 van 19 November 2010, R. 464 van 22 Junie 2012, R. 992 van 7 Desember 2012, R. 114 van 15 Februarie 2013 en R. 262 van 12 April 2013.

Wysiging van reël 49 van die Reëls

2. Reël 49 van die Reëls word hierby gewysig deur die vervanging van subreël (3) deur die volgende subreël:

"(3) 'n Kennisgewing van teenappèl moet binne tien dae nadat die kennisgewing van appèl afgelewer is of binne sodanige langer tydperk as wat op goeie gronde toegelaat mag word, afgelewer word, en die bepalings van hierdie Reëls ten opsigte van appèlle geld *mutatis mutandis* vir teenappèlle."

en die vervanging van subreël (4) deur die volgende subreël:

"(4) Elke kennisgewing van appèl en teenappèl moet vermeld-
(a) teen welke gedeelte van die uitspraak of bevel geappelleer word; en
(b) die bepaalde oopsig waarin die wysiging van die uitspraak of bevel aangevra word."

Inwerkingtreding

3. Hierdie reëls tree in werking op **16 Augustus 2013**.

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 477

12 July 2013

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR HAIRDRESSING AND COSMETOLOGY TRADE,
KWAZULU-NATAL: EXTENSION OF MAIN COLLECTIVE AGREEMENT TO NON-
PARTIES**

I, **MILDRED NELISIWE OLIPHANT**, 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 Hairdressing and Cosmetology Trade, KwaZulu-Natal**, 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 **22 July 2013** and for the period ending 31 December 2015.

**MN OLIPHANT
MINISTER OF LABOUR**

UMNYANGO WEZABASEBENZI**No. R. 477****12-07-2013****UMTHETHO WOBUDLELWANO WEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
EMBONINI YOSIZO LOKULUNGISWA KWEZINWELE KANYE NOBUHLE
UKWELULELWA KWESIVUMELWANO ESIYINGQIKITHI SABAQASHI NABASEBENZI
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yosizo lokulungiswa Kwezinwele
Kanye Nobuhle**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomhlaka **22 kuNtulikazi 2013** kuze kube mhlaka 31 kuZibandlela 2015.

MN OLIPHANT**UNGQONGQOSHE WEZABASEBENZI**

SCHEDULE

HAIRDRESSING AND COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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

Employers Organisation for Hairdressing, Cosmetology & Beauty (EOHCB)
(herein referred to as the employers or employers' organisation of the one part),

And

UASA THE UNION

(hereinafter referred to as the "employees" or the trade union) of the other part being parties to the Hairdressing and Cosmetology Bargaining Council (Kwazulu Natal) to amend the agreement published under Government Notice R.1 of 8 January 2010 as re-enacted and amended by Government Notice R575 of 22 July 2012.

1. SCOPE OF APPLICATION

- 1.1 The terms of this agreement shall be observed in the Hairdressing & Cosmetology Trade:
 - (a) By all employers who are members of the employers' organisation and by all employees who are members of the trade union
 - (b) In the magisterial district of Durban, Inanda and Pinetown.
- 1.2 Notwithstanding the provisions of sub clause 1.1, the terms of this agreement shall:
 - (a) Apply to employees for whom wages are specified in this agreement and to the employers of such employees
 - (b) Apply to learners only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998, or any contract entered into or any condition fixed there under.

2. PERIOD OF OPERATION

- 2.1 This agreement shall come into operation:
 - (a) In respect of the parties on **1 January 2013**
 - (b) In respect of non-parties, on such date as determined by the Minister.
- 2.2 The Agreement shall remain in force until 31 December 2015

3. EXEMPTIONS

The provisions of this agreement do not apply to non-parties in respect of

Clause 1.1(a) and clause 2.1(a).

4. CLAUSE 17: SUNDAYS

- 17.1 An employer may not require an employee who ordinarily does not work on a Sunday, to work on a Sunday, except in accordance with an agreement.
- 17.2 If a salon is usually open on Sundays and an employee is required to work on a Sunday in addition to their normal weekly hours of 45 hours per week, then the Employee must be paid for the hours worked on the Sunday at a rate of one and a half times their normal hourly rate of pay.
- 17.3 If a salon is not usually open on Sunday and an employee is required to work on a Sunday in addition to their normal weekly hours of 45 hours per week, then the Employee must be paid for the hours worked on the Sunday as a rate of two times their normal hourly rate of pay.
- 17.4 If an employee works on a Sunday as part of their normal weekly hours of 45 hours per week then the Employee is paid at one and a half times their normal hourly rate of pay.
- 17.5 An employer must pay an employee and not grant time off in lieu of hours worked on a Sunday in excess of 45 hours.

5. CLAUSE 18: ANNUAL LEAVE

(1) Renumbering the existing clause 18.2 to 28.2(a).

(2) Insert the following new sub-clauses 18.2(b) and 18.2(c):

- 18.2(b) Employees who worked 10 years for the same employer/establishment, to receive a once off (1 week) leave in addition to the current annual agreement.
- 18.2(c) All employees who have worked for 10 years or more for the same employer and/or establishment on 1 January 2013 will be entitled to one extra week's leave during 2013.

6. CLAUSE 33: AGENCY SHOP

Delete sub-clause 33.1.7(b)

7. CLAUSE 38: DEFINITIONS

Insert the following definitions in the appropriate spaces in alphabetical order:

"Barber or Barbering Services" means an employee performing any one or more of the following services: Clipper cuts, dry and wet razor shaving of facial hair and head hair including beards and moustaches; hot towel treatment; facial massages; wet and dry cutting of the hair; singeing and dry or wet blow drying of hair. A barber will not be performing any chemical services. These services must be performed on male clients predominantly and must constitute at least 95% of the employee's working time.

"Beauty Therapist, health & skincare therapist (NQF5)" means an employee engaged in any beauty treatment or beauty therapy including but not limited to the following operations:

- (a) Eyebrow shaping and plucking, including the application of false or artificial eyebrows and eyelashes;
- (b) Cosmetic (day, evening fantasy) and camouflage make-up, tattooing and/or painting of the face and/or full body and its features, whether by permanent, semi-permanent or temporary means;
- (c) Facial skin care; -knowledge and application of: skin analysis, facial treatment, electrical equipment, machines and the treatment thereof
- (d) Removal of unwanted or superfluous hair from the head, face and /or body by whatever means, other than shaving, including waxing, chemical depilatories, electrical or mechanical means, including sugaring and threading;
- (e) Massage or any other stimulating treatment or exercise of the face, scalp, neck or full body, whether or not any apparatus, appliance, heat preparation or substance is used in any of these operations; may also include stones, bamboo etc.
- (f) Body and slimming treatment, figure/body analysis, electrical equipment and the treatment thereof, basic knowledge of nutrition, manual lymph drainage treatment, body wraps and self-tanning applications whether by hand or spray units.
- (g) Spa treatment: holistic and/or relaxing treatments i.e. Indian head, hand, foot and/or full body massages with or without substance such as different oils. Specialised electrical equipment i.e. IPL/Laser/endermology

"B.Tech Somatologist 4 yrs(NQF 7)" means an employee engaged in the, but not limited to, the following:

- (a) Eyebrow shaping and plucking, including the application of false or artificial eyebrows and eyelashes;

- (b) Cosmetic (day, evening fantasy) and camouflage make-up, tattooing and/or painting of the face and/or full body and its features, whether by permanent, semi-permanent or temporary means;
- (c) Facial skin care; -knowledge and application of: skin analysis, facial treatment, electrical equipment, machines and the treatment thereof
- (d) Removal of unwanted or superfluous hair from the head, face and /or body by whatever means, other than shaving, including waxing, chemical depilatories, electrical or mechanical means, including sugaring and threading;
- (e) Massage or any other stimulating treatment or exercise of the face, scalp, neck or full body, whether or not any apparatus, appliance, heat preparation or substance is used in any of these operations; may also include stones, bamboo etc.
- (f) Body and slimming treatment, figure/body analysis, electrical equipment and the treatment thereof, basic knowledge of nutrition, manual lymph drainage treatment, body wraps and self-tanning applications whether by hand or spray units.
- (g) Spa treatment: holistic and/or relaxing treatments i.e. Indian head, hand, foot and/or full body massages with or without substance such as different oils.
- (h) Specialized electrical equipment i.e. IPL/Laser/Endermology etc;
- (i) Communication skills NQF 4

“Junior barber” means an employee who has been engaged in rendering Barbering services for a period of more than 6 months and less than one year in the industry.

“Make-up artist” means an employee engaged in the following treatment, but not limited to:

- (a) The application of false or artificial eyebrows or eye lashes;
- (b) Cosmic (day, evening, bridal, fantasy) camouflage, make-up, tattooing and/or painting of the face and/or full body features whether permanent, semi-permanent or temporally means;

(c) Basic knowledge and application of the removal of unwanted or superfluous hair from the head face and/or body and its features, including shaving, waxing and chemical depilatories;

(d) Piercing i.e. ears, bellies and nose;

“Manicurist/pedicurist/wax technician (NQF 3)” means an employee engaged in the following treatments, but not limited to:

- (a) Manicurist, pedicurist, relaxing hand and foot massages;
- (b) Basic knowledge and application of the removal of unwanted or superfluous hair from the head, face and body and its features including shaving waxing and chemical depilatories;

“Nail Technician (NQF 4)” means an employee engaged in the following treatments, but not limited to:

- (a) Manicure, pedicure, nail technology, or the application of artificial nails or nail extensions, whether acrylic, fiberglass, gel or any other substance, and whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations;
- (b) Piercing, of ears, belly, nose etc.

“Senior Barber” means an employee who has rendered Barbering services in the Industry for the period of one year or more within the industry. Commission payable to employees are not compulsory, but could be negotiated between employer and employees on an internal basis.

“Somatologist 3 years (NQF6)” means an employee engaged in the following but not limited to the following:

- (a) Eyebrow shaping and plucking, including the application of false or artificial eyebrows and eyelashes;
- (b) Cosmetic (day, evening fantasy) and camouflage make-up, tattooing and/or painting of the face and/or full body and its features, whether by permanent, semi-permanent or temporary means;
- (c) Facial skin care; -knowledge and application of: skin analysis, facial treatment, electrical equipment, machines and the treatment thereof
- (d) Removal of unwanted or superfluous hair from the head, face and /or body by whatever means, other than shaving, including waxing, chemical depilatories, electrical or mechanical means, including sugaring and threading;

- (e) Massage or any other stimulating treatment or exercise of the face, scalp, neck or full body, whether or not any apparatus, appliance, heat preparation or substance is used in any of these operations; may also include stones, bamboo etc.
- (f) Body and slimming treatment, figure/body analysis, electrical equipment and the treatment thereof, basic knowledge of nutrition, manual lymph drainage treatment, body wraps and self-tanning applications whether by hand or spray units.
- (g) Spa treatment: holistic and/or relaxing treatments i.e. Indian head, hand, foot and/or full body massages with or without substance such as different oils.
- (h) Specialized electrical equipment i.e. IPL/Laser/Endermology etc;
- (i) Communication skills NQF 4

“Trainee Barber” means an employee who has never performed the functions and duties of a barber and is in training in a salon for a period not exceeding 6 months.

Substitute the existing “ANNEXURE A” with the following new monthly wage schedule

“ANNEXURE A” – MONTHLY WAGE SCHEDULE

Hairdresser (COOT/MC)	4 243
Hairdresser (QET)	2 950
Junior Qualified (first 18 months)	2 966
Manicurist/Beauty Culturist	2 399
Shampooist – unqualified (first 18 months)	2 194
Shampooist	2 592
General Assistant	2 592
General Assistant (cleaner)	1 778
Receptionist	3 442
Part time	
Apprentice – level 2	2 075
Apprentice – level 3	2 279
Apprentice – level 4	2 524
Full time	
Apprentice – level 2	2 075
Apprentice – level 3	2 279
Apprentice – level 4	2 524
Casual worker per day	73.00

Employee Job Title**New Minimum Basic**

Afro – Manicurist/Beauty Culturist	1 461
Afro – Hairdresser – (COTT)	2 546
Afro – Junior (COTT) first 18 months	1 779
Afro – (QET)	1 771
Afro – Receptionist	2 066
Afro – Shampooist – unqualified first 18 months	1 318
Afro – Shampooist – Module 1	1 555
Afro – General Assistant	1 555

BEAUTY AND SKINCARE INDUSTRY SALARIES PER MONTH AFRO AND COCASIAN

CATEGORY	SALARIES
Manicurist/Pedicurist/Wax Technician	2 400
Unqualified Manicurist/Pedicurist/Wax Technician	1 600
Nail Technician (NQF 4)	3 400
Unqualified Nail Technician	2 600
Make-up Artist (NQF 4)	3 500
Unqualified Make-up Artist	2 500
2 yrs Fully Qualified Health & Skincare Therapist/Beauty Therapist	3 500
Unqualified Health & Skincare Therapist/Beauty Therapist	2 500
3 years fully Qualified Somatologists	4 300
Unqualified Somatologists	3 100
B. Tech Somatologists	4 850
Cleaner/General assistance	2 592
Unqualified Cleaner hairdressing – 4 months in Beauty and Skincare and 18 months in Hair-dressing	1 685
Receptionist/Coordinator	3 443

BARBER

CATEGORY	YEARS IN INDUSTRY	SALARIES
Trainee Barber	1 – 6 months	2 300
Junior Barber	7 – 12 months	3 200
Senior Barber	More than 12 months	4 800

Substitute the schedule in “ANNEXURE D” with the following new schedule of pension fund contributions

**Pension fund contributions
(In terms of Clause 35)**

For the year 2013:

The contribution for the Pension fund is calculated at:

EMPLOYEE	6.5% OF BASIC SALARY
EMPLOYER	6.5% OF EMPLOYEE'S BASIC

The amendments to clauses 17 and 33 should be inserted in numerical order and correctly numbered. See example at the amendment to clause 18.1



.....
STEPHEN DELPORT
Chairperson of the HCBC(KZN)
and an Official of UASA (The TradeUnion)
and duly authorized thereto



.....
TERRY SCOTT Vice Chair of
the HCBC(KZN) and an Official
of EOHC(B(Employers'
Organisation Hairdressing
Cosmetology and Beauty) and
Duly authorized thereto

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAanse INKOMSTDEIENS**

No. R. 473

12 July 2013

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 3 (NO. 3/1/695)**

In terms of section 75 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

N NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the insertion of the following:

Rebate Item	Tariff Heading	Rebate Code	CD	Description	Extent of Rebate
315.03	7616.99	01.06	62	Slugs for impact extrusion for use in the manufacture of aluminium aerosol cans of a capacity not exceeding 500 ml, classifiable in tariff subheading 7612.90.40, at such times, in such quantities and subject to such conditions as the International Trade Administration Commission may allow by specific permit	Full duty

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 3 (NO. 3/1/695)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 3 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.



N NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die invoeging van die volgende:

Kortingitem	Tariefpos	Kortingskode	TS	Beskrivwing	Mate van Korting
315.03	7616.99	01.06	62	Ru-stukke vir slagskakstrusie vir gebruik in die vervaardiging van aluminium spuitlikke met 'n kapasiteit van hoogstens 500 ml, indeelbaar in tariefpos 7612.90.40, op dié tye, in dié hoeveelhede en onderhewig aan sodanige voorwaarde soos die Internasionale Handelsadministrasiekommisie by bepaalde permit mag toelaat	Volle reg

12 July 2013

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/I/1471)

In terms of 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.


N NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the deletion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty
7317.00.10	9	- Wire nails	kg	5% free free free free

By the insertion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty
7317.00.02	8	- Wire nails with shanks pointed at one end, presented in strips	kg	15% free free free free
7317.00.04	4	- Pointed screw-nails with twisted shanks and unsloshed heads	kg	15% free free free free
7317.00.06	0	- Other wire nails	kg	15% free free free free

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 11/1471)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangevoer.



N NENE
 ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die skrapping van die volgende:

Pos / Subpos	T/S	Artikel Beskrywing	Statistiese Eenheid	Skalaal van Reg		
			Algemeen	EU	EFTA	SAOG
7317.00.10	9	- Draadspykers	kg	5%	vry	vry

Deur die invoeging van die volgende:

Pos / Subpos	T/S	Artikel Beskrywing	Statistiese Eenheid	Skalaal van Reg		
			Algemeen	EU	EFTA	SAOG
7317.00.02	8	- Draadspykers, waarvan die skagle aan een kant gepunt is, in repe aangebied	kg	15%	vry	vry
7317.00.04	4	- Gepunte skroefspykers met spiraal skagte en ongegleufde koppe	kg	15%	vry	vry
7317.00.06	0	- Ander draadspykers	kg	15%	vry	vry

No. R. 475

12 July 2013

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1472)

In terms of 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.



N NENE
DEPUTY MINISTER OF FINANCE

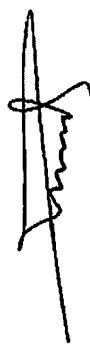
SCHEDULE

By the insertion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	General	EU	EFTA	SADC
8708.50.30	2	-- Constant-velocity (CV) joints	kg	free	free	free	free

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 1/1/1472)

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



N NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die invoeging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid			Skalaal van Reg.		
			Algemeen	EU	EFTA	SAOG	vry	vry
8708.50.30	2	- - Konstantesnheids-koppellings	kg	vry	vry	vry	vry	vry

No. R. 476**12 July 2013**

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 3 (NO. 3/1/696)

In terms of section 75 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.



N NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the substitution of the following:

Rebate Item	Tariff Heading	Rebate Code	CD	Description	Extent of Rebate
311.40	5208.4	01.05	53	Woven fabrics of cotton, containing 85 per cent or more by mass of cotton, of a mass not exceeding 200 g/m ² , of yarns of different colours, for the manufacture of men's or boys' shirts classifiable in heading 62.05, women's or girls' blouses, shirts and shirt-blouses classifiable in heading 62.06 and boxer-shorts classifiable in tariff headings 62.07 and 62.08	Full duty

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 3 (NO. 3/1/696)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 3 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangevoer.



N NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende:

Kortingsitem	Tariefpos	Kortingskode	TS	Besstrywing	Mate van Korting
311.40	5208.4	01.05	53	Wleefstowwe van katoen, wat, volgens massa, minstens 85 persent katoen bevat, met 'n massa van hoogstens 200 g/m ² van garing van verskillende kleure, vir die vervaardiging van mans- en seunsheide indeelbaar in pos 62.05, vroue- of dogtersbloose, -hemde en -hempsbroekies indeelbaar in pos 62.06 en bokserbroekies indeelbaar in poste 62.07 en 62.08	Volle reg

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