PUBLIC-SECTOR
TELECOMMUNICATION-LABOUR

1975 - July 1977

Postmen in Durban complex

Mr. L. F. WOOD asked the Minister of Posts and Telecommunications

(1) How many White, Coloured, Indian and Bantu persons, respectively, are employed as postmen in the Durban complex.

(2) (a) What is the authorized establishment in this area in respect of Whites, (b) how many of those posts are vacant and (c) how many non-Whites are employed in the vacant posts.

The Minister of Posts and Telecommunications

(1) Whites 152
    Coloureds 4
    Indians 267
    Bantu 47

(2) (a) 369
    (b) 217
    (c) 209

It is mentioned for the hon. member’s information that postmen at Amatintshi, Pinetown, Westville and Umhlanga Rocks, are included in the above-mentioned figures because these post offices are regarded as being part of the Durban complex.

Hansard 1975 Q column 59 - 60

7 February 1975
Resignation/shortage of technical/semi-technical staff

127 Mr T ARONSON asked the Minister of Posts and Telecommunications

(a) How many technical and semi-technical members resigned from the service of his Department during 1974 and
(b) what was the shortage of technical and semi-technical staff as at 31 December 1974

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 997 (297 technical and 700 semi-technical)

(b) According to actual requirements 2,658 (1,316 technical and 1,342 semi-technical)
Mr. G. B. D. MAINSTOSH asked the Minister of Posts and Telecommunications whether post from posting boxes in Natal is being collected by postmen who deliver mail if so (a) why and (b) in what areas of Natal.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

Yes

(a) To conserve fuel and to utilize the available staff to the best advantage.

(b) Bluff, Durban North, Kwa Mashu, Pinetown, Queensburgh, Umhlanga Rocks and Westville.
Telecommunications technicians

*22 Mr J J Dreyer asks the
Minister of Posts and Telecommunications:

(1) How many telecommunications techni-
cians (a) left the service of his
Department during (i) 1972-73 and
(ii) 1973-74, and (b) have left from 1
April 1974 to date.

(2) How many of these (a) joined the
service of the South African Broad-
casting Corporation and (b) took up
employment in the private sector in
each period.

(3) How many of the telecommunications
technicians who joined the private
sector are estimated to have entered
service with television firms during
each period.

†The MINISTER OF MINES (for the
Minister of Posts and Telecommunications)

(1) (a) 339
    (b) 285

(b) 265 up to 31 January 1975
(pupil technicians are included
in these figures)

(2) (a) None

(b) Details are not available, but it
must be accepted that with few
exceptions, all the officers who
resigned took up employment in
the private sector.

(3) No reliable estimate can be given.

For the sake of completeness, details
are also furnished hereunder in respect
of the number of telephone electricians/
mechanics (including learners) who left
the Post Office during the following
periods:

<table>
<thead>
<tr>
<th>Period</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1972-73</td>
<td>734</td>
</tr>
<tr>
<td>1973-74</td>
<td>776</td>
</tr>
<tr>
<td>1 April 1974 to 31 January 1975</td>
<td>653</td>
</tr>
</tbody>
</table>
Cape Town central telephone exchange

28 Mr I G MURRAY asked the Minister of Posts and Telecommunications

(1) What is (a) the authorised establishment of the Cape Town central telephone exchange and (b) the number of posts (i) filled on a (aa) permanent and (bb) temporary basis and (ii) which are vacant.

(2) (a) what is the daily average number of hours of (i) compulsory duty and (ii) paid overtime duty worked and (b) what periods are allowed as breaks during such hours of duty.

(3) what was the number of (a) resignations and (b) appointments to such staff during each of the last four periods of six months.

†The MINISTER OF MINES (for the Minister of Posts and Telecommunications)

| (1) | (a) 180 |
| (b) | (i) (aa) 115 |
|     | (bb) 59 |
|     | (ii) 6 |

| (2) | (a) 8½ hours per worker per day |
|     | (i) 2½ hours per worker per day |
|     | (b) Lunch intervals of 30 minutes where continuous duties are performed and tea intervals of 5 minutes per hour for continuous periods of more than 2 hours with a maximum of 20 minutes |

<table>
<thead>
<tr>
<th>(a) Period ended—</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) 14 27 24 39</td>
</tr>
<tr>
<td>(b) 13 48 34 38</td>
</tr>
</tbody>
</table>
Salaries of employees of Department of Posts and Telecommunications

170 Mr L F Wood asked the Minister of Posts and Telecommunications—

How many (a) White, (b) Coloured, (c) Asian and (d) Bantu persons in the employ of his Department are in receipt of salaries which are (i) less than R600, (ii) between R601 and R1 200, (iii) between R1 201 and R2 400 and (iv) more than R2 400 per annum.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

The position as at 28 February 1975 was as follows:

<table>
<thead>
<tr>
<th></th>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
<th>(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>537</td>
<td>1</td>
<td>3454</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>2522</td>
<td>80</td>
<td>11844</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>12516</td>
<td>1964</td>
<td>657</td>
<td>1925</td>
</tr>
<tr>
<td>4</td>
<td>28689</td>
<td>418</td>
<td>102</td>
<td>69</td>
</tr>
</tbody>
</table>

Note: Item (a) includes persons in receipt of salaries of R600 per annum.
(a) How many (i) Coloured, (ii) Asian and (iii) Bantu persons are employed in the administrative division of his Department; (b) in what capacities are they employed; (c) how many in each race group are employed in each capacity and (d) what is the (i) highest and (ii) lowest salary scale applicable to each capacity.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

<table>
<thead>
<tr>
<th>Race</th>
<th>Grade</th>
<th>Postmaster, Grade III</th>
<th>Postmaster, Grade IV</th>
<th>Superintendent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bantu</td>
<td>13</td>
<td>R4 725</td>
<td>R4 450</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>29</td>
<td>R3 825</td>
<td>R3 375</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>R3 825</td>
<td>R3 375</td>
<td></td>
</tr>
<tr>
<td>Coloured</td>
<td></td>
<td>R6 237</td>
<td>R5 346</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>R6 237</td>
<td>R5 346</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td></td>
<td>R6 237</td>
<td>R5 346</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>R5 049</td>
<td>R4 455</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td></td>
<td>R5 049</td>
<td>R4 455</td>
<td></td>
</tr>
</tbody>
</table>

2641
Department of Posts and Telecommunications Salaries

224 Mr. J. I. DE VILLIERS asked the Minister of Posts and Telecommunications—

How many (a) White, (b) Coloured, (c) Asian and (d) Bantu persons in the employ of his Department are in receipt of salaries which are (i) less than R50, (ii) between R50 and R100, (iii) between R101 and R150, (iv) between R151 and R200, (v) between R201 and R250, (vi) between R251 and R300, (vii) between R301 and R400 and (viii) more than R400 per month?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

The position as at 31 March 1975 was as follows:

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>(a)</td>
<td>(b)</td>
<td>(c)</td>
<td>(d)</td>
</tr>
<tr>
<td>(i)</td>
<td>—</td>
<td>7</td>
<td>—</td>
</tr>
<tr>
<td>(ii)</td>
<td>101</td>
<td>310</td>
<td>84</td>
</tr>
<tr>
<td>(iii)</td>
<td>3 748</td>
<td>1 561</td>
<td>314</td>
</tr>
<tr>
<td>(iv)</td>
<td>8 652</td>
<td>414</td>
<td>352</td>
</tr>
<tr>
<td>(v)</td>
<td>7 322</td>
<td>235</td>
<td>82</td>
</tr>
<tr>
<td>(vi)</td>
<td>4 479</td>
<td>124</td>
<td>13</td>
</tr>
<tr>
<td>(vii)</td>
<td>7 500</td>
<td>62</td>
<td>4</td>
</tr>
<tr>
<td>(viii)</td>
<td>9 619</td>
<td>6</td>
<td>3</td>
</tr>
</tbody>
</table>
College set up for Black technicians

BY COMPARISON with 52,000 Blacks the South African Railways have trained so far, the Post Office has trained a rather pitifully small 131 to do skilled jobs.

Before any unwarranted conclusions are arrived at when comparing these two figures, it must be pointed out that all the Black people trained so far by the Post Office are now highly skilled men telephone, electricians — whereas the Railways includes in its 52,000 people those who have been trained as lift-truck operators and shunters.

What cannot be denied, however, is that the Railways faced up to the situation at the very beginning; only the use of Black skilled labour could overcome its manpower problem, whereas the Post Office could not.

This fault cannot be attributed to the public servants who run the Post Office. It is now history that when Ben Schoeman, the former Minister of Railways, first made it quite clear that he was training Blacks to do skilled jobs, Dr Albert Hertzog could see no reason why he should follow suit.

Replying to a question in the House of Assembly during March, Minister Viljoen, the present Minister of Posts and Telegraphs, said that at the end of 1973 there was a backlog of 94,000 telephones, and this grew to a backlog of 96,000 at the end of last year.

Reasons for this were, he said, "an unprecedented demand for telephone generation, the country's growth rate, a continuous increase in the standard of living in South Africa, which makes it possible for more people to be able to afford telephones; an abnormally high incidence of telephone transfers; insufficient capital in earlier years to enlarge the telephone network adequately; and an acute shortage of trained technical staff."

In spite of the shortage of staff, he told the House, in the seven years that ended on March 31, 1976, R225 million had been spent on improving the country's telecommunications network, and that during this financial year — ending on March 31, 1977 — the Post Office will spend another R165 million on the improvement of the network.

This is a rate of nearly R500 000 a day, including Sundays.

To spend money at that rate, advantageously on something as complex as a telecommunications network, the Post Office needs a large number of highly trained technical people.

When he delivered his Report Office Appropriation Bill in the House of Assembly in March, the Minister said that, in order to meet the moment, the Post Office had to train highly technical and skilled technicians.

This represents an approximate increase of 21 per cent of the total staff.

In other words, instead of having something like 2,600 telephone technicians of varying standards, the Post Office has now about 3,600.

What is being done to make up this shortfall? The answer is that a start has been made with training specially selected technical assistants, and that the Post Office is still recruiting technicians and people willing to be trained as technicians from overseas.

It now has a total of 680 immigrants working as technicians. Of them, 213 were recruited last year.

It is also trying to recruit Africans with sufficiently high school-leaving standards to train as telephone electricians and telephone technicians.

"But the big-hitters is that they must have passed Matric with a high enough standard in mathematics and science to be trained as telephone technicians," he added, and the top of the group Chris Gouws, Deputy Postmaster-General Telecommunications, told us.

"We started training Blacks as telephone technicians only last year, and so far 37 have completed their training, and are in service with us as telephone electricians."

We started training Blacks as telephone technicians only last year, and so far 40 have successfully completed their first-year course. We hope to recruit at least 50 this year, but they must have mathematics and science in their Matric passes.

To overcome its shortage of technically qualified people the Post Office has also built, and is now operating, one of the most advanced technical colleges in the world in Springs, in the Northern Transvaal.

In theory, the production of this college, and other training facilities run by the Post Office, should make up the shortage in a few years.

According to figures published in the last annual report of the Postmaster-General, there were 1,974 telephone technicians and 1,676 telephone electricians in training, but there was also an erosion factor — 192 technicians, 425 telephone electricians, and 450 partly trained people resigned from the service.

Many of them, Mr Gouws said, were enticed away by the short-term benefits offered by the country's emerging television industry."
Non-Whites occupying posts for Whites in Department of Posts and Telecommunications

223 Mr J J DE VILLIERS asked the Minister of Posts and Telecommunications:

(1) How many (a) Coloured, (b) Asian and (c) Bantu persons are temporarily occupying posts for White staff in his Department in White areas,

(2) in what capacities are they so employed in each type of post.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) 108
     (b) 213
     (c) 552

Although the posts have not been converted into non-White posts, 65 Coloureds, 141 Asians and 298 Bantu (included in the aforementioned figures) are employed in a permanent capacity in the posts

(2) Temporary Postman (43 Coloureds, 72 Asians and 233 Bantu) Temporary Cleaner (21 Bantu)
PRETORIA — The representatives of more than 300,000 White workers in the public sector have joined in an unprecedented demand for automatic pay increases.

Three weeks ago representatives of the Public Servants’ Association, the Federal Consultative Council of Railway Staff Associations and the three Post Office staff associations met to discuss the price spiral and the Government’s inability to control inflation.

This was the first joint meeting of the three organisations. The very fact that it was called is a measure of the serious concern among public sector workers at the chronic erosion of living standards and the purchasing power of earnings.

The PSA represents about 200,000 White State and provincial departmental workers, including the Police and Defence Departments, the FCO represents the 110,000 White members of the seven railway staff associations, and the three Post Office unions represent about 49,000 White clerical and technical workers.

After the meeting, it is understood, it was agreed that each organisation should write to the relevant Ministers—of Interior, Transport and Posts and Telegraphs—to set out their request for automatic indexed pay rises.

"This would mean, that as soon as the consumer price index rose by, say, five percent, there would be an automatic pay increase without going through all the drama and tension normally associated with wage and salary demand negotiations," one delegate said yesterday.

State, Railways and Post Office workers were granted increases ranging between 12 and 15 percent last July.

Senior public servants spoken to yesterday, however, claimed that three-quarters of this increase at least had been wiped out by inflation during the past nine months.

The vice president of the Public Servants’ Association, Dr. C. M. Cameron, said yesterday that the PSA favoured wages and salaries being included as a regular item in the national budget.

He said the PSA had informed the Public Service Commission of the plight of the public servants because of the continuing price spiral.

The Artisan Staff Association of the Railways, which normally spearheads the drive for increases to close cost of living gaps, has for the past year been recommending automatic pay increases tied to the consumer price index.

The seven trade unions representing the 42,000 skilled White workers in Iscor steel plants are also expected to agitate for higher earnings before the middle of the year.

The earnings of the workers represented by the unions are not affected by the award of a 15 percent increase to the 320,000 employees in the iron, steel, engineering and metallurgical industry announced yesterday.

An Iscor spokesman said yesterday that the management negotiated with the seven Iscor unions and the 15 percent award had no relevance for Iscor.
Clash over TV actors

SUNDAY TIMES Reporter

SABC-TV has taken a hard line with trade unions representing performing artists, and now faces a clash over a scale of fees for performers.

SABC 'no' to unions

SABC officials have made it clear that they will not negotiate a minimum scale of fees for performing artists with any trade union. Nor will the SABC work through agents or any third parties. But the unions feel they must be allowed to represent their members' interests.

The director of SABC-TV, Mr Pieter de Bruyn, said this week that he would not negotiate with the registered trade union — the South African Theatre Union (Safu). “We will not be dictated to by trade unions,” he said. “We have a scale for artists which we have drawn up ourselves and which we believe will be perfectly fair. We will deal with each actor and performer individually.”

Leading trade unions are puzzled by what they see as a policy conflict within the SABC, as radio has negotiated successfully with the unions over the years on fees and conditions.

Registered

The chairman of Safu, Mr. Michael Coulson said SABC-TV had told him they would not allow any third party to intervene in negotiating fees. “It is quite possible that a major row will develop between actors and the SABC in the near future over the issue of fees and other matters.”

“We are a registered trade union and as such legally represent our members' interests. Surely it is essential for us to be involved in negotiations on contractual conditions.”

Another matter that deeply concerned Safu was the possible lowering of professional standards by the recruiting of non-professionals to fill many of the roles.

Sought to get together on as soon as possible. Mr De Bruyn said it was possible that some actors might be tied contractually to their agents. “But that is their problem and for them to sort out. I do not see why the SABC should get involved in that.”

A number of actors foresaw problems with their contracts with agents arising if the SABC would not deal with agents.

A leading Johannesburg agent, Mr. Don Hughes, said it was too early to say exactly what the implications would be of the SABC's policy of no intervention by third parties. Most actors and musicians were not prepared to commit themselves on these matters at this stage. As one leading actor put it: “Most of us would rather not say anything now as we might jeopardise our futures with the SABC by speaking out.”
PO pins hopes on skilled Blacks

Staff Reporter

THE POST OFFICE could not train telecommunications and TV technicians for the entire country and at the same time provide an adequate telecommunications service, the Postmaster General, Mr Louis Rive, said in an interview yesterday.

Mr Rive said as long as the private sector continued as "parasites", poaching staff from the Post Offices, "we will have to live with a situation where serious service difficulties in some of the major centres, including the Rand, are permanent threats."

Mr Rive said: "We have long realised that there are not enough Whites to go round, and that Blacks will have to play an increasing part in the expansion and maintenance of our telecommunications network."

Some years ago a start was made using Blacks on postal deliveries. With the cooperation of the staff associations this system was being expanded.

We are planning considerable expansion to our Black training facilities. In 1972 we started training schemes for Coloureds and Indians as electricians, and in the same year a training centre for Africans was started at Umtata in the Transkei.

A training centre for Africans had also been established in Johannesburg.

Last year a start was made with the training of highly skilled Black technicians.

"This big expansion in training facilities for Blacks would not be necessary if the private sector would leave my staff alone. We are training enough Whites to meet the need but they are being filched by industry."

Nearly 3,000 Whites are in training as electricians and technicians, with a reasonable margin of staff loss this number is insufficient for the Post Office's needs.

"Why must we train for the private sector? Why should they be allowed to lure staff away?" staff trained at the taxpayers' expense and jeopardise the basic national service, Mr. Rive asked.

It was "paradoxical", he said, that the private sector 'complained', loudest about the telecommunications service.
Mr R M DE VILLIFRS asked the Minister of Posts and Telecommunications how many technicians and telephone electricians resigned from the service of the Post Office in each of the last six months of 1974 and each of the first four months of 1975.

<table>
<thead>
<tr>
<th></th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>March</th>
<th>April</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technician</td>
<td>17</td>
<td>6</td>
<td>3</td>
<td>8</td>
<td>12</td>
<td>15</td>
<td>13</td>
<td>15</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>Pupil/Technician</td>
<td>7</td>
<td>5</td>
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<td>9</td>
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<td>40</td>
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<td>19</td>
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</tr>
<tr>
<td>Telephone Engineer/Mechanic</td>
<td>31</td>
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<td>25</td>
<td>30</td>
<td>34</td>
<td>35</td>
<td>48</td>
</tr>
<tr>
<td>Learner Telephone Engineer/Mechanic</td>
<td>16</td>
<td>12</td>
<td>9</td>
<td>12</td>
<td>20</td>
<td>17</td>
<td>40</td>
<td>72</td>
<td>76</td>
<td>72</td>
</tr>
</tbody>
</table>
JOHANNESBURG.—The TV Rental Association today hit back at accusations by the Postmaster General, Mr Louis Rive, that the television industry was draining technicians from the Post Office by offers of high salaries and improved working conditions.

Mr Barry Smith, secretary of the association, publicly asked Mr Rive to withdraw his accusations as they were unfounded criticisms used as an excuse for the Post Office’s inability to provide the microwave links without which television cannot be transmitted.

Speaking at the TV Rental Association seminar being held at the Kyalami Ranch, near Johannesburg, Mr Smith said Mr Rive had indicated that as a result of this so-called drain the Post Office was now unable to complete its microwave link network on schedule.

"The result of this is that the SABC’s plans to spread television transmissions from the Reef to many areas of the country is being disrupted and delayed," Mr Smith said.

DISCOVER

"While we have every sympathy with Mr Rive and his problems, his inability to complete the microwave network on time is no fault of the TV industry.

"No members of the TV Rental Association have employed any Post Office technicians."

"I’ll go even further. As far as we are able to discover, no TV manufacturer has employed a Post Office technician."
Rive ‘proves’ staff-stealing

THE Postmaster General, Mr Louis Rive, said today he had ‘irrefutable proof’ that the TV trade — and in some cases the industry — had recruited Post Office technical and semi-technical staff.

In a statement to The Argus he hit at recent statements by Mr Barry Smith, secretary of the TV Rental Association.

Mr Smith had rejected allegations by Mr Rive that the television industry was draining technicians from the Post Office.

Speaking at a television seminar in Johannesburg recently, Mr Smith called on Mr Rive to withdraw his accusations. He said they had been used as an excuse for the inability of the Post Office to complete the country’s microwave network for TV transmission on schedule.

Mr Rive said during 1974 and 1975, no fewer than 997 members of the staff in the technical and semi-technical categories left the service. In the first five months of this year 702 people in the same categories had left — 148 at the end of May.

He said the Post Office was ‘on target’ with the provision of microwave links and expected them to be ready slightly ahead of schedule. The links should be ready for the start of the country’s full TV service on January 1, 1976.

WASHINGTON

Mr Rive said Mr Smith’s attacks ‘cast a shadow over my integrity — a quality upon which I place a high premium’.

He said he had consistently pleaded with the private sector not to lure away his staff because it will without doubt adversely affect the quality of telecommunication services.”

The Postmaster General said he had also repeatedly warned the private sector that unless it desisted from poaching his staff it would primarily be responsible for the deterioration in the quality of our services and for our inability to meet the public demand.

Mr Rive said he was ‘dumbfounded’ to read a Press report quoting Mr Smith as saying he (Mr Rive) had no evidence to back up his allegations that the TV industry was poaching Post Office staff.
PRETORIA. — The staff crisis has reached such a pitch in the Post Office that a firm of private contractors have been asked to take over the maintenance of key telephone exchanges on the Witwatersrand.

Phone problems

(Continued from Page 1)

lost 38 trained men, who were now installing antennas in Hillbrow, Mr Rive said. In these circumstances it was fruitless for Mr Smith of the TV Rental Association to deny that staff were being poached for television, he said. Mr Rive said he had never alleged the TV Rental Association was poaching staff. He had always said industry and commerce were doing so and that it was obvious this was happening because of the advent of television.

The Postmaster General, in spite of his clash with Mr Smith, made an offer to him today. If Mr Smith's association and other elements of commerce and industry in this field were willing to establish a code of conduct which they would enforce in connection with manpower, they would have my full co-operation.

Mr Rive said the problem was that there was insufficient manpower in the private and public sectors to cope with the rapid expansion of the electronic industry. It was futile for Mr Smith to start a fight with the Post Office over this, Mr Smith should rather produce figures to show how many technicians his organisation was training, how big was the association's technical staff and where they came from.

This was disclosed today by the Postmaster General, Mr Louis Rive, following a sharp clash this week between himself and the secretary of the TV Rental Association, Mr Barry Smith, over alleged 'poaching' of Post Office technical staff for the television industry.

Mr Rive said the Post Office was negotiating with a firm of suppliers to take over the maintenance of key exchanges on the Reef 'to stave off a further deterioration in service.'

The Post Office, was resorting to this step, he said, because it was too desperate on the Rand and, because a previous attempt, to ease the problem through the training of married 'women, had been all but heartening — in fact, very disheartening.'

Five steps

In an effort to overcome the chronic manpower problem, the Post Office had so far taken five major steps. It had:

- Brought in technicians from overseas;
- Drafted teams of technicians from other regions to the Reef; and was still doing so;
- Started to train Blacks, Coloured, people and Indians, especially to relieve the burden in their areas;
- Trained more than 1000 women technical assistants; and
- Attempted to supplement the service with married women on a part-time basis.

The Post Office was now resorting to a sixth major step in negotiating with suppliers to take over maintenance work.

One firm

Mr Rive said the Post Office was negotiating with only one firm of suppliers — because there was only one interested. The others were unable to consider the proposition because they themselves were struggling for staff.

The managing director of one of these firms told me personally that he had (Continued on Page 2, col 3)
TV, radio men meet to form protective group.

STL Times Correspondent

JOHNSON, Miss., April 9 (AP) -- About 100 radio and TV industry experts met here today for a meeting to form a protective group for the industry.

According to the group, the meeting is the first of its kind and is aimed at protecting the radio and TV industry from potential threats. The meeting was attended by representatives from various companies and organizations in the industry.

Mr. John Doe, a prominent radio industry figure, said, "We have seen in recent years that the industry is facing significant challenges. This meeting is crucial in ensuring that we come together to protect our interests."
I’ve proof of staff poaching, says Rive

By KEITH ABENDROTH

THE POSTMASTER-General, Mr Louis Rive, said in Pretoria yesterday he had "irrefutable proof" that at least four of the country's six television manufacturers had "poached" technicians and electronics experts from his department.

Mr Rive told me in an interview, "I have hit back at one of the firms, through the Department of Commerce, and have received an apology from the firm's managing director.

"But it is not so much the six manufacturers themselves who concern me. It is their outlets and all the ramifications of television marketing throughout the country which is worrying me."

"If the present pattern of poaching of trained Post Office telecommunications staff continues, we shall find ourselves in very serious troubles indeed."

"In fact, if the trend continues, there is a strong possibility of a complete telephone breakdown in some areas at least."

Mr Rive was asked to comment on a statement last week by Mr B. A. Smith, secretary of the TV Rental Association.

Mr Smith demanded an apology from Mr Rive for accusing the TV industry of poaching trained Post Office technicians.

Mr Rive said: "I have never met nor spoken to this Mr Smith in my life before. I don't know what he looks like and wouldn't recognize him if he were pointed out to me in the street.

"I don't know his organization either. If he was looking for cheap publicity he has certainly found it — and in the process has harmed my good name."

Mr Rive said 867 technicians left the Post Offices last year. Resignations in the first five months of this year alone totalled 752.

"But even though we could take reprimands against the makers for poaching our staff — strategic staff are protected by legislation. I don't want to start a war with them."

"What I am worried about is the distribution, servicing, repairing, installation and other organisations concerned."

"If each of the makers feeds a sales organisation in every town, you have to contend with six sources of possible drain of our staff in each town."

"The drain is going on. Name the towns and it is there Malmesbury, Kroonstad, Elliot, Knysna, Bloemfontein, East London, to name a few."

"It is even worse on the Witwatersrand. It is not only the ordinary electricians and technicians who are being wooed away. Our senior staff are going as well," Mr Rive said.
PO loses men in spite of ‘new deal’

Labour Correspondent
THE Postmaster-General, Mr Louis Rive, yesterday disclosed that the Post Office is losing 1,000 trained and semi-trained technicians and electricians a year to private enterprise.

He warned that if the private sector persisted in enticng away trained men from the Post Office, it would have to settle for second best in the quality of services it expected.

On salary and wage scales in the Post Office, he said: “We restructured salaries and the hierarchy in the service last year. We have our limits. We gave our personnel an entirely new deal.”

However, a senior Post Office technician said yesterday that technicians were being offered more attractive job offers in industry and commerce.

Mr Rive disclosed that of the 581 trained men the Post Office recruited overseas in the past four years, 584 had left the service.

He said he was trying to counter these losses with large training programmes. There are 2,800 men training as technicians, including 380 Blacks, and an annual recruitment of 400-500 trainee technicians and 800-900 electricians.

“I see the loss to private industry as a national waste of trained labour which is not being properly used. I pleaed with the private sector to train their own people — but we have been the training ground,” said Mr Rive.

He said a vacuum had been created in the demand for trained technicians and electricians.

“Our problem is to get over this vacuum period.”

The Post Office had logically been the biggest source of trained men recruited to the electronics industry, which included television, and the communications industry, both of which had developed rapidly in the past two years.

He said the Post Office had 145 trained Black electricians, and more Blacks in the training pipeline as electricians, and technicians.

Training of Blacks started in 1973. “This is a field of excellence for the private sector, which is better equipped to train Blacks,” he said.
Minister tells of gains by PO Coloured staff

PRETORIA — The Minister of Posts, Mr M. Viljoen, has given details of several major advances for Coloured postal workers in the field of job opportunities and service conditions.

Opening the congress of the Coloured Postal Workers' Association in Johannesburg last night, Mr Viljoen told of advances made by Coloured telephone workers into technical fields previously reserved for Whites, gave details of progress made with training schemes, and explained improvements in leave and medical benefit plans for Coloured workers.

The Minister said the employment field of senior Coloured telephone workers—previously limited in maintenance services—had been extended to certain defined technical work previously done by Whites.

These senior Coloured workers now also handled certain facets of cable-laying, mounting and line-installation work. In this way they made a meaningful contribution to the expansion and maintenance of the telecommunication network.

Mr Viljoen said good work had been made in the training of Coloured people as fully-fledged telephone electricians and technicians.

At the end of June this year, there were already 37 trained telephone electricians in service. While the number of apprentice telephone electricians and technicians had risen to 108 and 28 respectively.

Five of the 28 were trained telephone electricians equipping themselves as technicians.

The Minister said it was envisaged in the future to train Coloured people as technicians and telephone electricians in greater numbers. The department regarded it as an investment for the future and was prepared to provide the outfits for the necessary facilities.

The number of senior postal posts for Coloured people had increased in the past two years by 11 percent.

These posts were graded postmasters and inspectors of uniformed staff. The number of post offices entirely under the control of Coloureds had grown by nine to a total of 80 in the past year.

The approved establishment for Coloured people in the department had more than doubled in the past five years from 1,311 to 2,679.

MEDICAL AID
Pay rise call to Minister

Labour Reporter

The Coloured Postal Employees Association made a direct appeal for equal pay to the Minister of Labour and Posts and Telecommunications.

The call by Mr P M Lutting, the association's national secretary, followed the minister's official opening of the association's biennial congress.

The theme of the congress is "equal pay for equal work."

Mr Lutting said he had learned from high authorities that the productivity of Coloured post office workers did not lag behind that of other post office employees.

"We believe we have rendered sufficient proof of our loyalty, our aptitude and our sense of responsibility for the introduction of equal pay for the same work," Mr Lutting also asked for his association to be given the opportunity to join future pay negotiations, hinting at the formation of a federation of post office staff associations.

He thanked the Minister warmly for his interest.

Warning over better jobs for Coloureds

Labour Reporter

The narrowing wage gap could have serious inflationary consequences.

The warning came last night from the Minister of Labour and Posts and Telecommunications, Mr Viljoen.

He pointed out that the Government is "irreversibly" committed to a gradual narrowing of the wage gap, but added:

"If we do not succeed in balancing expenditure and production, we—all of us—will have to pay the price."

Not only the Post Office but the Government called for wholehearted cooperation, Mr Viljoen told the biennial congress of the Coloured Postal Employees Association in his opening address in Johannesburg.

Better news was Mr Viljoen's announcement that all Coloured employees of the Government, and of certain other institutions, could get a medical aid scheme similar to that for Whites.

"The Cabinet has already approved the scheme."

Mr Viljoen sketched advances made by Coloured telephone workers into technical fields previously reserved for Whites, gave details of progress made with training, and explained improvements imminent in leave for Coloured workers.

At present 50 offices were under the exclusive control of Coloured staff. A total of 69 Coloured supervisors had attended seminars on modern personnel management.

Improved arrangements would come into effect in January next year, providing equal leave privileges to those enjoyed by Whites.

In some cases leave had been increased from 24 to 35 days a year and sick leave from 60 days to 120 days in every three years.
Medical aid is planned

Johannesburg — The Cabinet has approved the establishment of a medical aid scheme for Coloured civil servants, including Post Office workers, and those employed by certain other institutions, the Minister of Posts and Telecommunications, Mr. M. Viljoen, said here last night.

Opening the annual congress of the Coloured Postal Workers' Association, the Minister said details were still being worked out. — (Sapa.)
Post Office
Coloured pay call

Labour Reporter
Coloured Post Office employees have concluded their biennial congress in Johannesburg with a firm call for "equal pay for equal work".

"In view of the current battle against inflation, we do not expect to wipe out the whole wage gap overnight," the Coloured Postal Employees' Association said in a statement.

But a systematic movement towards this goal should start now".

The statement, made by the national secretary of the association in Johannesburg today, pointed out that his members felt they were contributing "more than their share" in the fight against inflation.

"It has been proved and admitted that the productivity of Coloured postal workers was just as high, and sometimes higher, than that of their White counterparts."

"In view of this, there was no reason for delaying the introduction of equal pay for equal work," Mr. Lutti, said. "It should be understood clearly that his association's call was something completely different, for representations for salary increases linked to the rising cost of living."

("See Page 13")
MODERN GIRLS are making increasing inroads into jobs which were traditionally regarded as being for men — and proving good at them, too.

Last year, for the first time, the Post Office started training girls as technicians to do the same highly skilled and specialized work — and at the same pay — as their male counterparts.

Now, also for the first time, girls have been accepted as students at the Post Office telecommunication college at Antibongton, between Pretoria and Johannesburg.

The training facilities at the college, which cost R4 million to build and equip, had previously been reserved strictly for men.

However, the girls have still not been accepted as residents in the college hostel. Free transport is provided for them from both Pretoria and Johannesburg when they have to attend lectures at the college.

A career at a telephone exchange requires techniques open to girls who have matric or higher qualifications in mathematics and physics and who have a flair for electrical or electronic work.

Technicians include women technicians, who do highly-skilled work. They are responsible, among other things, for the installation and maintenance of telephone exchange, electronic, radio, radar, and monte, as well as of television and radio stations. Women, both Afrikaners and

other countries, as well as for repairs to radio and television equipment.

For the time being, women technicians will do only indoor work.

For acceptance as trainees, the Post Office gives preference to matriculants with maths and physics or physical science as subjects.

The minimum education qualification for a trainee technician is a matric (or equivalent) with maths, physics or physical science or a senior certificate with maths and science at standard or higher level or a subject certificate with maths and physics at senior certificate level.

Once they pass the Post Office would be selected to pass on to the college for advanced technical training in their areas for the first (theoretical) training course. The college pays the fee.

A further technical field is open to girls who are not able to pass on to the technical college.

Women have been training in the field of electronics and have obtained their certificates or are now in training.

Women, in fact, make up a large proportion of the technicians at the college. Women technicians form a large proportion of the technicians at the college.

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Post Office may close Saturdays

By KEN SLADE

The Regional Director of Postal Services for the Transvaal, Mr. J. G. Wandrag, said in Vereeniging that the Post Office was considering closing on Saturdays because of an acute staff shortage.

Mr. Wandrag said at the annual Vaal Triangle Post Office dinner that the Post Office did not have the staff to offer a complete service.

"If the Post Office had to close its doors to the public on Saturdays, and not make any deliveries, it would ease the pressure and the result would be more staff with better training," he said.

It had been decided to carry on extending and improving postal services without salary increases for staff or increases in tariffs next year.

"It must be recognised that postal staff are making a tremendous contribution towards curbing inflation," he said.

They had undertaken to increase production, do without certain fringe benefits, and cut overtime by 10 percent. This would result in a saving of R4 million a year in overtime alone.

Mr. Wandrag said the telephone capacity in the Vaal Triangle had increased by 8,000 lines in the past year. Another 5,000 lines would be put into operation next year.
It is mentioned for the hon. member's information that postmen at Amanzimtoti, Pinetown, Westville, and Umhlanga

Reeks are included in the above-mentioned figures because these post offices are regarded as being part of the Durban complex.
Mr L F WOOD asked the Minister of Posts and Telecommunications:

(1) (a) How many (i) Whites and (ii) non-Whites were taken into service by his Department during 1974-75 and (b) how many non-Whites were placed on construction work.

(2) (a) how many (i) Coloured, (ii) Indian and (iii) Bantu learner telephone electricians completed their training during 1974-75 and (b) how many electricians in each such race group are at present employed by his Department.

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

(1) (a) (i) 12,889

(ii) 8,138

(b) 3

(2) (a) (i) 9

(ii) 12

(iii) 10

(b) Coloured—52.
Indian—117
Bantu—24
As at 31 December 1975.
Administrative division of Department of Posts and Telecommunications: Non-White employees

153 Mr J J DE VILLIERS asked the Minister of Posts and Telecommunications:

(a) How many persons in each non-White race group are employed in the administrative division of the Department;
(b) in what capacities are they employed;
(c) how many are employed in each capacity;
(d) what is the (i) highest and (ii) lowest salary or wage scale applicable in respect of each capacity.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) Coloured—10
   Indian—8
   Bantu—56

(b) (c) (d) (i) (d) (ii)

<table>
<thead>
<tr>
<th>Race</th>
<th>Postmaster, Grade III</th>
<th>Postmaster, Grade IV</th>
<th>Superintendent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coloured</td>
<td>R=6237</td>
<td>R=5049</td>
<td>R=4455</td>
</tr>
<tr>
<td>Indian</td>
<td>R=6237</td>
<td>R=5049</td>
<td>R=4455</td>
</tr>
<tr>
<td>Bantu</td>
<td>R=4725</td>
<td>R=4725</td>
<td>R=3825</td>
</tr>
</tbody>
</table>

The table above provides the number of employees in each race group and their respective salary scales.
Public sector gets angry

Mercury Correspondent

PRETORIA. — The Government, faced with a massive defence expenditure and a substantial budget deficit, has begun to hedge on pay rises for public-sector workers.

The Postmaster General, Mr. Louis Rive, this week told a deputation from the Posts and Telegraphs Association that the Government had asked him to say relief would be given as soon as "the present state of affairs crystallizes."

Mr. Rive's reply to the Association can be taken as the Government's attitude to demands for pay increases from the Public Servants' Association, the seven railway unions and the other two Post Office Staff Associations. The general-secretary of the Posts and Telegraphs Association, Mr. L. J. van der Linde, said the deputation had asked Mr. Rive for increases for 15,000 administrative and clerical Post Office workers.

Taking 'into' account the economic and political circumstances, he said, the Association put its case for increases "in a spirit of sacrifice, patriotism and loyalty; and within 'the framework of the anti-inflation manifesto.'"

Mr. van der Linde said the Postmaster General agreed that 'relief measures were justified, but that relief would be considered only after a cry, crystallization of the present state of affairs."

Mr. van der Linde added that the Posts and Telegraphing Association believed "the private sector was still not cooperating wholeheartedly against inflation."

The president of the Railway 'Artisans' Staff Association, Mr. Jimmy Zorde, said yesterday: "The Minister of Transport must not tell us he will consider increases when the present state of affairs crystallizes. What does this mean anyway? The present state of affairs could continue for 10 years and get worse."

The
147. Mr. P. A. Pyper asked the Minister of Posts and Telecommunications

(1) How many (a) technicians and (b) engineers (i) are employed by his Department at present (ii) resigned from his Department during 1975 and (iii) were recruited from abroad by his Department during that year.

(2) What is the present estimated shortage of (a) technicians and (b) engineers in his Department?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) (i) 4,293.
    (ii) 200
    (iii) 52 (mostly late arrivals from earlier recruiting campaigns)

(b) (i) 238 (including 33 assistant engineers)
    (ii) 10 including 4 assistant engineers
    (iii) 1 assistant engineer.

(2) (a) 541 (in accordance with the revised and stringent productivity norm)

(b) None

Note. With regard to resignations it is mentioned that in addition 470 trained and 489 half-trained telephone electricians/mechanics resigned, as well as 189 learner technicians.
Black staff for Peddie post office

CAPE TOWN — Peddie, which is to be incorporated into the Ciskei, will soon have an almost black post office although most of its white residents have not yet moved.

The Minister of Posts and Telecommunications, Sen J. P van der Spuy, said in the House of Assembly yesterday that it has been decided to recruit two black clerks and three black telephonists for the Peddie post office.

He was asked by Mr W. H Deacon (UP, Albany) if he was aware that although Peddie had been renamed black it was still in fact white.

Sen Van der Spuy replied: "I am aware of that. For that reason the postmaster is still a white." — PC
Mr J I DE VILHERS asked the Minister of Posts and Telecommunications

(1) (a) How many (i) Coloured, (ii) Asian and (iii) Bantu persons are temporarily occupying posts for White staff in his Department in White areas and (b) in what capacities are they so employed in each type of post,

(2) (a) how many posts formerly occupied by Whites are converted into non-White posts during (i) 1974-75 and (ii) the period 1 April to 30 September 1975 and (b) what posts were so converted,

(3) whether any non-Whites at present occupying posts for White staff in White areas are employed in these posts in a permanent capacity, if so, (a) how many and (b) in what posts;

(4) whether he is considering the conversion of additional posts formerly occupied by Whites into non-White posts, if so, (a) which posts and (b) how many of each,

(5) whether he is considering the temporary occupation of additional White posts by non-Whites, if so, (a) which posts and (b) how many of each.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) (b)

(i) 97 Postman (63)
Temporary Postman (34)

(ii) 18 Postman (13)
Temporary Postman (5)

(iii) 532 Postman (288)
Temporary Postman (204)
Postal Axi (Cleaner) (40)

(2) (a) 39
(b) 245

(b) Postmaster, Grade III
Postmaster, Grade IV
Clerk
Telephone Exchange Superintendent (Female)
Male Telephone
Female Telephone
Part-time Female Telephone
Postman

(3) Yes, some.

(a) 370
(b) Postman

(4) Yes

(a) and (b) As dictated by circumstances

(5) Yes

(a) and (b) As dictated by circumstances.

Bion on Agriculture

ler

SALDRU

Preliminary Draft: No portion of this paper may be quoted without permission of Saldru, school of Economics, University of Cape Town.
Three price and tax shocks on way

Mercury Correspondent

PRETORIA — South Africans can brace themselves for three successive shocks this month — higher rail tariffs, selective increases in post office charges and higher taxation.

The combined effect will be to inflate the country's double digit inflation rate and depress further the earning standards of wage and salary earners.

The first shock will come from the Minister of Transport, Mr. S. L. Muller, when he introduces his Railway Budget in the Assembly on Wednesday.

Not only has he to compensate for a deficit for the current financial year which may reach R50 million but he is faced with serious staff unrest and work to rule threats if he fails to make provision for increased earnings for 114,000 white and 120,000 black railway workers.

Then in two weeks' time the second shock.

The Minister of Posts and Telegraphs, Senator van der Spuy, in his first Budget is also expected to announce increases in some post office charges.

The postal services were expected to run at a loss of R14 million for the 1976-77 financial year. Revenue from other P.O. services, however, may decrease this loss.

And on March 31, the Minister of Finance, Senator Owen Horwood, tables his 1976-77 budget in the Assembly.

Opposition financial spokesman including the Progressive's Mr. Harry Schwarz and the U.C.P.'s Dr. Gideon Jacobs, have warned that increased direct and indirect taxation is virtually certain.

Defence spending is expected to escalate to somewhere near to R1.4 billion, and funds will also have to be found for pay hikes for the nearly 500,000 black and white state and provincial department workers, including police, prison and SADP personnel.
Resigned post to join army

A CAPE TOWN WIDOW, Mrs Beryl Antonio, said yesterday that her son had to resign from the Post Office because he could not be released to do his military training.

Her 21-year-old son, Robert England, had been four years with the Post Office. He was told he was exempted from military training because of his job. Several times during the last three years he asked his employers to release him for a year so that he could complete his training, but each time this was refused.

So in June he resigned and is now at the Castle in an infantry unit. "His is not an isolated case," Mrs Antonio said. "The majority of young postal workers are exempt from military training.

But what happens as soon as they leave the Post Office? They are called up." She said that her son "didn't relish the idea of being called up at the age of 30 if he left his PO job."

The director of staff at the Post Office, Mr Henry Bester, said "It is in view of the present acute shortage of technical staff that special arrangements exist at the present time for Post Office technical staff to be exempted from peacetime military training. "This is only a temporary measure."
PO has 647 Blacks doing 'White jobs'

THE ASSEMBLY — The Post Office had converted 245 posts formerly occupied by Whites into Black posts during the six months ending September 30 last year, the Minister of Posts and Telecommunications, Sen. J. P. van der Spuy, said in the Assembly yesterday.

In 1974, 39 such posts had been converted.

Repeating a question by Mr. J. C. de Villiers, UP Wynberg, the Minister said he was considering the conversion of additional posts 'as dictated by circumstances.'

At present there were 97 Coloureds, 18 Asians, and 532 Africans temporarily occupying posts for White staff in White areas in the department. These included the posts of postman, temporary postman, and postal aide.

Posts which had been converted from White to Black included postmaster, grade 3 and grade 4, women telephone exchange superintendent, men and women telephonists, part-time women telephonists, and postmen.
Post Office will expand Black worker training

PRETORIA — The Post Office plans to expand its training facilities for Black skilled and semi-skilled workers, the Postmaster-General, Mr. Louis Rive, said in an interview yesterday.

In the House of Assembly in Cape Town this week, the Minister of Posts and Telegraphs, Senator J.P. van der Spuy, announced that 245 jobs previously occupied by Whites had been converted into non-White posts during the six months to the end of last September.

Mr. Rive said that the number of technical personnel from the Post Office last year reached the record figure of 1,362. This was a third more than the number of resignations in 1974.

He hoped the industry, now that it was more firmly established and staffed, would constitute less of an attraction for the Post Office staff.

"However, right now we are holding our own and the number of resignations is about matching the number of resignations," he said.

Several hundred Africans, Coloureds, and Indians were undergoing training as telecommunication technicians and, as fully fledged technicians.

"The training programme for non-Whites will be expanded. This is now being planned," Mr. Rive said.

Mr. Rive said the Black technical staff would not only serve their own people. They would work too in areas where there was not enough White technical personnel.

This would be done in collaboration with White staff associations.
PO lifts job bars

PRETORIA. — The Post Office plans to expand its training facilities for black skilled and semi-skilled workers, the Postmaster General, Mr I. Rive, said in Cape Town yesterday.

In the House of Assembly this week, the Minister of Posts and Telegraphs, Sen. J. P. van der Spuy, announced that 245 jobs formerly occupied by whites had been converted into posts for blacks, Coloureds and Indians, during the six months to the end of September last year.

Mr. Rive said that the draw of technical personnel from the Post Office last year was a third more than the number of resignations in 1974. He hoped the television industry would constitute less of an attraction for the Post Office staff.

Several hundred blacks, Coloureds and Indians were undergoing training as telecommunications, electronics and would be fully fledged technicians.

Mr. Rive said black technical staff would work also in areas where there were not enough white technical personnel.

This would be done in collaboration with white staff associates. — DDC.
GOOD P.O. JOBS FOR ALL

The Post Office is employing more than 5,000 Blacks, Indians and Coloureds in jobs previously held by Whites — with the number of postmen from these groups having trebled in the past ten years to 2,200 this year.

The Post Office released details last month of the 5,245 skilled and semi-skilled jobs now being held by persons other than Whites. On January 1 this year the number employed was 74 postmasters and superintendents (mostly in the homelands), 1,095 clerks, 146 inspectors of uniformed staff, 83 learner technicians, 203 telephone electricians, 238 pupil telephone electricians, 819 senior telephone workers, 390 telephone exchange superintendents and telephoneists, and 2,197 postmen, giving a total of 5,245.

In the past 18 months 1,254 Blacks, Coloureds and Indians have moved into new skilled and semi-skilled jobs, and training, and this year the Post Office can offer jobs and training to 650 matriculants from these population groups.
Farmers angry

Mercury Correspondent

PEDDIE — The Peddie Farmers' Association is up in arms over the Government's plan to employ two Black clerks and three Black telephoneists in the local post office.

The Minister of Posts and Telecommunications, Senator J. P. van der Spuy, announced the intended move in the House of Assembly.

When asked by Mr. W. H. Deacon (U.F., Albany) whether he was aware that although Peddie had been zoned Black, it was still White, Mr. van der Spuy said that was the reason why a White would still be postmaster.

But the chairman of the farmers' association, Mr. J. A. Lloyd, said: "The Government must realise that if its consolidation programme is to proceed in an orderly manner, it is essential that all departments co-ordinate their activities."

Mr. Lloyd said there were 250 White telephone subscribers and only 16 Black subscribers in the district.

"As far as my association is concerned, the status quo must be maintained as the Government repeatedly promised us it would be. Different staffing arrangements can be made when the whole district has been purchased."
PO staff promised pay rises

Staff Reporter.

The Minister of Posts and Telecommunications, Senator J. P. van der Spuy, said last night that the Government would grant salary relief to all its offices as soon as it was in the national interest to do so.

Senator Van der Spuy, who was opening the 6th congress of the Post and Telegraph Association of South Africa in Hermanus, said: "The Government was not unsympathetic or indifferent to the needs of its officials."

"For this reason, the action programme against inflation does not mean a freezing of salaries," he said.

"I am aware that it would have been a good start for me to make a definite announcement about salary adjustments in my first appearance before you, but life is unfortunately not as easy as that, and who am I to expect to start on such a high note?"

The Department was doing whatever it could towards improving conditions for the staff by providing adequate and comfortable official housing, he said.

"For this financial year an amount of R5 500 000 has been set aside for official housing." This showed that the department was aware of the housing problems of its staff, he said. Financial considerations limited the speed at which the problem could be solved.

The Post Office was doing its part in the evolution of the Government's policy of self-determination, he said. Training Africans to take over the management and admin-

The Cape Times, Wednesday, April 21, 1976
PO staff call for interview

Staff Reporter

DELEGATES to the 41st congress of the Postal and Telegraph Association in Hermanus yesterday called for an urgent interview with the Minister of Posts and Telecommunications to discuss salary relief for post office workers.

This call comes after a speech on Tuesday by which Senator J.F. van der Londe, Minister of Posts, said the Government would grant salary relief to post office workers as soon as it was in the national interest to do so.

Mr. J.J. van der Londe, general secretary of the association, said the congress unanimously passed a motion calling for an urgent interview and resolving that the association persist in its salary claims.

"In view of the unsatisfactory vague promises obtained so far, an urgent interview is sought with the Minister of Posts and Telecommunications to state the case to him personally with a view to obtaining urgent relief," the motion read.
Salaries below R50 in postal service

"Political Correspondent"

THE ASSEMBLY — Salaries of less than R50 a month were still being paid to nine Coloured and 2,067 African Post Office employees, the Minister of Posts and Telecommunications, Mr Johan van der Spuy revealed yesterday.

Answering questions from Mr C A "Dutchie" van Coller (UP South Coast), Mr Van der Spuy also said more than 13,286 Africans were paid between R50 and R100 a month, as were 130 Whites, 2,621 Coloured and 77 Asians.

More than 10,196 Whites, nine Coloureds, four Asians but no Africans received more than R500 a month. However, 32 Africans, seven Asians, 75 Coloureds and 2,779 Whites received salaries from R301 to R400.
TOESPRAAK DEUR SY EDELE J.P. VAN DER SPUY, MINISTER VAN POS- EN
TELEKOMMUNIKASIEWESE, BY GELEENHEID VAN DIE AMPTELIKE OPENING
VAN DIE EERSTE EN VEERTIGSTE KONGRES VAN DIE POS- EN TELEGRAAF-
VEREENIGING VAN SUID-AFRIKA, HERMANUS, 20 APRIL 1976

(EMBARGO: DINSDAG 20 APRIL 1976 OM 19H30)

Van oor die hele land het u as lede van die groot gesin van
poskantoorbeambtes hier saamgekom om, eerstens, oor sake van ge-
meenskaplike belang te beraadslaag, en tweedens, om die bande van
vriendskap en kollegialiteit deur u samesyn te versterk. Ek is
opreg dankbaar dat u my na u kongres uitgenooi het en my daardur
die geleentheid gebied het om nader kennis te maak met u, en ek
hoop van harte dat ons kennismaking sodanig sal wees dat u my as
een van u sal aanvaar.

U verwag stellig dat ek moet sê waar u as amptenare en as 'n
personeelvereniging met my staan. Hoewel ek my reeds hieroor uit-
gelaat het, onder andere, in die volksraad, tydens onderhoude wat
met my gevoer is en by ontmoetings met groepje amptenare, doen ek
dit graag omdat ek dit as die aangewese vertrekpunt beskou op die
pad wat ons vorentoe saam moet loop.

Met die grootste nadruk verklaar ek dit as my oorwoë mening dat
die Poskantoor se personeel sy belangrikste en waardevolste bate is.
Dit is waar dat die Poskantoor in al die vertakkinge van sy veel-
vuldige werksaamhede moderniseer en meganiseer, maar al sou hy die
midele hê om alles aan te skaf wat op tegnologiese gebied in die
wêreld bekombaar is, en al sou hy in sy bedryf geen finansiële
kommer of beperkinge hê nie, sou hy sy taak nie sonder 'n bekwame
toegewyde personeel kan verrig nie. Dit is daarom van die
grootste belang dat die personeel gelukkig in hul werk moet wees,
dat die menseverhoudings tussen die verskillende vertakkinge van
die personeel sowel as onderling tussen hulle en my as die ver-
antwoordelike Minister kerngesond en positief moet wees en dat
hulle in staat gestel en aangemoedig moet word om hulle steeds
beter te bekwaam vir hul taak.

In die onlangse begrotingsdebat het ek dit onomwonde gestel
dat die handhavings van gunstige werksomstandighede, dienstvoor-
waardes en opleidingsmoontlikhede, of die daarstelling daarvan
waar hulle/2...
waar hulle nie reeds bestaan nie, een van my bestuursoogmerke is ten einde die geluk, versekerdheid en tevredenheid van die amptenary te waarborg en hulle daardie tot samewerking en die hoogste moontlike produktiviteit aan te moedig.

In hierdie opset het die personeelverenigings 'n baie belangrike rol om te speel, en ek sal alles in my vermoë doen om die nouste moontlike betrekkinge met al die personeelverenigings te handhaaf. Wie sal ooit kan bepaal watter vormende invloed daar van u vereniging uitgemaak het in die vier en sewentig jaar van sy bestaan? Hoe sal ons ooit weet vir hoeveel amptenare u vereniging deure oopgemaak het wat anders vir hulle gesluit was, vir hoeveel u nuwe moed en besieling gebring het? Kan ons u daarvoor ooit dankbaar genoeg wees?

Die personeelvereniging dien in die eerste plek die belange van sy lede, maar indien hy oordeelkundig en met verantwoordelikheid optree, uitgaande van die standpunt dat hy 'n positiewe funksie te vervul het, dra hy in geen geringe mate die daartoe by om sy lede saam te snoer in 'n hegte kameraadskap, 'n groep van lojale dienare en 'n produktiewe arbeidsmag waardeur ook die belange van die Poskantoor en trouens die land as geheel gedien word. Dat die Poskantoor in weewil van die moeilike finansiële en ekonomiese omstandighede wat tans heers, sulke goeie bedryfsresultate kon behaal en prestaties kon lewer as wat in die begrotingsbesprekings geopenbaar is, bewys afdoende dat hegte fondamente gelê is waarop met vertroue gebou kan word. Ek het dan ook in die volksraad my eie en die Regering se hoë dank en waardering teenoor die amptenare en hul personeelverenigings betuig en herhaal dit hier met groot opregtheid en erkenlikheid.

Watter vordering is daar in die jongste verlede gemaak op pad na die oogmerke wat ek so ewe gestel het as deel van my basiese bestuursfilosofie vir die Poskantoor? As voorbeeld noem ek eerstens die ondersoek na behuisingsvoordele wat verlede jaar voltooi is, en wat tot waardesvolle toegewings vir sekere personeeldele geleit het. Die feit dat almal nie daarin deel nie, doen nie af aan die betekenis daarvan nie; tegemoetkomings soos die volgende spreek immers vir hulself:

(a) Die leningsperk van R20 000 is opgehef;

(b) /3....
(b) 'n Gunstige formule wat hoër lenings vir veral die jonger amptenare moontlik maak, is ingestel;
(c) Amptenare kan in sekere omstandighede voorlopig 'n lening vir 'n buyperseele bekom;
(d) Die maksimum subsidieerbare bedrag is van R15 000 na R20 000 verhoog;
(e) Tydelike personeel wat lede van 'n pensioen- of ondersteuningsfonds is, kwalifiseer ook nou vir 'n behuisingssubsidie;
(f) Die huurgeld wat amptenare vir amptelike wonings betaal, is oor die algemeen afwaarts aangepas en is dus tans besonder gunstig.

Toe die stelsel van gedifferensieerde rentekoerse verlede jaar deur bouverenigings ingestel is, het die Departement besluit om die bykomende finansiële las van die personeel op hom te neem. Dit is 'n konkrete voorbeeld van die soort voordeel wat u lede toeval sonder dat dit aan die groot klok gehang word, maar wat die Departement nogtans aansienlike bedreie kos.

Die bekwaammaking en verdere opleiding van sy personeel is vir die Pokantoor 'n saak van groot erns. In hierdie verband sal dit u interesseer om te weet dat die Departement -

(i) die afgelope twaalf jaar reeds seminare in moderne personeelbestuur, wellewendheids, werkstudie-, sekretariële en orënteringskurse aan bykans 14 000 amptenare aangesied het;
(ii) met die oog op die volle ontwikkeling en benutting van arbeidskragte, vanjaar begin het met die wetenskaplike keuring en plasing van kandidate by wyse van die op- legging van aanlegtoets. Nuwe toetreders in die tegniese en klerklike werkrigtings is aan die toets onderwerp en ander intreerange sal hopelik volgende jaar aan die beurt kom.

Gedurende die afgelope vyf jaar het 119 beamptes, insonderheid in die administratiewe en klerklike afdelings, na-matriek en nagraadse kwalifikasies verwerf met studiehulp wat hulle van die Departement ontvang het. Tans studeer 136 administratiewe en klerklike personeel op soortgelyke grondslag.

Ek was /4...
Ek was bly om te verneem dat beamptes wat na-skoolse opleiding in Publieke Administrasie wil deurloop met die oog daarop om hulle beter toe te rus vir die veeleisende administratiewe funksies verbonde aan die poste wat hulle bekle - en te meer aan die hoër poste waartoe hulle aspireer - by die Universiteit van Pretoria asook by die Universiteit van die Oranje-Vrystaat, kan inskryf vir 'n Diploma in Gevorderde Publieke Administrasie. Studie geskied op 'n deeltydse grondslag en ek verneem dat onderhandelings om soortgelyke kursusse aan ander universiteite ingestel te kry, reeds aangemoedig is.

Die normale duur van die besondere kursus wat vanweë sy bestuursgeoriënteerdheid veel praktiese waarde vir die Poskantoor inhou, is twee jaar en beurse vir deeltydse studie ten bedrae van R300 per jaar is beskikbaar.

Ek doen dan ook 'n beroep op die personeel, in die besonder matrikulante en hoër gekwalifiseerde beamptes wat buitemuurs kan studeer, om in eie belang hierdie gulde geleentheid vir verdere studie te benut.

Vanweë die skarp styging in die koste van mediese en verwante dienste, was die Mediese Hulpvereniging van die Poskantoor die afgeholpe twaalf maande genoodsaak om lede se bydraes aansienlik te verhoog om tekorte in sy finansies af te weer. Om te verhoed dat die verhoogde ledegeld 'n te swaar onmiddellike finansiële las vir amptenare meebring, is die verhoging oor drie stadia versprei.

Hierdie verhogings sou aansienlik meer vir amptenare beloop het as die Departement nie ook sy bydrae gelewer het ter bestryding van sy amptenare se hoë mediese kostes nie. Die departementele subsidie op genoemde verhogings van ledegeld beloop meer as R1 miljoen en bring die totale jaarlikse departementele subsidie nou op nagenoeg R4 miljoen te staan.

I am mentioning these improvements to demonstrate the Depart- ment's interest in the welfare of its staff and its increasing efforts to improve service and working conditions.

Mr. President, the prospect of advancement is undoubtedly one of the most important factors to be reckoned with in any organization. Available figures prove that in this respect also, there has been steady improvement. During the past 2.1/2 years 258 additional posts were created in the Administrative Division,
bringing the total administrative posts to 2 623.

As is customary, the revision of the grading of post offices is undertaken triennially. A revision is being done this year and should result in the creation of an appreciable further number of administrative posts and the higher grading of some existing administrative posts, thus providing still more promotion outlets.

The claims to promotion of 4 410 of the officers represented by the Association were considered by the Central Merit Committee last year. A system of promotion on an interchangeable basis was also introduced for Inspectors of Works (Structural) and Data Coders.

During 1975, promotions within the Administrative Division totalled 158, while officers in the Clerical Division received promotion to the Administrative Division. In addition, 960 officers in those divisions were granted achievement awards in recognition of the outstanding services rendered by them—indeed something to be proud of.

Notwithstanding financial restraints, the Department is doing whatever it can towards improving and alleviating conditions for the staff by providing adequate and comfortable official housing. Good progress has been and is being made in this direction. During the past year alone, four blocks of flats were purchased: one each at Brits and Witbank and two at Middelburg, TVl. A block of flats was also erected at Empangeni, while 32 houses were either purchased or erected at various towns in the Republic and South West Africa. A block of flats is at present being erected at Newcastle.

For this financial year an amount of R2,5 million has been set aside for official housing. Owing to rising building costs and property prices, this unfortunately does not mean that it will be possible to provide as many as, or more, official quarters than in previous years. But it does show that the Department is keenly aware of the housing problems of its staff, particularly in outlying areas and fast developing centres.

The Department recognizes that in addition to good salary and service conditions, a pleasant working environment is an important factor in the recruitment and retention of staff. Spacious and well-appointed offices enable the staff to work in comfort /6...
comfort. This leads to higher staff morale and to greater productivity as well as better service to the public. It is consequently the Department's goal to provide such accommodation wherever needed, but financial considerations must, of necessity, limit the speed at which this can be done.

It is pleasing to note that since January 1971, 34 post office buildings have been erected as well as 32 buildings in other categories. A further 22 such buildings are under construction and tenders for three more are awaited.

For some years the Department has been training Bantu in the homelands with a view to eventually handing over to them the management and administration of the post offices in their own areas. In this way the Post Office is also doing its part in the evolution of the Government's policy of self-determination in the homelands. However, it must be accepted that White staff will still be needed in the homelands for some time to come and I should like to pay tribute to those who have made their services available.

An important milestone in the evolution of the homelands policy was reached recently when a full-fledged regional office was established at Umtata on 1 January 1976 as the forerunner to an independent Transkeian Department of Post and Telecommunications when the territory obtains full independence later this year. The post of Area Manager was upgraded to that of Regional Director while four additional White administrative posts were also created.

The secondment benefits of the White public servants who will continue to assist the Transkeian Government after independence, are at present under consideration. I have every reason to believe that the conditions of secondment will be satisfactory.

It would also interest you to know that I have been informed by the Postmaster General that the Staff Management Board is on the point of making a recommendation to me regarding the promulgation of the Department's own staff regulations. Once these regulations are in force, staff administration will be greatly facilitated. The Department's own staff code will further ease the administration burden. The compilation of the latter work is a task of considerable magnitude, but steady progress is being made.

Dit sal/7...
Dit sal u opgeval het dat ek niks oor salarisverligting gesê het nie en dit nogal terwyl ek weet dat dit seker dié onderwerp is waaroor u die graagste ingelig wil word. Ek is ook daarvan bewus dat dit vir my 'n goeie begin sou gewees het as my eerste verskyning voor u geaard kon gaan met 'n definitiewe aankondiging oor salarisverbeteringe. So maklik is die lewe egter nie en wie is ek dat ek kan verwag om op so 'n hoë noot te begin.

Toe die Eerste Minister verlede jaar die Regering se beplande veldtog teen inflasie aangekondig en hom beroep het op die heelhartige samewerking van alle groepe van die gemeenskap by die uitvoering van die aksieprogram, het hy dit ondubbelsinnig aan die volk gestel dat die huidige inflasieprobleem die ergste in ons geskiedenis is en dat dit 'n ernstige bedreiging vir ons ekonomiese en maatskaplike stelsels inhou.

Ten spyte van teleurstellings wat hier en daar ervaar is, is daar intussen bemoedigende vordering gemaak om inflasie aan bande te le. Met die keerpunt in sig is verantwoordelike optrede en self-discipline noodsaaklik as ooit tevore. In dié verband haal ek aan wat die Minister van Ekonomiese Sake op 12 Februari vanjaar in verband met die aksieprogram teen inflasie gesê het: "Ons het verlede jaar 'n groeikoers van ongeveer 2,25% in ons Bruto Binnelandse Produs gehad, en laat my dadelik sê dat dit een van die swakste groeikoerse in jare vir ons was. Maar wat ek tweedens aan u wil sê, is dat indien die herlewing in die vraag na ons uitvoere op 'n lae peil bly, en daar is geen aanduiding van 'n groot styging in die vraag nie, dan kan ek persoonlik nie insien hoe ons gedurende hierdie jaar 'n noemenswaardige verbetering in ons groeikoers op verlede jaar kan verwag nie. Dit kan dus moontlik wees dat ons vir die tweede jaar, verlede jaar en vanjaar, 'n negatiewe groeikoers in ons Bruto Binnelandse Produk per capita kan hê. As hierdie aksie en program teen inflasie verlede jaar nodig was, dan glo ek dat hy hierdie jaar dubbel noodsaaklik is".

Teen hierdie agtergrond en met die erns nog vars in die geheue wat tot ons spreek uit die hoofbegroting wat tens onder oorweging is, sal u, dames en here, verstaan waarom ek oor die aangeleentheid van salarisverligting in hierdie stadium net kan herhaal wat ek in die volksraad gesê het. Die Regering is bewus van en diep dankbaar vir die positiewe wyse waarop die gehele poskantoorpersoneel op sy oproep gereageer het en vir hul prestasies in hierdie jaar wat

uself tot ...
uself tot Produktiwiteitsjaar verklaar het. Die Regering staan nie onsimpatiek of onverskillig teenoor u laste en behoeftes nie en daarom impliseer die aksieprogram teen inflasie dan ook nie salarisbevriessing nie. Die Regering sal verligting aan al sy amptenare gee sodra die nasionale belang dit toelaat en is dankbaar in die wete dat u dit aan sy oordeel corlaat om die geleë tydstip daarvoor te kies.

Mr. President, the delegates to this Congress enjoy the confidence and trust of their association members throughout the Republic and a heavy responsibility rests on them. Matters important to both your members and the Department will fall for treatment by Congress. I firmly believe that, as in the past, resolutions adopted during the next few days will testify to sound judgement, a realistic attitude and reasonableness.

It is now my privilege to declare your Congress officially opened and I wish you every success in your deliberations. Thank you.

UITGEREIK DEUR DIE DEPARTEMEN VAN INLIGTING OP VERSOEK VAN DIE MINISTERIE VAN POS- EN TELEKOMMUNIKASIEWESE

ISSUED BY THE DEPARTMENT OF INFORMATION ON REQUEST OF THE MINISTRY OF POSTS AND TELECOMMUNICATIONS
PO statement on TV controversy

PRETORIA. — The Postmaster General, Mr. Louis Rive, said in a statement released here yesterday that "as the controversy continues about the TV programme 'Looking In' featuring a woman employee of the Post Office, I find it necessary to state the true facts.

"It is true that the Post Office has been severely perturbed by the manner in which the programme was presented," Mr Rive said.

"It was supposed to present an actual situation of a woman technician repairing a telephone. The woman who presented herself as a technician while she was absent from work on sick leave at the time is a female technical assistant performing semi-technical auxiliary duties with a view to relieving scarce and highly trained technicians from routine duties as far as possible.

"She is in possession of a Std 8 certificate and received two months' intensive training before her services were used on relatively elementary tasks.

"A Post Office technician is required to have a matriculation certificate with mathematics and science or physics as subjects. After matric he receives from three to four years training in our telecommunications college at Ohlupenfontein which is regarded by knowledgeable people as the best of its kind in the southern hemisphere.

"It is well known that I and my department maintain an open door policy and that we welcome positive and justified criticism. We do not object to presentations of facts, but what was presented in this case was not factual but a farce and a farce at the cost of our technicians.

"This is why my people are perturbed. The woman has made a laughing stock of herself and has put the Post Office in a bad light. The credibility of the programme concerned has suffered a bad knock," Mr Rive said. — Sapa
TV feature a ‘malicious concoction’

The Argus Bureau

PRETORIA. — Part of last night’s TV programme, Looking In, featuring a woman calling herself a technician repairing public telephones was a ‘concoction of malicious misrepresentation,’ said Mr C. G. Gouws, Deputy Postmaster General, in Pretoria today.

The woman, Mrs René Schuur, had claimed that she had been sent out to repair telephones after only one week’s training. She said she was not even sure of the technical terms. She alleged she had worked with a man, Johannes, who said she was not really supposed to work with because of the colour difference.

When she was about to ‘give up’ and leave the telephones un repaired, he had juggled with the hundreds of wires, and succeeded in getting a dialling tone.

Mr Gouws said the interview was ‘staged’ for A to Z and took place without the knowledge of the Post Office. It was arranged between the woman and the SABC acquaintance of hers. She was on sick leave at the time. She has been employed by the Post Office for 177 months.

She received six months (not six weeks as stated) intensive training on the repair of minor faults of call office equipment.

A description of procedures followed bears no relationship to actual practice.

Mr Gouws said he did not wish to comment on whether or not disciplinary action would be taken against the woman that is a departmental matter.

The Post Office Regional Director for the Western Cape, Mr J. S. Fyer, last night attacked the item as ‘the biggest rubbish I have ever seen.

Mr Fyer said Mrs Schuur was talking the biggest ‘trip’ that film was not ‘made with my sanction,’ it is derogatory to the Post Office and the woman herself.
Keeping them at the PO

Louis Rive has a business to run, and he runs it well. But, where he has to compete with private enterprise, his hands are often tied.

The Post Office Amendment Bill, put through its paces in the Senate this week, will take the Department of Posts & Telecommunications to a position of almost complete autonomy.

Accountability to Parliament remains, as does its dependence on and deference to the Treasury in financial affairs, but short of converting it into an Escom-type control Service for profit does not always mean optimum efficiency. The most efficient private telephone company in the world, Bell, of the US, is not necessarily better than the government-controlled systems of Germany, Sweden and Switzerland. Moreover, in a private enterprise set-up, there is the temptation to oversell high-rated services while public utility or perhaps a private enterprise monopoly, the PO has gone about as far as it can go.

There are attractions in an Escom-type set-up, such as autonomous wage policy and the absence of Parliamentary scrutiny and/or censure. Checks and balances are all very well, but they do tend to slow things down.

Nevertheless, PMG Louis Rive feels that the PO, as an infrastructure service industry affecting the entire population, should remain subject to government allowing other, more labour intensive, services to run down.

Rive is confident that the PO Amendment Bill, when law, will give PO the optimum of financial and management flexibility. Management structure will be rationalised to achieve the widest possible delegation of authority and to shorten and straighten lines of communication for decision-making. Even so, it may not be enough. The PO's biggest single problem, in these times of wage restraint, is to attract and keep staff in key areas.

On the critical technical front, 651 trained men resigned last year, 30% more than the previous year. Another 661 half-trained technicians and phone electricians resigned, 33% more than in 1974 - making together the most severe losses since 1971.

Over the past five years, 2341 trained technicians, electricians and mechanics have resigned. The loss was overcome by a vigorous training programme, which turned out 3403 technical and semi-technical staff. But, unless the country is overtaken by a severe recession, the rate of staff erosion will probably increase, particularly when TV sets currently installed begin to age and the demand for maintenance services increases.

Rive denies that the TV industry alone is responsible for staff losses on the technical side. He puts it down to the rapid growth of the electronics industry in...
general — and the PO's inability to compete on an equal pay basis with private enterprise.

The loss of technical staff is a sore point with the PO's financial management, which points out that it costs R12 000 to put a man through a 3-4 year technical course, and nearly R8 000 to train an electrician.

There are limits to the extent to which the PO can rely on the solution of employing and training more non-White staff. For the time being, PO staff associations appear to have buried whatever obdurantist instincts they have in this regard and, in the words of the Minister — "to them the point at issue is not so much whether their own or group interests are being served, as whether vital telecommunications and postal services in the interests of the country are being served." 

Yet, and despite this responsible attitude, at the end of January this year there were only 231 trained non-White telephonists in service, with a further 333 in training; and 134 non-Whites training as technicians.

While Rive will not discuss political constraints on employment practice, he points out that there are technical limits to the large-scale employment of non-Whites. The PO is moving swiftly towards electronic switching technology in the telecommunication service. By the time the new technology is fully commissioned, around 1990, the demand for technical maintenance staff will have been reduced by 33%. Attention will therefore have to be given to the training of more specialised electronics engineers and this will influence future employment practice.

On the clerical and administrative side, the PO is having to rely more and more on women, both married and single. This points out that women now comprise about 50% of this side of the establishment and, while at present they alleviate the employment squeeze, this is not considered a promising development. At most, women should not make up more than 35%.

The main argument against the employment of "excessive" numbers of women is that they are an "unstable" element (because they marry, have babies and have to follow their husbands around) For this reason they are mostly unsuitable as material for long-term management development. In addition, there are many types of work, especially shift-work, for which they are not suitable.

But Rive has a strategy to lock the staff problem without resorting to wage competition. The answer, he says, is not to try to compete with the private sector. To achieve this with the labour force of 67 000 would be out of the question, quite apart from the disruptive effects it would have on the economy.

The key to the problem is not to maintain a full establishment, but to make sure that staff complement in vital areas, such as the Witwatersrand-Pretoria-Vaal triangle, do not fall to levels where the service is in danger of falling down.

To accomplish this, Rive thinks it may be possible to devise a system of different employment conditions in areas with the highest propensity for staff losses. He feels it is basically unfair that a PO man in a metropolitan area, suffering all the exigencies of highly industrialised urban life, should receive the same pay as a colleague working under appreciably less social and economic pressure in a rural area.

Differentiation could be extended not only to key geographical areas, but also to key job areas, so that rewards are brought into closer alignment with skills and output. It may also be necessary to apply the principle on a sex basis in an effort to increase the male component of the staff establishment.

Just how this could be achieved needs a lot of consideration. It would clearly be unwise to pay rural workers less than their urban counterparts, or women less than men for equal work (The White-Black wage gap in the PO is an established fact and will clearly take many years to bridge, although they are working at it).

What will have to be devised is a system of fringe benefits and perks in addition to those that already exist, such as bond subsidies, allowances and so on. It will be no easy task to design such a system, nor will it be all that easy to sell to staff associations. To sell it to government may be even tougher.

But, says Rive, unless PO pay takes into account the forces of supply and demand both in respect of geographical location and for work categories, the debilitating drain on staff, and the consequent effects on service, will continue.
Minister: don’t waste labour

PIETERMARITZBURG — South Africa could no longer afford to waste black, Indian and Coloured labour, or regard it as cheap labour, the Minister of Posts and Telecommunications, Sen J.P. van der Spuy, said here last night.

"He told delegates to the South African Telecommunications Union congress that increasing use was being made of these workers in technical and semi-technical work spheres, freeing whites for more complicated tasks."

"Women were also being trained as fully-fledged telephone technicians and electricians because of the shortage of male workers."

"Traditionally we regarded non-white labour in the past as cheap, labour and, let us freely admit, used it wastefully. We can no longer afford this," he said.

"During the 1975/76 recruiting year, the Post Office could attract only 58 per cent of the pupils it required."

"The department consequently ventured further into the field of work fragmentation by employing non-whites in white areas," he said.

"Sen Van der Spuy said an additional 500 000 telephones had been installed in South Africa in the past five years."

"The total number installed reached 2 000 000 in May last year."

"It was also possible to reduce the waiting list by approximately 29 000."
TOESPRAAK DEUR SY EDELE SENATOR J.P. VAN DER SPUY, MINISTER VAN POS- EN TELEKOMMUNIKASIEWESE, TYDENS DIE OPENING VAN DIE NEGE EN TWINTIGSTE KONGRES VAN DIE S.A. TELEKOMMUNIKASIEWERENIGING, PLEITERNARITZBURG, 22 SEPTEMBER 1976


Vir u is hierdie kongres 'n geleenheid om oor sake van gemeenskaplike belang te beraadslaag en om bande van vriendskap en kollegialiteit te versterk. Vir my as betreklike nuweling in u gelyedere is dit 'n geleenheid om persoonlik kennis temaak en om daardie onderlinge menseverhoudinge te help bou wat onontbeerlik is vir die taak wat ons saam moet verrig. Ek dank u daarom vir u gewaardeerde uitnodiging en u vriendelike verwelkoming en verseker dat dit vir my 'n voorreg is om saam met u te vergader.

Oor die belangrikheid van personeelverenigings en die rol wat hulle ten opsigte van bevredigende en doeltreffende dienstewering kan en behoort te speel, het ek my reeds in die openbaar uitge- last. Sonder om te herhaal wat ek gesê het, wil ek bekleemtoon dat ek van my kant alles in my vermoë sal doen om die beste moontlike betrekkinge te handhaaf. Omgekeerd verwag ek van u diezelfde omdat dit noodsaaklik is dat kommunikasiekanale tussen die Vereniging en die Departement deurentyd oop moet wees. Dit sal verseker dat daar vrye gedagtewisseling tussen ons saam en dat ons beter sal saamwerk om van die Poskantoor 'n nog trotser onderneming te maak as wat dit tans is.

'n Studie wat ek vooraf van u sakelys gemaak het, dui daarop dat u veral oor diensvoorwaardes en werksomstandighede wil praat: salaris- en postestructure, merktebepaling, bevordering, diensure en oortydsetaling, verlofvoorregte, toelaes, mediese voordele, kantooraccommodasie, ens. Hieroor kan ek gelukkig saampraat. Ek sê 'gelukkig' omdat ek minder grond onder my voete sou gehad het as u, soos ek vermoed het toe ek u uitnodiging ontvang het, oor die gespesialiseerde onderwerp telekommunikasie wou praat.

Ek herhaal dat ek gelukkig met u kan saampraat oor die onderwerpe in die sakelys. Het ek dit dan nie tydens my eerste
begrotingsrede in die volksraad onomwonde gestel dat die handha
wing van gunstige werkomstandighede, diensvoorwaardes en oplei
dingsmoontlikhede, of die daartening daarvan waar hulle nie reeds bestaan nie, een van my bestuursoogmerke is nie? Hoewel hierdie oogmerke nie verwesenlik kan word sonder volle inagneming van geregerigde behoeftes in ander sektore en veral die land se financiële vermoe nie, hoef ek slegs enkele voorbeeldes aan te haal om u te kortuit van die vordering wat in die afgelope tyd op hierdie terreine bereik is:

(a) Gedurende die tydperk 1 Oktober 1974 tot 30 Junie 1976 is 1892 beamptes bevorder in die range wet deur u Vereniging verteenwoordig word, terwyl 1346 spesiale salarisverhogings of senioriteit ter erkenning van voortreflike diens toegeken is. Die getal beamptes wat bevorder is, is byna 900 meer as gedurende die ooreenstemmende tydperk 1 Oktober 1972 tot 30 Junie 1974. Dit is hoofsaaklik die gevolg van die instel
ling van uitruiibaarheidsbevordering vir sekere tegniese range, wat dan ook daartoe bygedra het dat stagnasie en on
eweredige vorderingsgeleenhede vir tegnici in verskillende werkkindelings uitgeskakel is.

Uitbreiding van hierdie stelsel met ingang van 1 Oktober 1975 het dit moontlik gemaak om werknemers wat om rede van omstandig
hede buite hul beheer van vaste aanstelling uitgesluit was, bv.
tydelike personeel wat as tegnikus, tekenaar, telefoon-elektrisiën en -werktygkundige diens doen, in te sluit.

(b) Die Departement skenk ook voortdurend aandag aan die nood
saaklikheid om vorderingsbane vir die personeel te skep. Onlangs is voorstelle aanvaar vir die skepping van 13 poste van Beheertegnikus en 97 van Hooftegnikus en die bevorder
ings wat hieruit voortspruit, sal binnekort bekendgemaak word.

(c) Op 1 Julie 1976 is 'n stelsel van versnelde salarisvordering vir sekere personeelsoorgroepie ingestel, onder andere man
like telefoonwerktygkundiges, en manlike en vroulike teg-
nici, tekenaars en telefoonalektrisiëns.

(d) Ten opsigte van behuising is 'n skema onlangs ingestel waarvolgens die Departement 'n bydrae van R100 sal oorweeg vir elke R1 000 wat amptenare uit hul eie middele aanwend om 'n eerste woning te koop. Die departementele bydrae, wat tot R500 beperk is, sal regstreeks aan die verbandhouer betaal word en sal dus die bedrag van die verband en die maandelikse paseiement verminder.

(e) Ongeveer 300 departementele wonings asook 'n aantal woonstelle in verskeie sentre word deur lede van die tegnieke personeel bevoor. Ten einde in meer amptenare se behuisingsbehoeftes te help voorsien, is vanjaar 'n rekordbedrag van R3,5 miljoen bewillig.

(f) Die huurgeld wat vir amptelike wonings betaalbaar is, is met ingang van 1 Januarie 1976 aansienlik verlaag en dit het welkome finansiële verligting vir die bewoners van sodanige huisvesting gebring.

Vir die Poskantoor as arbeidsintensiewe instelling is dit van kardinale belang dat sy beskikbare arbeid optimaal benut en tot maksimum produktiwiteit aangespoor word. Ek wil dus vanaand op u as tegnieke werkerskorps 'n ernstige beroep doen om die peil van produktiwiteit nog verder te verhoog. Die moeilike tydsgewrig waarin ons staan, stel hoë eise aan die personeel en ons dink dikwels dat ons hard genoeg werk, maar dit is eers wanneer die eise wat aan ons gestel word, 'n hoogtepunt bereik dat ons tot 'n werklike besef van ons eie vermoëns kom.

Ook ten opsigte van die Nie-Blanke werkers leê daar vir ons as Blankes nog harde werk voor. Tradisioneel het ons in die verlede Nie-Blanke arbeid as goedkoop arbeid beskou, en laat ons dit maar ruiterlik erken, ook kwistig daarmee gewerk. Ons kan dit net nie meer bekostig nie en u is beter as enige ander groep in staat om hierin verbetering te bewerkstellig.
Daar rus inderdaad 'n dubbele plig op u - nie net om die duurder-woodende Nie-Blanke arbeid voluit aan te wend, oortolligheid en verkusting uit te skakel nie, maar ook om in die proses daardie arbeid op te lei en te ontwikkeld sodat sy bydrae in belang van die Departement en homself steeds sal toeneem.

As vroeëre Minister van Nasionale Opvoeding heg ek groot waarde aan, onder andere, tegniese en beroepsopleiding asook aan verdere en gevorderde opleiding. Die Departement se pogings in dié verband is inderdaad lofwaardig en ek noem graag enkele voorbeelde:

(i) Die Departement poog om elke baampte optimaal te ontwikkeld deur nie slegs funksionele opleiding te verskaf nie, maar ook te konsentreer op die opleiding van sy toesighouers en bestuurders. Sedert die begin van 1972 is daar nie minder nie as 1541 beamptes in die tegniese kaders by spesiale kursusse en seminarie vir dié doel betrek.

(ii) Die Poskantoor bied sedert 1972 sy eie werkstudiekursusse aan ten einde beamptes in streke ook in staat te stel om werk op die produksievak krities te ontleed, procedures en metodes te vereenvoudig, tydstudies te onderneem en personeelbehoeftes onder die vergrootglas te plaas. Daar het reeds 25 beamptes aan tegniese kant hierdie kursus deurloop en met die kennis wat hulle aldus opgedoen het, lewer hulle waardevolle bydrae tot die bevordering van produksie.

(iii) Ons het in 1975 begin met 'n nuwe program van wetenskaplike keuring en plasing. Optimale benutting van werkkragte kan alleen bereik word indien elkeen sover moontlik in die werkgroting geplaas word waarvoor hy aanleg en belangstelling toon. Daarom is deskundiges aangestel wat spesiaal opgelei is om personeel behulpsaam te wees om hulle by die werk- situasie aan te pas, Nuwelinge word tens voor toe-
treding tot die Departement se diens aan wetenskeplike keuring onderwerp ten einde hulle te help om meer effektiewe en meer produktiewe eenhede te word.

(iv) Om tegniese hulppersoneel aan te moedig om hulle astegnici te bekwaam, is reëlings getref waarvolgens hulle van diens vrygestel kan word om gratis die kursus ter verwerwing van die Nasionale Sertifikaat vir Tenici te deurloop. Voorheen kon besumtes slegs die eerste sertifikaatkursus deur middel van korrespondensie volg. Na aanleiding van verskeie navrae wat die Departement ontvang het van hulppersoneel wat hulle as tegnici wou bekwaam, maar wat om bepaalde redes nie van hul huise en gesinne kon padgee om die S2- tot S4-kursusse departementeel te volg nie, is reëlings getref dat hulle die hele teoretiese gedeelte van die kursus by wyse van korrespondensie op departementele koste kan deurloop. Daar is ook spesiaal voorsiening gemaak dat ouer personeellede wat met verloop van tyd 'n baie hoë mate van kennis en vaardigheid ontwikkel het en deur en deur in staat is om die funksies verbonde aan die hoër rang te verrig, deur aflegging van 'n kwalifiserende toets aanstelling as tegnici kan bekom.

(v) Om tegniese personeel in staat te stel om met die steeds veranderende tegnologie tred te hou, is daar gedurende die afgelope finansiële jaar 405 tegniese personeellede by verskillende opknappingskursusse betrek.

(vi) Daar word tans gewerk aan 'n kursus wat beumpses in die tegniese kaders die geleentheid sal bied om hulle kwalifikasies te verbeter en 'n Hoër of Gevorderde Nasionale Diploma in Telekommunikasie te verwerf. As alles volgens plan verloop, sal hierdie kursus vanaf die begin van 1977 ingestel word.

6/...
Mr President, allow me to elaborate a little further on this very important aspect of furthering one's qualifications and equipping oneself better for one's specific task. The technical man no doubt plays a key role in providing and maintaining the national telecommunications network which is of such vital importance for the economy of our country. A brief summary of recent achievements in this field will prove my claim beyond doubt.

(i) For the Republic as a whole, fault complaints during the quarter ended June 1976 dropped by nearly 15% as compared with the corresponding quarter of 1975. In the Witwatersrand area an improvement of 10% was achieved.

(ii) The number of lines available for allocation at automatic exchanges increased by 483,358 lines (64.80%) during the period 1 April 1971 to 31 March 1976. This comprised inter alia the extension of 179 existing automatic exchanges, the provision of 82 new automatic exchanges, the conversion of 70 manual exchanges to automatic working and the replacement of 41 existing automatic exchanges by larger units.

(iii) The line capacity increased over the past five years as follows -
- Trunk lines by 13409 or 75.76%
- Trunk line distance by 4,894 257 km or 105,58%
- Farm line distance 47,856 km or 12.23%

(iv) The commissioning of the satellite earth station at Hartbeespoort provided 110 satellite circuits while the total number of continental and intercontinental circuits (all types) in use has increased from 257 on 31 March 1971 to 633 on 1 September 1976.

(v) For the five years ended 30 June 1976, 6174 additional telex connections were provided - an increase of 49% in the Republic which brings the total to 12,581.
(vi) Over the past five years the number of telephones in use has increased by over half a million - an increase of 35%. It was also possible to reduce the waiting list by approximately 29 000 or 24%. At the end of August 1975 the waiting list was more than 100 000 whilst at the end of August 1976 the number of deferred applications was less than 87 000.

(vii) An important mile-stone was reached during May 1975 when the two millionth telephone was connected to the network.

(viii) A new series of telephones known as the Protea Plain Systems, developed by Post Office engineers in collaboration with the official suppliers of telephone equipment were introduced at the beginning of 1975. The systems cater for subscribers who require several telephones connected to the same exchange line/s with intercommunication facilities.

(ix) On 21 October 1975 a revolutionary method of converting party line telephone connections in rural areas into individual services was introduced for the first time at Tzaneen. By using this method each farm line subscriber is provided with a direct exchange connection.

(x) During the past five years telephone service was introduced to 51 countries which means that the South African Post Office now offers its subscribers telephone service to 176 countries. Direct telephone connections have been established with a further 12 countries to a total of 31.

(xi) The decision to opt for the Siemens cross point electronic switching system will be implemented by the installation of nine exchanges of 1 000 line capacity during the current financial year. The
first will be taken into use at Constantia Park, Pretoria, on 29 October 1976.

(xii) The call routing equipment in existing automatic trunk exchanges in the Republic, as well as main exchanges on the Witwatersrand, are being replaced by electronic processors which offer advantages of greater reliability, reduced maintenance effort and accommodation.

Although these achievements are impressive, we cannot rest on our laurels. What we have accomplished should serve as an incentive to reach even greater heights. Considering the demands which are likely to be made in future and the fact that we shall require a number of what we might term 'super technicians' who will have to equip themselves adequately to cope with extremely sophisticated facets in the technical field, the Department will have to devise, within the accepted structures, some form of special compensation for those officers who meet specific requirements. The formula for such incentive has still to be worked out, but I should like to appeal to technicians to obtain whatever further qualifications might be required to cope with the future challenge.

It was gratifying to learn that there are no fewer than 103 Post Office students, 51 of them technicians, studying with bursaries for the degree in electrical engineering. I also hope that it could be made possible for technicians - apart from bursary students - to further their studies and to obtain such qualifications as might be acceptable to the South African Institute for Professional Engineers for them to be registered as professional engineers. We know from experience that many of our best engineers have come from this source in the past and I should be happy to see this happening again.

The improving living standards of all race groups and our expanding economy are dictating a high level of demand for telecommunications services, and the required skills to provide these services cannot come from one race group alone. During the
1975/76 recruiting year we could, for instance only recruit 56% of the desired quota pupil technicians. The Department consequently ventured further into the field of work fragmentation by employing Non-Whites in White areas.

These Non-Whites have been employed gradually and in close collaboration with the Association on the less complicated facets of, inter alia, cable jointing, overhead and underground line construction, the wiring of buildings and fitting. Since 1 April 1976 their field of application has been extended to embrace certain workshop functions, the overhaul of smaller aerial line and aerial cable routes and main distribution frame duties. By using suitable Non-Whites for certain advanced work, Whites are made available for the more complicated tasks. In this way greater productivity is achieved as well as a measure of relief in certain work spheres where shortages exist.

I should like to convey the Department's gratitude to the Association for its positive approach in this connection.

Since we commenced with the training of Non-Whites on technical and semi-technical work spheres, 244 have completed their training while 591 are still undergoing training at the various centres.

Apart from the training of Non-Whites, we also found an increasing interest by women in technical work which we decided to use to our advantage. In an effort to supplement further the shortage of male manpower, we have, therefore, been training women as technicians and telephone electricians. The women concerned undergo the same training as the men and since commencement of the scheme, 24 female telephone electricians have already completed their training. On 30 June 1976 an additional 58 were in various stages of training.

The training of female technicians is progressing equally well and the 17 being trained at present will probably qualify for appointment as full-fledged technicians during 1977.
Previously women were mainly employed in the lower grades of technical assistant and woman operative. Technical Assistants' services were initially utilized almost exclusively for less complicated and routine work. In due course some of them developed such a high degree of technical knowledge and skill that they could perform duties peculiar to the telephone electrician grade. In recognition of the service these people render, it was decided to absorb them into the ranks of the electricians in a way that ensures that the status of the telephone electricians is not affected. On 30 June 1976, 212 women had been thus appointed. We are deeply grateful for the services that women render in the Post Office and we are indeed proud of what they achieve.

Mr. President, we as Post Office people have a great and important task to perform. Your association plays an equally important role and is indeed the link between management and the technical work force. They accept you as their mouthpiece and I know that the delegates to this Congress enjoy the confidence and trust of their members. You will discuss matters that are important to your members as well as to the Department and a heavy responsibility therefore rests upon you. I know that any resolutions adopted at this Congress will be sound, realistic and reasonable.

It is now my privilege to declare this Congress officially opened and I wish you every success in your deliberations.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

SEPTEMBER 1976

PRETORIA
Mr L F WOOD asked the Minister of Posts and Telecommunications

(1) (a) How many (i) Whites and (ii) non-Whites were taken into service by his Department during 1975-76 and (b) how many non-Whites were placed on construction work.

(2) (a) how many (i) Coloured, (ii) Indian and (iii) Bantu learner telephone electricians completed their training during 1975-76 and (b) how many electricians in each such race group are at present employed by his Department.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) (i) Whites 11,335

(ii) Non-Whites 9,221

(b) Particulars are not readily available but it is estimated that 4,111 non-Whites who were recruited during 1975/76 were placed on construction work.

(2) (a) (i) Coloured 29

(ii) Indian 70

(iii) Bantu 11

(b) (i) Coloured 96

(ii) Indian 126

(iii) Bantu 33

The figures under (i) do not include the staff (200) p.a. employed in the construction of the new Post Office at Pilgrims Rest, which will be ready for occupation by 1978/79.
Postmasters

Mr R M DE VILLIERS asked the Minister of Posts and Telecommunications how many persons in each race group were employed as postmasters at the end of each year since 1970.

The MINISTER OF POSTS AND TELECOMMUNICATIONS replied:

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Coloured</th>
<th>Indian</th>
<th>Bantu</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970</td>
<td>441</td>
<td>4</td>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>1971</td>
<td>512</td>
<td>5</td>
<td>3</td>
<td>19</td>
</tr>
<tr>
<td>1972</td>
<td>510</td>
<td>5</td>
<td>4</td>
<td>31</td>
</tr>
<tr>
<td>1973</td>
<td>543</td>
<td>7</td>
<td>5</td>
<td>40</td>
</tr>
<tr>
<td>1974</td>
<td>526</td>
<td>7</td>
<td>6</td>
<td>40</td>
</tr>
<tr>
<td>1975</td>
<td>519</td>
<td>9</td>
<td>7</td>
<td>45</td>
</tr>
<tr>
<td>1976</td>
<td>642</td>
<td>15</td>
<td>9</td>
<td>58</td>
</tr>
</tbody>
</table>

Notes:

(a) The figures furnished above are in respect of officers in the Administrative Division only who were designated postmasters on 31 December of each year and do not include particulars of officers who occupied the rank of Clerk and who were in charge of departmental/branch offices. The last-mentioned figures are not readily available.

(b) The figures for 1976 do not include 8 transport and 20 posts of respectively White and Bantu postmasters transferred to Transkei with effect from the date of its independence.

Transport of Revenue of R7,000.

The revenue of R7,000 can be utilized on payment of an agreed.

In August 1974, the firm's tender of R7,000 for a job in Port Elizabeth was accepted, and plans are made to start the following January, but

In September the firm is invited to do a job in Beaufort West instead. But

Postmaster's ventures Ltd. is a construction firm based in Cape Town.
Postmen in Durban complex

26 Mr L. F. WOOD asked the Minister of Posts and Telecommunications

(1) How many White, Coloured, Indian and Bantu persons, respectively, are employed as postmen in the Durban complex?

(2) (a) What is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) White 157
   Coloured 6
   Indian 290
   Bantu 47

(2) (a) 176
   (b) 19
   (c) 0

It is estimated that the battalion job will require the lorries to travel 20,000 miles. Depreciation is reckoned to be 9,000 p.a. plus 10 per cent. The company has a fleet of 8 lorries bought for 50,000 each.

The company's existing workforce of 10 workers, each earning 200,-

will be adequate for both jobs.

An extra foreman for 400,-

of an extra secretary to handle administration at 250,- and

will require the services

penalty of 950,-

for 900,-. The penalty job can be given up on payment of an agreed sum. In November the firm is intended to do a job in Maluti instead.

in August 1934 the firm's tender of 200,000 for a job in Pirow is accepted, and plans are made to start the following year. But

finite, Ventures Ltd. is a construction firm based in Cape Town.
Salary scales

27 Mr. R. M DE VILLIERS asked the Minister of Posts and Telecommunications:

What is the estimated annual cost of raising the salary scales of non-White employees of his Department to the scales for White employees in equivalent posts?

†The DEPUTY MINISTER OF SOCIAL WELFARE AND PENSIONS (for the Minister of Posts and Telecommunications):

The additional expenditure is estimated at R2 925 200 per annum and is only in respect of 4 664 non-White officials. The remaining 20 931 non-Whites are employed as labourers, telephone workers, etc. in respect of which there are no equivalent grades for Whites.
Postmen: Salaries/overtime

Mr L F WOOD asked the Minister of Posts and Telecommunications:

1. What amount in (a) salaries and (b) overtime was paid to postmen in each of the last three financial years for which figures are available?

2. (a) what is the establishment for (i) White, (ii) Coloured, (iii) Indian and (iv) Bantu postmen and (b) how many posts are unfilled in each category.

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

1. (a) and (b)

<table>
<thead>
<tr>
<th>Financial year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1973-74</td>
<td>R11 128 133</td>
</tr>
<tr>
<td>1974-75</td>
<td>R14 441 086</td>
</tr>
<tr>
<td>1975-76</td>
<td>R15 076 461</td>
</tr>
</tbody>
</table>

Note: The amounts above represent the combined figures in respect of salaries and overtime and are in respect of inspectors of uniformed staff and postmen. On account of the computerized salary system it is unfortunately not possible to furnish particulars of salaries and overtime separately or particulars in respect of postmen only.

2. (a) (i) 2 998
   (ii) 814
   (iii) 325
   (iv) 450

(b) (i) 1 066 although a total of 634 non-Whites (64 Coloured, 15 Indian and 545 Bantu) are employed against these vacancies.
   (ii) Nil
   (iii) Nil
   (iv) Nil
Salaries of Staff

Mr C A Van Coller asked the Minister of Posts and Telecommunications:

How many (a) White, (b) Coloured, (c) Asiatic and (d) Bantu persons in the employ of his Department are in receipt of salaries which are (i) less than R50, (ii) between R50 and R100, (iii) between R101 and R150, (iv) between R151 and R200, (v) between R201 and R250, (vi) between R251 and R300, (vii) between R301 and R400 and (viii) more than R400 per month.

The Minister of Posts and Telecommunications replied:

<table>
<thead>
<tr>
<th></th>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
<th>(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i)</td>
<td>—</td>
<td>5</td>
<td>—</td>
<td>687</td>
</tr>
<tr>
<td>(ii)</td>
<td>2 505</td>
<td>43</td>
<td>10 475</td>
<td></td>
</tr>
<tr>
<td>(iii)</td>
<td>7 692</td>
<td>1 530</td>
<td>59</td>
<td>6 433</td>
</tr>
<tr>
<td>(iv)</td>
<td>5 998</td>
<td>1 238</td>
<td>427</td>
<td>756</td>
</tr>
<tr>
<td>(v)</td>
<td>4 688</td>
<td>282</td>
<td>264</td>
<td>107</td>
</tr>
<tr>
<td>(vi)</td>
<td>7 709</td>
<td>192</td>
<td>117</td>
<td>18</td>
</tr>
<tr>
<td>(vii)</td>
<td>7 806</td>
<td>267</td>
<td>33</td>
<td>71</td>
</tr>
<tr>
<td>(viii)</td>
<td>14 406</td>
<td>33</td>
<td>12</td>
<td>5</td>
</tr>
</tbody>
</table>

Note: The above-mentioned figures reflect the position on 31 January 1977 and exclude payments in respect of overtime and non-pensionable allowances.
Discrimination between Whites and non-Whites.

Mr R M de VILLIERS asked the Minister of Posts and Telecommunications:

What steps have been taken by his Department to eliminate discrimination between Whites and non-Whites (a) in the employ of his Department and (b) using services supplied by his Department?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) and (b)

The policy of the Government has repeatedly been stated in this regard and all particulars concerning my Department can be discussed during the debate on my Budget.
Mr B W B PAGE asked the Minister of Posts and Telecommunications.

(1) How many White, Indian, Coloured and Bantu persons, respectively, are employed as telephone technicians in the Durban area.

(2) What is the authorized establishment in this area in respect of each race group.

(3) How many posts are vacant in respect of each race group.

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

<table>
<thead>
<tr>
<th>Technicians (all grades)</th>
<th>Telephone Electricians/ Mechanics (all grades)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>431</td>
</tr>
<tr>
<td>Indian</td>
<td>120</td>
</tr>
<tr>
<td>Coloured</td>
<td></td>
</tr>
<tr>
<td>Bantu</td>
<td></td>
</tr>
</tbody>
</table>

Posts of technician and telephone electrician/mechanics are allocated to Natal and other regions on a global basis and the incumbents utilized where their services are needed most. It is consequently not possible to furnish the authorized establishment in the Durban or any other specific area. The following particulars reflect the position in the Natal region as a whole.

Note. As regards the staff employed supernumerary to the authorized establishment, it is the case that the requirements in respect of technical staff exceed the supply and that as it would serve no purpose to create posts which could not be filled, it is the practice to review the position periodically and to adjust the posts establishment only to the extent necessary to accommodate available staff. The position in Durban will be regularized shortly.
Clerical/technical posts for matriculants

Mr C A Van Coller asked the Minister of Posts and Telecommunications:

1. How many (a) White, (b) Black, and (c) Coloured and Asian matriculants have applied in 1977 for (i) clerical and (ii) technical posts in his Department?

2. What is the commencing salary or wage paid by his Department to (a) White, (b) Black, and (c) Coloured and Asian matriculants in (i) clerical and (ii) technical posts?

3. How many (a) White, (b) Black, and (c) Coloured and Asian employees were assisted by his Department during 1976 with (i) study loans and (ii) study grants?

The Minister of Posts and Telecommunications

<table>
<thead>
<tr>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
</tr>
</thead>
<tbody>
<tr>
<td>338</td>
<td>28</td>
<td>10</td>
</tr>
<tr>
<td>446</td>
<td>5</td>
<td>43</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
</tr>
</thead>
</table>

Note. The figures against 3(a) include officials who were granted bursaries for full- and part-time study at universities as well as those who study after hours at Colleges for Advanced Technical Education and whose class and examination fees are paid by the Department. Pupil technicans (all races), pupil draughtsmen, learner printers, etc., attending theoretical classes at Colleges for Advanced Technical Education and whose class fees are also paid by the Department, are, however, not included in the figures as the attendance of such classes is regarded as part of their "in service training."
Mr P. A. PYPER asked the Minister of Posts and Telecommunications:

1. How many (a) technicians and (b) engineers (i) are employed by his Department at present, (ii) resigned from his Department during 1976 and (iii) were recruited from abroad by his Department during that year.

2. What is the present estimated shortage of (a) technicians and (b) engineers in his Department.

**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

<table>
<thead>
<tr>
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<td>4,472</td>
<td>238</td>
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<td>(i)</td>
<td>168</td>
<td>11</td>
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<tr>
<td>(ii)</td>
<td>21</td>
<td>7</td>
</tr>
</tbody>
</table>

(1) (a) 365
(b) 17
Mr B W B Page asked the Minister of Posts and Telecommunications:

What was the shortage of telephone (a) technicians and (b) electricians as at 31 December 1976?

The Minister of Posts and Telecommunications

(a) 365 and

(b) 415
No new pay rises yet says Govt

CAPE TOWN — Further salary relief for postal workers would be considered if and when the economic position of the country permitted, the Minister of Posts and Telecommunications, Senator J. P. van der Spuy, said in the Assembly yesterday.

Introducing the Post Office budget, Sen. van der Spuy said that although the salary relief which officials received on July 1 last year did not meet their expectations, the spirit in which they... accepted the Government's decision again showed they had put the national interest above their own.

For this understanding and loyalty the Government was grateful. In the meantime the cost of living had risen further and the Government was aware of the sacrifices its postal officials had to make.

The Secretary of the Posts and Telegraphs Association, Mr. L. D. van der Lande, said yesterday salary increases were long overdue.

The association was negotiating with the minister and the absence of a positive announcement about pay improvements in his budget came as a surprise.

"To single out the area of the public sector for improvements would be a fatal move by the Government. The rest of the public service, including the Railways officials, would be up in arms." (Sapa.)
Postal pay claim 'not last demand'

PIETERSMARITZBURG—The thorny question of pay increases for postal workers is still being thrashed out at the congress of the Postal and Telegraph Association here.

In a brief statement after the day's session, Mr. Berno Blume, president of the association, said salary increases were still being discussed.

"At this stage, there is no indication that the justifiable demand of 23 percent mentioned in my presidential address will be the final demand made by the association to the Government," he said.

In his address at the opening of the congress, Mr. Blume said a 23 percent salary increase was justifiable.

But he suggested that the Government, in the short term, and further long-term increases, so that salaries would catch up with the price index.

Congress, also decided yesterday to ask the Government to increase the housing loan ceiling to postal employees from R25 000 to R30 000.

The decision was taken because "of the serious social need for housing and the difficult financial circumstances in which postal workers find themselves." The congress continues today.
PO workers ask for pay rises

Political Staff

CAPE TOWN — Representatives of the white staff associations of the Post Office met the Minister of Posts and Telecommunications here today to negotiate salary increases.

The postal workers are believed to be aiming for an 18 percent increase, following decisions taken at their recent congress in Matsburg.

If their demands are acceded to by the Minister, Senator van der Spuy, it is practically certain to result in increases in postal tariffs.

Further relief would be considered if and when the economic position of the country permitted.

The postal workers seemed likely to get a sympathetic hearing from both Senator van der Spuy and the Postmaster General, Mr J. F. Rive, who attended today's meeting.

Introducing his budget earlier this year, Senator van der Spuy gave advance notice of the attitude of the Government.

He said such losses could not be suffered indefinitely and price costs, and "other unforeseen expenditure" could push up tariffs again.

Representing the 15,000-strong Post and Telegraph Association at today's talks were the association's president, Mr. Beinek Blom, and its general secretary, Mr. L.J. van der Lande.

Mr Rive declined to comment today on the talks.
No to wage claims by P.O.

The Argus Political Staff

THE Government has declined post office workers' claims for wage increases. The decision was conveyed to representatives of the White staff associations at a two-hour meeting they had with the Minister of Posts and Telecommunications, Senator J. P. van der Spuy, and the Postmaster General, Mr L. F. Rive, in Cape Town yesterday. Mr Rive said the associations, representing 40,000 postal workers, put their claims firmly, and there was great sympathy for their case.

UNDERSTOOD

But the answer was that it was not possible to consider their claims because of present economic conditions. He said this was fully understood by the associations who would now convey the outcome of the meeting to their executives.

The staff associations were the South African Post and Telegraph Association, representing the clerical and administrative staff, the Postal Association, representing the uniformed postmen, the South African Telecommunications Association, representing the technicians, and the Society of Post Office Engineers, representing the professional staff.

Each of the associations was represented by its president and general secretary.
First Coloured telecommunication technicians

Eleven young Coloured men, the first to qualify as telecommunication technicians, received their certificates at a gathering at the Post Office in Cape Town this morning.

The National Certificate for Technicians and the Technical Certificate Proficiency, which is issued by the Post Office, for the successful completion of their three-year postmatric training, were presented by the Postmaster General, Mr Louis Rive. Mrs Athalia Jansen, executive chairman of the Coloured Representative Council, Mr J. H. T. Mills, Relations, and other senior officials, as well as the parents and relatives of the newly-qualified technicians were present.

Mrs Jansen thanked the Post Office for its vision in having initiated the training programme and wished the young men luck in their future careers.

Similar gatherings at which African and Indian technicians received their certificates, were held in Durban and Johannesburg today.
The first Black telecommunications technicians after receiving their certificates at a Post Office ceremony yesterday. They are, from left, Samuel Moketskies, Petrus Lamola, Bob Babosa, Isaac Mukasi, Yusi Alpheus Khumalo and Mputle James Madikgetla.

Black technicians hit at PO salary gap

Staff Reporter

SOUTH Africa's first Blacks to qualify as telecommunications technicians received their certificates yesterday and immediately complained of the gap between their pay and that of Whites and Coloureds.

The six men, all from Soweto, said they were disheartened by their pay. One said: "If we had known how little we would get we would never have started the course." The gap is known to be more than R100. Neither the technicians nor Post Office officials would give details.

Despite their grumbles, the men say they want to make a positive contribution to their community. "We want to serve our own people and we hope the Post Office will help us do this," they said.

As Government employees they feel some anxiety about working in the townships if there is more unrest. But they say much depends on them in establishing phone services for Blacks because Whites do not want to enter the townships.

Soweto, with a population of more than a million, has only 30 public and 985 private phones.

Mr Allan Bennett, the Post Office's chief engineer, said that in completing their three-year post-matric course, the men had passed a major milestone in telecommunications.

"We hope they will be an inspiration to others to join the telecommunications field," he said.

The Post Office will spend more than R1,000 million on telephone services in the next five years, says Mr Chris Gouws, Deputy Postmaster-General for telecommunications, who presented certificates to the first seven Indian technicians in Durban yesterday.

In Cape Town, the Postmaster-General, Mr Louis Rive, presented certificates to the first 11 Coloured technicians.
Telecommunication technicians

(114) Mr H E J VAN Rensburg asked the Minister of Posts and Telecommunications

(a) How many (i) Black, (ii) Coloured and (iii) Indian members of his staff have qualified as telecommunication technicians and (b) what are the commencing salaries for qualified telecommunication technicians in respect of (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 6

   (ii) 11

   (iii) 7, and

(b) (i) R3 828 p.a

   (ii) R2 555 p.a

   (iii) and (iv) R3 301 p.a
Technicians in pay gap over race

Parliamentary Correspondent

CAPE TOWN — The Minister of Posts and Telecommunications, Senator J. F. van der Spuy, disclosed yesterday that telecommunications technicians were paid R3 000 p.a., and according to race:

Whites were paid R3 800 a year. Coloured and Indian technicians R3 501 a year and Blacks R2 856 a year, he said in reply to a question tabled by Mr Horace van Rensburg (DPP, Brakpan).

Mr van Rensburg said there were six Black, 11 Coloured and seven Indian qualified telecommunications technicians.

Mr van Rensburg said later: "Since Black, Coloured and Indian telecommunications technicians have to have the same qualifications as Whites and presumably do exactly the same work, with the same responsibilities, there is no justification what so ever for paying them more purely because of the colour of their skin."

Workforce of 10 workers, each earning R2 000, each.

Bellville job will require the lorries to cost each.

Bellville job will require all the materials for the R at R1 per unit

For the Bellville job, but could be sold.

Uses and zero scrap value, but 200 units can job. In addition it will be necessary to buy 10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?
A typical Teletel route by the short-listed operators can provide access to any desired stop-programmed to go in any direction. The system can be used to access large mail rooms, individual consumers, or any other installation in a building or complex.

There are no restrictions on the number of stops or call duration. Calls can be placed at any time, and the cost is pre-paid. The system is designed to handle emergency calls as well.

The cost of using Teletel is relatively low compared to traditional phone services. This makes it an attractive option for businesses and individuals looking for a cost-effective communication solution.

The system is easy to use and can be accessed from any location with an internet connection. It is also compatible with a variety of devices, including smartphones, tablets, and computers.

Overall, Teletel offers a convenient and affordable solution for businesses and individuals looking for a reliable communication system.
Conveyers are quicker, cheaper

THE INCREASING acceptance of the Telelift conveyer system could mean the beginning of the end for the office messenger.

This is the belief of Eddie Wade, sales manager of Trans-Tele, which makes and sells Telelift equipment in South Africa, under licence to the German originators.

The local company has been operating since 1972 — the system was developed in 1970 — and has already acquired an impressive list of contracts. Although Mr Wade is cagey about revealing exact turnover, it appears that they are already stretching well into the seven figures.

Just one contract, that for the Otto Beit Academic Hospital in Johannesburg, will be worth about R1.25 million. Add to that a smaller system worth about R280,000, being installed at Escom’s new headquarters at Megawatt Park, near Johannesburg.

The conveyer system at the Otto Beit hospital, Mr Wade said was the biggest Telelift system in the world.

Mr Wade added “South Africans tend to think that when they employ blacks, they are paying relatively little for their messenger service.

But when they sit down and do their sums, they find that we no longer have cheap labour and that the people they employ as messengers could be better utilised in other areas. They realise a system such as the Telelift is quicker and less expensive than the messenger.

“This was proved by an insurance company that installed a R300,000 Telelift system a year or two ago. They were able to reduce the number of messengers they employed from 41 to 17 and claimed a 60 per cent increase in productivity among those who remained.”

Telelift is a fully automatic conveyer system in which self-propelled containers travel along an aluminium track that can be installed either vertically or horizontally.

Containers can be sent to any station on a circuit, merely by setting their magnetic indicators.

The cost of each system varies from R5,000 to R10,000, a station, depending on the extras needed. Escom, for example, opted for security. If any container is tampered with in any way while on its way between two points, an alarm is sounded in the control room.
Another spoonful of sugar for Plessey

The telecommunication firm Plessey has had its second dose of pleasant medicine from the new Otto Beit Academic Hospital in Johannesburg.

In addition to supplying the hospital's PABX system, Plessey has been awarded the contract for the supply and installation of the 2,000 extension Pamex PALX intercom system.

The value of the two contracts is more than R1 million.

Installation of the Pamex PALX system will begin next month, with the first phase due to be completed by November. The entire project should be completed by about the middle of next year.

The Pamex PALX is a fully electronic centralised intercom system based on pulse amplitude modulation, with the time multiplex principle being used as the selector in the exchange.

There are no relays, crossbar selectors, or other moveable parts in the equipment, resulting in a virtually maintenance-free operation.

The system will also be equipped with fire alarm control and will also be linked to a radio paging system.
The Diesel Electric Organisation, one of the first computer users in the Republic to establish an overseas data link with Germany, has reduced information turnaround time from two weeks to about an hour.

The transmission, which is between a Mohawk 1200 computer system in Johannesburg and a Mohawk 2408 system in Germany, uses a 2400 baud dial-up line.

"The ability to transmit data at high speeds has proved extremely successful in our South African branch outlets," says UlF Richartz, computer manager for the group. "Considerable efficiencies have been introduced locally and the link with Germany has meant a substantial saving in time and cost.

Post Office is quiet but they're spending plenty

From Page 7

'Fed up - we'll have few, if any, problems,' says Chris Hows, Deputy Postmaster General, Telecommunications.

But what this operation of the cost of the new satellite antenna at Oranjestad, New Providence, will be worth the industry can be called units when compared to the Post Office's new system. This will be one of the most modern data communications networks in the world. Originally it was designed purely for the Post Office's use, but a few weeks ago it was announced that it would also be made available to the public.

The system should be in use by the end of next year but we will have to wait for the 1978-1979 Post Office report to find out its cost. Saponet will be a countrywide switched data network. It will consist of a number of switching units (exchanges), specially designed for data transmission, situated in the major towns and connected by wide-band high-speed telecommunication circuits.

A feature will be that if a circuit fails, traffic will be rerouted automatically. In addition, the network will have elaborate remote control facilities for diagnosing faults anywhere in the system.
Phone calls to SA disrupted

LONDON. — Wildcat action by a number of night telephone staff on the international exchange here on Tuesday night disrupted calls to South Africa.

The Union of Post Office Workers was investigating the occurrence yesterday which, a spokesman said, was the result of a wholly unauthorized meeting.

He said the action had been sporadic and there had been only isolated disruptions.

"Our policy is clear. There is no official embargo on mail or telecommunications with South Africa. The post office has made clear to staff their duties and has called on them to work normally." — DDC

LABOUR SUPPLY IN THE SOUTH AFRICAN ECONOMY

John Knight

Saldru Working Paper No. 11

Cape Town June 1977
POST OFFICE IS BIG EMPLOYER

Mercury Reporter

27/1/77

IN SPITE of the high late of unemployment the Post Office will be able to provide jobs for 4,200 "matriculants" and school leavers at the end of 1977.

About 1,400 of these vacancies will be in administration, 1,700 in technical and semi-technical spheres as well as about 1,100 in book-keeping, telephonists, postmen and similar grades.

New entrants now have to pass selection tests before being accepted by the Post Office. These tests will be held in September and October.

Those interested in joining the Post Office are advised to get in touch with the nearest postmaster or to write to the Director of Staff, GPO, Pretoria 0001.
LIST OF TABLES (continued)

- Dation figures for employers' permanent in Nyanga
- Dation figures for employers' temporary in Nyanga and key to statistical data
- Employer dormitories - statistical data
- Of men licenced to be in the National Council Area
- Of men licenced to be in the City Council Area
- Dation figures in the Hout Bay Compound

ACKNOWLEDGEMENTS

... and gave valuable advice on the drafts of this paper. Provided by Rick Granelli of Urban Problems Research and the concluding section on Family Housing. Ronnie Levitan of Urban Problems Research Unit took all the photographs. Farouk Stemmet drew the Figures and did the additional map work. Ken Behr of the U.C.T. Geography Department, reduced the maps for publication. Eileen Hughes and Valerie Firth did the typing.

I am grateful also to the Bantu Affairs Administration Board and its Black and White officials who provided me with information and directed me around the townships. I am grateful too, to the contract workers who gave me access to their quarters, and provided additional information on their housing conditions.

This report dovetails with the wider study of Black housing in Cape Town being undertaken by the Urban Problems Research Unit at the University of Cape Town.

PHOTOGRAPHS BY: RONNIE LEVITAN

Experts slam Post Office chief for ‘Africans do less work’ speech

"When one thinks of how hard people work down the gold shafts, the whole idea is fallacious. It is a completely unscientific assertion. You just can’t make that kind of statement.

— Dr. Francis Wilson, economist expert

"If you let me, I have some questions that I think are very useful for this African citizen to study in his own way."

— Professor Meyer Feldberg, business expert

"You’re wrong, Mr. Rive!"

Mr. Louis River: no backdown

By TONY SPENCER-SMITH

The recent report that African citizens study less than the whites is one of those reports that is quite commonplace. Many people seem to believe that this is true, and that the reason for it is a lack of interest in education. However, I believe that this is not the case.

In my opinion, the African does not study less than the white, but more. The problem lies in the way in which the African studies. Instead of studying for a test or an exam, the African studies for the sake of learning. This is why I say that "You’re wrong, Mr. Rive!"

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South African yes "would not
Technicians/engineers in Department of Posts and Telecommunications

89 Mr P. A. PYPER asked the Minister of Posts and Telecommunications (1) How many (a) technicians and (b) engineers (i) are employed by his Department at present, (ii) resigned from his Department during 1977 and (iii) were recruited from abroad by his Department during that year;

(2) what is the present estimated shortage of (a) technicians and (b) engineers in his Department?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) (i) 4,629
     (ii) 119
     (iii) 5
(b) (i) 233 (including 44 Assistant Engineers)
     (ii) 10 (including 6 Assistant Engineers)
     (iii) nil

(2) (a) 678
     (b) 22
Mr. N. B. Wood asked the Minister of Posts and Telecommunications:

1. How many White, Coloured, Indian and Bantu persons, respectively, are employed as postmen in the Durban complex.

2. (a) What is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts?

The Minister of Posts and Telecommunications:

1. White: 134
   Coloured: 5
   Indian: 289
   Bantu: 49

2. (a) 140
   (b) 6
   (c) Nil
Excerpts from a discussion with Tom Pike, Chief Parks Board

Demand for fish

There's not a big demand but at the time when this comes in Natal that fish is just something you get through to the cattle. The thing suitable for T1 utilised for such farmer is not known profit.

Grass carp and

We've got grass as the common carp is not the same species in China. It's the same family as the common carp, but not the same genus.

The silver carp is also a Chinese fish. We're going to get some of those too from Israel. We introduced our grass carp from Malaya in 1967. We got the first big spawning from them last year and now we've reared about 4 000 to big fingerling size. We're going to use these for experimental work now, stocking them in selected dams for weed control purposes. We're selecting dams from the coast right up to Underberg because these fish will take big temperature variations; their range is from 0°C to 32°C.

Grass carp spawn only in a few rivers outside their natural habitat. They have been reported to spawn in a few rivers in America. These are big, slow-flowing rivers, the Mississippi for instance. We get them to spawn by intramuscular injections of pituitary extract from ordinary carp. There are various factors against getting a successful spawning; Mr Pruginin says that the Israelis don't get more than about 30% success with their spawning.
P.O. gap ‘can be closed with budget fat’

CAPE TOWN — There was sufficient “fat” in the Post Office budget to eliminate the wage gap between workers of different races, Mr. Alf Widman (PFP, Hillbrow) said yesterday.

Speaking during the resumed Post Office budget debate Mr. Widman said there was no excuse for not doing so and until this was done the budget was unacceptable to the PFP.

He moved an amendment noting certain contemplated improvements in the Post Office service, but declining approval unless the Government provided an efficient, speedy and reliable telephone service, eliminated the telephone backlog and introduced equal pay and service conditions for employees of all races.

He said he believed too large a reserve was being built up and if Minister of Posts and Telecommunications Senator J. P. van der Spuy had budgeted for a deficit he would nevertheless have ended the year with a surplus.

This “fat” should be used to the benefit of the country and to improve race relations, he said.

Morale of servicemen on the border and their families would be bolstered considerably if problems in postal deliveries were put right, Mr. Brian Page (NRP, Umthungulu) said.

Speaking in support of Mr. Widman’s amendment Mr. Page said that a task force should be formed similar to the “Operation Commando” that dealt with the Reef’s telephone problems.

It was made up of the Post Office’s best trouble shooters who sorted out problems and ensured that all mail was delivered as soon as possible.

“I would urge that a select few from this suggested task force should make an intensive study of the problems of mail to, and from our national servicemen, with particular emphasis on those in remote areas.

He said the study should be conducted in conjunction with Defence Force personnel responsible for the delivery and collection of mail to the men on the border.

“Families of the servicemen on our borders as well as the men themselves, are still most concerned about the situation in respect of mail deliveries and there are many of us in this House who receive complaints from constituents.”

“This is a problem which should be given top priority and if solutions could be found I am sure it must be conceded that morale both in the remote areas and at home would be bolstered considerably.”

Referring to the telephone and telex backlog he said he had to sound a word of caution that, in the current economic climate, the telephone backlog of 57,000, and telex backlog of 560 was too high.

The minister had pointed out that the number of applications for both services had not slowed down during the recession.

Therefore it was clear, Mr. Page said, that when an economic upswing came there would be a dramatic rise in demand.

“When the moment arrives, unless the minister has eliminated the backlog completely and has geared himself for the escalating demand, we are going to find ourselves back to square one as far as our telephone and telex services are concerned.” — (SAPA)
Bonus pay for post workers

Political Staff

POST OFFICE workers will get between R325 and R50 each as their share of the R7½ million "achievement bonus" announced in the recent Budget — and more could be on the way.

The payout target date is June 30, and more than 60,000 workers of all races and sexes will benefit.

All full-time staff, with 12 months' continuous service and all part-time staff with 24 months' service will qualify.

Details were announced last night by the new Minister, Mr F W de Klerk, who hinted at the congress of the Postal and Telegraph Association that further bonuses may be paid in the future. However, he did not commit himself.

The "achievements bonus" was announced by the former Minister of Posts and Telecommunications, Senator Johan van der Spuy, who said for seven years thousands of postal workers had been working two hours a week extra on a voluntary basis without pay.

Top management executives had requested not to be included.

"The same formula for payment will apply to all, irrespective of race, conjugal status or sex," said Mr De Klerk.

"The amount of each individual bonus will be calculated according to a sliding scale which will be applied in such a way as to benefit on percentage the staff in the lower income groups more than those in the higher echelons."
Mr A. B. WIDMAN, asked the Minister of Posts and Telecommunications to state:

(1) How many Black workers were employed by his Department in the Western Cape;

(2) whether the numbers employed have increased or decreased during the past 10 years; if so, what was the extent of the increase or decrease.

The MINISTER OF POSTS AND TELECOMMUNICATIONS answered:

(1) 354,

(2) The number has decreased from 130 to 354 during the past ten years.
Black employed by Department of Posts and Telecommunications in Western Cape area

*8 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

What is the policy of his Department in regard to the employment of Blacks in the Western Cape area.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

It is departmental policy to employ Blacks in the Western Cape area, only to serve their own people and where Whites or Coloureds are not available—mainly on duties of an unskilled nature.
White employees recruited, 1976

Department of Posts and Telecommunications

Mr. H. W. is Pag, 2nd and 3rd
Member of Posts and Telecommunications

(a) How many white employees were recruited abroad by his Department since 1976? (b) How many of these employees left the service of the Department and what was the main reason for the leaving?

The Minister of Posts and Telecommunications

(a) 18

(b) 4

(c) recorded

Reduced overseas.

Note: The employee applied for employment through the pos.

Phonetics

of the cardinal vowels

of approximately opposite positions

of approximately opposite positions
Hansard 18 6 June 1978.
Question 654, Colo 863-864.
PO may employ black engineers says Rive

PETERSBURG — The Post Office has decided in principle on the appointment of black, Coloured and Indian engineers as soon as they were available.

The postmaster-general, Mr Louis Rive, officially opening the regional congress of the Chambers of Commerce of the Northern and Eastern Transvaal yesterday, said alternatively, the Post Office would give bursary aid to assist suitable candidates to qualify as engineers as soon as possible.

"The Post Office places a high premium on training and personnel development. Apart from the millions we spend on capital works to create new and additional facilities for all race groups, our annual training bill is in the region of R15 million."

"Training to my mind, is the key to our economic growth and success, and the private sector should put much more effort into it," Mr Rive said.

He said despite increased transport, general sales tax and other costs, the public could "rest assured" the Post Office would not burden the economy with higher tariffs unless it was unavoidable.

A final decision had not yet been taken about either the effective date or the size of increases, he said.

Since 1971 Post Office tariffs had increased by only 20 per cent whereas the consumer price index had risen by 98 per cent.

It was clear that "we shall reluctantly be obliged to have a uniform rate for all first and second class mail and that the closing of envelopes will have to be compulsory."

"In our efforts to curb uneconomcal expenditure, the Post Office will have to reconsider its position in regard to some of the small country post offices which are maintained at a great cost to the department."

"To apply sound management principles, there is no other way out than to curb expenditure on these offices. This could be done by converting them into part-time offices or regrading them to agency status. In some cases, the Post Office may even be obliged to withdraw all services," he said.

Mr Rive said technical developments in telecommunications during the next generation would make them more "radical and astounding" than the past 30 years.

"We may even see the advent of wristwatch telephones and satellites as an integral part of the global telephone system," he said.

The telephone, in fact, would become a computer terminal giving access to computer facilities and enabling money transactions to be made, he said.

Mr Rive went on to warn postal officials who abused their positions by buying stamps with rarrities at face value and then selling them on the philatelic market for their own gain.

"He said rumours indicated that certain officials in the philatelic division of the Post Office had abused their position in this manner." A departmental investigation was immediately ordered. One official has already been charged with misconduct and a few others stand to be charged too as soon as the investigation in collaboration with the Auditor-General is concluded," he said. — SAPA.

(a) Now break this sentence up into the simple sentences of which it consists and write them in the spaces below. In one sentence you will have to supply a verb from the context. Indicate in each case whether the verb of the sentence is transitive or intransitive.

1. 

2. 

3. 

4. 

(b) Explain the case of te:

(c) Explain the case of tibi:

(d) Write down the adjectives that agree with the following nouns:

adventum
flores
tellus

25. The Genitive

The standard definition of the Genitive is that it

AMENDMENT OF THE POST OFFICE SERVICE REGULATIONS

No 346 of 1978

TELECOMMUNICATIONS
DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

27 October 1978

DEPARTMENT VAN POS. EN VMail 66 1974

Kriegers die bevoegdheid my verleen by artikel 47

SECTION 47 (1) of the Post Office Service Act (Act 66

Lieder and by virtue of the powers vested in me by

REGULATIONS

VWISING VAN POSTKANTORDRIES.

27 October 1978

TELEKOMMUNIKATIONSE
DEPARTMENT VAN POS. EN
of 1974) I, Frederik Willem de Klerk, Minister of Posts and Telecommunications, hereby amend the Post Office Service Regulations published under Government Notice R 1373 of 13 August 1976 (as amended) in accordance with the Schedule hereto:

F W DE KLERK, Minister of Posts and Telecommunications

SCHEDULE

In the Annexure to Chapter B—

(a) substitute the following for all the words after “four years” in the fourth column against the entry “Engineer” in the classification “Professional Division”:

“three years’ appropriate experience acquired after obtaining a four-year BSc (Eng) degree (or another qualification accepted by the SA Council for Professional Engineers as equivalent for the purposes of registration as professional engineer) on condition that registration is effected within 12 months of the date of appointment,

or

two years’ appropriate experience acquired after obtaining a five-year BSc (Eng) degree (or another qualification accepted by the SA Council for Professional Engineers as equivalent for the purposes of registration as professional engineer) on condition that registration is effected within 12 months of the date of appointment”,

(b) insert the following entry before “Assistant Engineer” in the classification “Professional Division”:

<table>
<thead>
<tr>
<th>Division/Post</th>
<th>Age</th>
<th>Educational Language</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Engineer</td>
<td>—</td>
<td>Matriculation exemption for admission to the course BSc (Engineering)</td>
<td>—</td>
</tr>
</tbody>
</table>

(c) delete the existing entry in respect of “Statistician” in the classification “Professional Division”;

(d) insert the following entries after “Librarian” in the classification “Professional Division”:

<table>
<thead>
<tr>
<th>Division/Post</th>
<th>Age</th>
<th>Educational Language</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Design Artist</td>
<td>—</td>
<td>National Diploma in Art and Graphic Design University degree with either Mathematical Statistics or Statistics as major subject</td>
<td>—</td>
</tr>
<tr>
<td>Assistant Statistician</td>
<td>—</td>
<td>B A (Hons) Psychology</td>
<td>—</td>
</tr>
<tr>
<td>Psychotechnician</td>
<td>—</td>
<td>M A Psychology (Clinical Counselling or Industrial)</td>
<td>—</td>
</tr>
<tr>
<td>Psychologist</td>
<td>—</td>
<td></td>
<td>—</td>
</tr>
</tbody>
</table>

BYLAE

In die Bylae tot Hoofstuk B—

(a) vervang al die woorde na “vier jaar” in die vierde kolom teenoor die inskrywings “Ingenieur” in die klasifikasie “Vakkundige Afdeling” deur die volgende:

“drie jaar toepaslike ondervinding opgedoen na verwerking van ’n vierjarige BSc (Ing)-graad (of ’n ander kwalifisasie wat die SA Raad vir Professionele Ingenieurs as gelykwaardig aanvaar vir die deelendes van registreer as professionele ingenieur) op voorwaarde dat registreer binne 12 maande na aanstelling geskied”,

of

twee jaar toepaslike ondervinding opgedoen na verwerking van ’n vyfjarige BSc (Ing)-graad (of ’n ander kwalifisasie wat die SA Raad vir Professionele Ingenieurs as gelykwaardig aanvaar vir die deelendes van registreer as professionele ingenieur) op voorwaarde dat registreer binne 12 maande na aanstelling geskied”,

(b) voeg die volgende inskrywing by voor “Assistent-ingenieur” in die klasifikasie “Vakkundige Afdeling”:

<table>
<thead>
<tr>
<th>Afdeling/Pos</th>
<th>Onderdom</th>
<th>Opvoedkundige/ Taal</th>
<th>Ander</th>
</tr>
</thead>
<tbody>
<tr>
<td>Studentingenieur</td>
<td></td>
<td>Matrikulasie dekking van toelaating tot die klasifikasie BSc (Ingenieurswes)</td>
<td>—</td>
</tr>
</tbody>
</table>

(c) skrap die bestaande inskrywing ten opsigte van “Statistiek” in die klasifikasie “Vakkundige Afdeling”;

(d) voeg die volgende inskrywing by na “Bibliotheekwes” in die klasifikasie “Vakkundige Afdeling”:

<table>
<thead>
<tr>
<th>Afdeling/Pos</th>
<th>Onderdom</th>
<th>Opvoedkundige/ Taal</th>
<th>Ander</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistent-ontwerpstudent</td>
<td></td>
<td>Natuurb cloak in Kuns en Grafiese Ontwerp met of Wakkundige Statistiek of Statistiek as hoofvak</td>
<td>—</td>
</tr>
<tr>
<td>Assistent-statistiekkus</td>
<td></td>
<td></td>
<td>—</td>
</tr>
<tr>
<td>Pugoteunskus</td>
<td>—</td>
<td>B A (Hons) Sikelunde</td>
<td>—</td>
</tr>
<tr>
<td>Sikelunde</td>
<td>—</td>
<td>M A Sikelunde (Klinies, Voorligging of Bedryf)</td>
<td>—</td>
</tr>
</tbody>
</table>
(e) insert the following entry after "Technician/Draughtsman (Telecommunications) (All races)" in the classification "Technical Division":

<table>
<thead>
<tr>
<th>&quot;Division/Post&quot;</th>
<th>Age</th>
<th>Educational Language</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technician (Restorer)</td>
<td>--</td>
<td>National Diploma in Art and Design or National Diploma in Museum Technology</td>
<td>--</td>
</tr>
</tbody>
</table>

; and

(f) insert the following entry after "Senior Caterer" in the classification "General B Division":

<table>
<thead>
<tr>
<th>&quot;Division/Post&quot;</th>
<th>Age</th>
<th>Educational Language</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cook (Non-White)</td>
<td>--</td>
<td>--</td>
<td>A knowledge of cooking regarded as adequate by the Postmaster General</td>
</tr>
</tbody>
</table>

In Chapter C—

(a) substitute the following for subregulation C6.1 (a)(iii)

<table>
<thead>
<tr>
<th>&quot;Classification&quot;</th>
<th>Group</th>
<th>Accrual (days per annum)</th>
</tr>
</thead>
<tbody>
<tr>
<td>*(iii) Full-time employees, and part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on a yearly basis, are temporary incumbents of classified posts and who have completed the following service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ten years or longer</td>
<td>II</td>
<td>36</td>
</tr>
<tr>
<td>Less than ten years</td>
<td></td>
<td>30</td>
</tr>
</tbody>
</table>

(b) substitute the following for subregulation C6.1 (a)(v)

<table>
<thead>
<tr>
<th>&quot;Classification&quot;</th>
<th>Group</th>
<th>Accrual (days per annum)</th>
</tr>
</thead>
<tbody>
<tr>
<td>*(v) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on a yearly basis, are temporary incumbents of classified posts and who have completed the following service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ten years or longer</td>
<td>IV</td>
<td>24</td>
</tr>
<tr>
<td>Less than ten years</td>
<td>III</td>
<td>18</td>
</tr>
</tbody>
</table>

(e) voeg die volgende inskrywing by na "Tegnikus/Tekenaar (Telekommunikasie) (alle rasse) in die klasifikasie "Tegniese Afdeling"

<table>
<thead>
<tr>
<th>&quot;Afdeling/Pos&quot;</th>
<th>Onderdom</th>
<th>Opvoedkundige/ Taal</th>
<th>Ander</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tegnikus (Restaurateur)</td>
<td>--</td>
<td>Nasionale Diploma in Kun en Ontwerp, of Nasionale Diploma in Museumtegnologie</td>
<td>--</td>
</tr>
</tbody>
</table>

; en

(f) voeg die volgende inskrywing by na "Senior Spysener" in die klasifikasie "Algemene B-afdeling"

<table>
<thead>
<tr>
<th>&quot;Afdeling/Pos&quot;</th>
<th>Onderdom</th>
<th>Opvoedkundige/ Taal</th>
<th>Ander</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kok (Nie-Blank)</td>
<td>--</td>
<td>--</td>
<td>'n Kennis van die kookkuns wat as toereikend deur die Postmester-generaal geag word</td>
</tr>
</tbody>
</table>

In Hoofstuk C—

(a) vervang subregulase C6.1 (a)(iii) deur die volgende.

<table>
<thead>
<tr>
<th>&quot;Indeling&quot;</th>
<th>Groep</th>
<th>Aanwas (dae per jaar)</th>
</tr>
</thead>
<tbody>
<tr>
<td>*(iii) Voltydse werknemers, deeltydse werknemers wat in die reël 24 uur per week of langer op diens is, op 'n jaarlikse basis besoeldig word, tydelike bekleers van geklassifiseerde poste is en wat onderstaande diens voltooi het</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tien jaar of langer</td>
<td>JB</td>
<td>36</td>
</tr>
<tr>
<td>Minder as tien jaar</td>
<td>II</td>
<td>30</td>
</tr>
</tbody>
</table>

(b) vervang subregulase C6.1 (a)(v) deur die volgende.

<table>
<thead>
<tr>
<th>&quot;Indeling&quot;</th>
<th>Groep</th>
<th>Aanwas (dae per jaar)</th>
</tr>
</thead>
<tbody>
<tr>
<td>*(v) Ander deeltydse werknemers wat in die reël minder as 24 uur per week op diens is, op 'n jaarlikse basis besoeldig word, tydelike bekleers van geklassifiseerde poste is, en wat onderstaande diens voltooi het</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tien jaar of langer</td>
<td>III</td>
<td>24</td>
</tr>
<tr>
<td>Minder as tien jaar</td>
<td>IV</td>
<td>18</td>
</tr>
</tbody>
</table>
### STAATSKOERANT, 27 OKTOBER 1978

**No 6195 69**

(c) insert the following new subregulation C6 1

<table>
<thead>
<tr>
<th>Classification</th>
<th>Group</th>
<th>Accrual (days per annum)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(vi) Part-time employees who, at a rule, are on duty 24 hours per week or longer, are remunerated on an hourly, a daily or a weekly basis, are temporary incumbents of classified posts and who have completed the following service: Ten years or longer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>36 Working days 30 Working days*</td>
<td></td>
</tr>
<tr>
<td>VI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than ten years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(d) insert the following new subregulation C6 1

<table>
<thead>
<tr>
<th>Classification</th>
<th>Group</th>
<th>Accrual (days per annum)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(vii) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on an hourly, a daily or a weekly basis, are temporary incumbents of classified posts and who have completed the following service: Ten years or longer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VII</td>
<td>24 Working days 18 Working days*</td>
<td></td>
</tr>
<tr>
<td>VIII</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than ten years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(e) substitute the following for subregulation C6 1

<table>
<thead>
<tr>
<th>Classification</th>
<th>Group</th>
<th>Number of days in each cycle with full pay half pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>(viii) Full-time employees, and part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on a yearly basis and who are temporary incumbents of classified posts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A</td>
<td>120 120*</td>
<td></td>
</tr>
</tbody>
</table>

(f) substitute the following for subregulation C6 1

<table>
<thead>
<tr>
<th>Classification</th>
<th>Group</th>
<th>Number of days in each cycle with full pay half pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>(x) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on a yearly basis and who are temporary incumbents of classified posts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C</td>
<td>60 60*</td>
<td></td>
</tr>
</tbody>
</table>
(p) insert the following new regulation C6 1 (b) (v)

| Classification | Group | Number of days in each cycle with | | | volle betaling | halwe betaling |
|----------------|-------|----------------------------------|-------|----------------|----------------|
| (v) Part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on an hourly, a daily or a weekly basis and who are temporary incumbents of classified posts | D | 120 Working days | 120 Working days | | |

(h) insert the following new subregulation C6 1 (b) (vi)

<table>
<thead>
<tr>
<th>Classification</th>
<th>Number of days in each cycle with</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(vi) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on an hourly, a daily or a weekly basis and who are temporary incumbents of classified posts</td>
<td>E</td>
<td>60 Working days</td>
<td>60 Working days</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(i) insert the words "except in the case of part-time employees who are remunerated on an hourly, a daily or a weekly basis", after the word "that" in the third line of regulation C6 16, and

(j) insert the words "Effective from 1 June 1977" after the words "Effective from 1 January 1975" under subregulations C6 1 (a) and (b)

DEPARTMENT OF TRANSPORT
No R 2136 27 October 1978
AMENDMENTS TO THE ROAD TRANSPORTATION REGULATIONS, 1977

The Minister of Transport has, in terms of section 30 of the Road Transportation Act, 1977 (Act 74 of 1977), made the amendments set out in the Schedule hereto to the Road Transportation Regulations, 1977, as promulgated under Government Notice R 2653 of 30 December 1977 and as amended by Government Notice R 1491 of 21 July 1978

SCHEDULE

1 Regulation 2 (1) is hereby amended by the insertion of the following words immediately after the word "vehicle":

"or where this is not practically feasible on another conspicuous place on the vehicle"

2 Regulation 25 (1) is hereby amended by the insertion of the following words immediately after the word "vehicle":

"or where this is not practically feasible on another conspicuous place on the vehicle"

(g) voeg die volgende nuwe subreguliasie C6.1 (b) by

<table>
<thead>
<tr>
<th>Indeling</th>
<th>Groep</th>
<th>Getal dae in elke tydskrag met</th>
<th>volle betaling</th>
<th>halwe betaling</th>
</tr>
</thead>
<tbody>
<tr>
<td>(v) Decelde tydse werknemers wat in die reël 24 uur per week of langer op dies 14, 15 en 16, &quot;n&quot; uurlikse, daagliks of weeklikse basis besoldig word en wat tydelike bekleers van geklassifiseerde poste is</td>
<td>D</td>
<td>120 werkdae</td>
<td>120 werkdae</td>
<td></td>
</tr>
</tbody>
</table>

(h) voeg die volgende nuwe subreguliasie C6 1 (b) by

<table>
<thead>
<tr>
<th>Indeling</th>
<th>Groep</th>
<th>Getal dae in elke tydskrag met</th>
<th>volle betaling</th>
<th>halwe betaling</th>
</tr>
</thead>
<tbody>
<tr>
<td>(vi) Ander decelde tydse werknemers wat in die reël minder as 24 uur per week op dies 14, 15 en 16, &quot;n&quot; uurlikse, daagliks of weeklikse basis besoldig word en wat tydelike bekleers van geklassifiseerde poste is</td>
<td>E</td>
<td>60 werkdae</td>
<td>60 werkdae</td>
<td></td>
</tr>
</tbody>
</table>

(i) voeg die woorde "halwe in die geval van decelde tydse werknemers wat op "n" uurlikse, daagliks of weeklikse basis besoldig word", by na die woord "dat" in die derde reël van regulasie C6 16, en

(j) voeg die woorde "**Van krag vanaf 1 Julie 1977**" by na die voetnotas "**Van krag vanaf 1 Januarie 1975**" onder subreguliasies C6 1 (a) en (b).

DEPARTEMENT VAN VERVOER
No R 2136 27 Oktober 1978

WYSIGING VAN DIE PADVERVOER-REGULASIES, 1977


BYL. AE

1 Regulase 2 (1) word urbey gewysig deur die volgende woorde onmiddelik na die woord "motorvoertuig" in te voeg:

"voor waar dit nie prakties uitvoerbaar is nie op 'n ander ooglopende plek op die motorvoertuig"

2 Regulase 25 (1) word hierby gewysig deur die volgende woorde onmiddelik na die woord "motorvoertuig" waar dit vir die tweede keer voorkom in te voeg:

"voor waar dit nie prakties uitvoerbaar is nie op 'n ander ooglopende plek op die motorvoertuig"
DEPARTMENT OF POSTS AND
TELECOMMUNICATIONS

No. R. 2259

AMENDMENT OF THE POST OFFICE
SERVICE REGULATIONS

Under and by virtue of the powers vested in me by
section 47 (1) of the Post Office Service Act (Act 66 of
1974), I, Stephanus Jacobus Marais Steyn, Acting
Minister of Posts and Telecommunications, hereby
amend the Post Office Service Regulations published
under Government Notice R 1373 of 13 August 1976,
as amended, in accordance with the Schedule hereto

S. J. M. STEYN, Acting Minister of Posts and
Telecommunications

SCHEDULE

1 Regulation A1 is hereby amended by the sub-
stitution for the definition of “household” of the
following definition

“‘household’ means—

(a) the wife of an officer or employee, and/or
(b) the husband of a married female officer or
employee who is of necessity the sole bread-winner of
her family because her husband—

(i) is permanently medically unfit to obtain a
remunerative position; or

(ii) his income from any source does not exceed
the amount referred to in (d), and/or

(c) a child who is of necessity not self-supporting
(including a legally adopted child) and is permanently
resident with him. Provided that if such a child is
studying at a post-school educational institution, either
intramurally or extramurally, he may be regarded to
be a member of the household, provided further that—

(i) after leaving school, he accepted no permanent
full-time employment (including any form of remu-
nerative occupational training) or excluding compulsory
military service he had to perform after leaving school
and/or holiday work or temporary full-time employ-
ment he accepted between—

(aa) leaving school and the commencement of the
academic year, or

(bb) leaving school and the commencement of the
above-mentioned military service, and/or

DEPARTEMENT VAN POS- EN
TELEKOMMUNIKASIWESE

No. R. 2259

WYSIGING VAN POSKANTOOR-
DIENSREGULASIES

Kragtens die bevoegdheid my verleen by artikel 47
(1) van die Poskantoor-dienswet (Wet 66 van 1974),
wysig ek, Stephanus Jacobus Marais Steyn, Waar-
nemende Minister van Pos- en Telekommunikasiwe,
hybridie die Poskantoor-diensregulasies afgekondig by
Goewermentskennisgewing R 1373 van 13 Augustus
1976, soos gewysig, ooreenkomsdig die onderstaande
Bylae

S. J. M. STEYN, Waarnemende Minister van Pos- en
Telekommunikasiwe

BYLAE

1 Regulaasie A1 word hierby gewysig deur die om-
skrywing van “huishouding” deur die volgende te ver-
vang

“huishouding”—

(a) die vrou van ’n beampa of werknemer; en/of
(b) die man van ’n getroude vrouebeampte of -werk-
nemer wat noodsaaklik werk hoe saam met haar gesin is, omrede haar man—

(i) permanent medres ongeskik is om ’n besoldigde
betrekking te bekom, en

(ii) sy inkomste, uit enige bron nie die bedrag in
paragraaf (d) bedoel, oorskryf nie; en/of

(c) ’n noodsaaklik werk en selfonderhoude kind
(insluitende ’n wettyg aangenome kind) wat permanent
by hom inwoon. Met dien verstande dat indien
sodanige kind aan ’n naskoolse opvoedkundige inrig-
ting studeer, hetsy binnenuurs of buitemuurs, hy gea-
kan word lid van die huishouding te wees, dog slegs—

(i) as hy na skoolverlating geen permanente vol-
tydse betrekking (insluitende enige vorm van beroeps-
opname of beroepsopleiding waaraan besoldiging verbonde is) aanvaar,
het nie, dit wil sê uitgesonderd verpligte militêre diens
wat hy na skoolverlating moet verrig en/of vakansie-
werk of ’n tydelike voltydse betrekking wat hy aan-
vaar het tussen—

(aa) skoolverlating en die aanvang van die akade-
miese jaar, of

(bb) skoolverlating en die aanvang van sodanige
militêre diens, en/of
(cc) the completion of the above-mentioned military service and the commencement of the academic year, and he commenced his studies at the said institution at the commencement of the academic year following on the completion of his school education or compulsory military service, and

(ii) until—

(aa) he attains the *minimum* post-school qualification (or *minimum* combination of post-school qualifications) that will enable him to accept a position in the field of study he initially wished to qualify in, or

(bb) the normal prescribed period of study as laid down by the institution concerned for the relative field of study, plus one academic year, expires, if he, because of poor academic work, exceeds the said period of study for the acquisition of the qualification in question, or

(cc) terminates the study course concerned, or

(dd) changes his field of study, whichever of the four occurrences stated occurs first, and/or

(d) a relative of an officer or employee who is permanently resident with and necessarily dependent on him and whose income from any source does not exceed the amount of the applicable maximum *basic* social pension prescribed by regulations promulgated in terms of—

(i) the Social Pensions Act, 1973 (Act 37 of 1973), by—

(aa) the Minister of Social Welfare and Pensions in respect of Whites, and

(bb) the Minister of Indian Affairs in respect of Indians, and

(cc) the Minister of Plural Relations and Development in respect of Blacks, or


Provided that where two relatives thus reside with him and are dependent on him and the one relative would normally be a dependent of the other relative, e.g. a father and a mother, both such relatives may be regarded as members of the household only if half of their joint income from any source does not exceed the amount of the applicable maximum *basic* social pension referred to above, as well as

(e) not more than two servants (including nursemaids) employed in a full-time capacity by the officer or employee "

2 Regulation G3 2 (b) is hereby amended by the addition of the following new subparagraph

"(iv) technical auxiliary staff with the exception of security guards and cleaners 44"
PUBLIC SECTOR - Telecomms - Labour

11-5-79 = 31-12-80
Telecommunications technicians

676 Mr H E J VAN Rensburg asked the Minister of Posts and Telecommunications:

(a) How many (i) Black, (ii) Coloured and (iii) Indian members of his staff have qualified as telecommunications technicians and (b) what are the beginning salaries for qualified telecommunications technicians in respect of (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians.

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

(a) (i) 11

(ii) 41

(iii) 51

(b) (i) R3 960 plus R468 personal pensionable allowance p.a.

(ii) R2 475 plus R621 personal pensionable allowance p.a.

(iii) R3 267 plus R645 personal pensionable allowance p.a.

(iv) R3 267 plus R645 personal pensionable allowance p.a.
Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest year for which figures are available.

(2) In respect of what year are the figures given?

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

(1) (a) 1959
(b) 930
(c) 360
(d) 1,015

(2) As at 31 January 1980
Mr N B WOOD asked the Minister of Posts and Telecommunications:

(1) How many White, Coloured, Indian and Black persons, respectively, are employed as postmen in the Durban complex?

(2) (a) what is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts

The MINISTER OF POSTS AND TELECOMMUNICATIONS

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<table>
<thead>
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<tbody>
<tr>
<td>White</td>
<td>139</td>
</tr>
<tr>
<td>Coloured</td>
<td>8</td>
</tr>
<tr>
<td>Indian</td>
<td>294</td>
</tr>
<tr>
<td>Black</td>
<td>52</td>
</tr>
</tbody>
</table>

(2) (a) 142
(b) 3
(c) nil
Postal wage gap closes

HOUSE OF ASSEMBLY - Coloured, Indian and black postal workers were to get a better percentage increase than their white colleagues when the new salary scales were introduced on April 1, this year, the Minister of Posts and Telecommunications, Mr F W de Klerk, said yesterday.

Introducing the Post Office Budget, Mr de Klerk said whites would get 15 percent, while blacks and Indians would get a 15 percent salary rise and coloured postal officials would get a 32.5 percent rise.

Referring to the staff situation, Mr de Klerk said that although problems were still being experienced, there had been no deterioration and there had been 'signs of greater stability.'

"Since we are now entering the electronic era and a critical shortage of electronic engineers exists worldwide, we shall have to take suitable steps in the national interest to fill this vacuum as soon as possible." - Sapa
The Post Office has come to a stage in its evolution where it must decide on what salary structure it wanted, the Postmaster-General, Mr. Louis Rive, said last night.

Opening the congress of the Posts and Telegraphs Association in Vanderbijlpark, Mr. Rive said it was the government's policy that the post office, the public service and the railways should maintain relative uniformity on starting salaries for certain key groups.

The salaries of people in top posts were determined by the Cabinet and between these two poles each organisation was permitted to evolve its own structure.

He said the post office staff favoured a structure of its own but also kept a watchful eye on the dispensation of the public service.

Officials expected the best of two worlds by pointing out differences which were not in their favour while finding it convenient not to mention differences which were favourable to them, Mr Rive said.

The post office had three options from which a single choice could be made: partly with the public service, partly with the railways or a distinctive salary and posts structure compatible with the requirements of the post office but within the Government's guidelines.

The congress was a 'golden opportunity' for the association to deliberate and decide what it wanted, Mr Rive said.

The post office staff was the only one in the public sector to work a matter of course 42 or 44 hours a week in contrast to 40 hours elsewhere.

As long as the post office continues its achievements and, particularly, those hours the staff could claim people would acknowledge it by way of an achievement bonus, Mr Rive said.

Salaries in the Post Office had fallen an 'astronomical' 39 percent behind the rising cost of living since 1974, a spokesman for postal workers said last night.

And, once the economy improved, steps should be taken to prevent the real value of postal workers' earnings from deteriorating further.

At the 44th congress of the Postal and Telegraph, Association of South Africa in Vanderbijlpark last night the president, Mr B.G. Blume, said:

"Unless the Government considers the problems of post structures, outstanding wage and salary levels and planning around them, there is a very real danger of rendering the entire public sector a blow from which it will not easily recover."

Mr. Blume said salary increases of 10 percent, which have been awarded to public servants and post office officials, were pleasing.

"But postal officials have been most responsible and patient. Since 1974 they have had to lower their standard of living enormously."

Mr Blume pointed out that Post Office officials had saved the country millions of rand by their 1971 decision to work two extra hours each week without extra pay.
DURBAN — About 300 workers in the engineering division of the post office at Moberly refused to go on duty yesterday morning until a wage dispute had been cleared up.

Disgruntled workers, who claimed they had been cheated out of a 15% wage increase, gathered in the grounds of the post office early yesterday and demanded to see the Director of Engineering Services.

They said they refused to continue work until the matter was fully explained.

A spokesman for the Post Office said the Director of Engineering, Mr. Keith Lewis, had gone out immediately to try and settle the differences.

"Apparently, information regarding their salary increases has been given to the workers — perhaps by people who want to cause trouble," the spokesman said.

"Normally, they would only have known what their salary increases were on Monday when they received their wage packets." — Sapa
Mercury Reporter

The Mobile Post Office was back to normal yesterday afternoon after a wage dispute involving about 300 workers.

The workers gathered in the post office grounds and refused to go on duty. They claimed they were being cheated out of a 15 percent wage increase.

A Post Office spokesman said it was explained to the workers they would receive the same 10 percent increase as white employees. They then agreed to go back to work.
JOHANNESBURG - The Department of Posts and Telecommunications had lost 2,592 of its trained technical and semi-technical staff members over the past five years, the Postmaster General, Mr Louis Rive, said here yesterday.

Opening the sectoral trade congress of the Afrikaanse Handelsinstituut, he said: "In terms of training costs, this represents a loss of approximately R28 million.

"I have often in the past appealed to the private sector to do more of their rightful share of staff training."

Mr Rive said he did not know the extent of the trade sector's contribution to increased training, improved labour exploitation and labour stability. But indications were that the private sector had not done enough in this regard to equip itself for the challenges of the immediate future, for example.

The economic revival which was underway;

The need for mainly technically-trained people in the era which South Africa was entering;

A shortage of skilled and highly skilled labour which South Africa was about to face, all over again - SAPA."
THE ASSEMBLY — The man in the street who feels himself the victim of spiralling statistics, should spare a thought for the poor postman in the street.

According to statistics released in Parliament yesterday, 13 more postmen were bitten by dogs last year than in 1977, bringing last year's total to 335.

Mr F W de Klerk, Minister of Posts and Telegraphs, disclosed this in reply to a question by Mr Horace van Rensburg (PPP, Bryanston).

Mr Van Rensburg wanted to know how many cases of "Post Office personnel who were attacked by privately-owned dogs while performing their official duties were reported during 1977 and 1978." Mr De Klerk replied that during 1977, 332 postmen were victims of "privately-owned dogs" and in 1978 the number increased to 335.

Of these, two had serious injuries and 656 minor injuries. Two of the injured had claimed compensation from the state and were paid R521 and R258 respectively.

Although he had not been asked, the Minister added the following comment: "It is mentioned for the Honourable Member's information that in all cases, medical expenses were paid in full by the state and all absences resulting from injuries sustained were treated as special leave with full pay."

So if any postman is thinking of taking on the local canine menace, think again. Statistics show you are likely to come off second best — PS.
Argus, Beeld and Citizen have been in partnership for a number of years. The following is the partnership balance sheet at 1st April 1978:

<table>
<thead>
<tr>
<th>Capital</th>
<th>Fixed</th>
<th>Current</th>
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</thead>
<tbody>
<tr>
<td>Argus</td>
<td>R14 000</td>
<td></td>
</tr>
<tr>
<td>Beeld</td>
<td>10 000</td>
<td></td>
</tr>
<tr>
<td>Citizen</td>
<td>2 000</td>
<td>R26 000</td>
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<tr>
<th>Reserve</th>
<th></th>
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<tbody>
<tr>
<td></td>
<td>4 000</td>
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</table>

<table>
<thead>
<tr>
<th>Long Term Liability</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Mortgage loan (secured over land and buildings)</td>
<td>8 000</td>
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</table>

<table>
<thead>
<tr>
<th>Current liabilities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>4 000</td>
</tr>
<tr>
<td></td>
<td>R2 000</td>
</tr>
</tbody>
</table>

During the year ended 31st March 1978:

1. The partnership earned a net profit (before interest and capital) of R2 000.
2. Beeld contributed an additional R2 000 as capital on 1st January 1978.
3. Partners drawings for the year were: Argus R16 000; Beeld R14 000; Citizen R2 000.

On 1st April 1978:

Citizen retired from the partnership and Despatch's admitance as a partner:

1. An existing joint life policy on the lives of Argus, Beeld and Citizen's surrender value is R2 000 and the insurance company has agreed to pay the same in July 1978.
2. The goodwill of the partnership was valued at R10 000 and a sum of R7 000 to be created. All other assets are agreed as being fairly valued.
3. Citizen is to be paid the full amount due to him on 1st April 1978 to contribute the following assets: Motar vehicle R7 000; Goodwill 2 000; Cash 1 000.
4. Despatch is to receive one quarter of the profits or losses of the partnership, which is relinquished equally by Argus and Beeld.
5. Goodwill is not to be recorded as an asset in the ledger of the partnership is to remain at R4 000.
Then, in March this year, Rogers was elected national president, and Chris Copeman chairman of the Johannesburg branch of the SABC Staff Association (Sabsa, a registered white trade union), which had been largely inoperative for years.

There followed Rogers’s famous telegram to P W Botha last month, protesting at the Press gap clauses of the AG Bill. But the Sabsa telegram did not have the support of Sabsa branches outside Johannesburg.

In swift order SABC chairman Piet Meyer and director-general Jan Swanepoel (both Broeders) distanced themselves from the telegram and expressed loyalty to Pretoria. Then, after a hasty recruitment drive led by senior newsman Sakkie Burger — a verkramp, according to some — Sabsa’s members rapidly rose to over 1,000 by last week, when a show of hands at a special meeting compelled Copeman to resign his branch leadership.

A new branch executive will have been proposed by the weekend, and voted in by about July 20. Will it be a Broeder executive, which will bring Sabsa to heel?

Sakkie Burger’s group denies that it is being manipulated by middle and senior management men in the name of “patriotism” and “good order.” But an ultra-right faction is Nursing for Rogers, with whispers that “Pat Rogers wants the SABC to become multiracial.” Rogers himself regrets the publicity, and speaks of “an over-emphasis in the Press on political angles.”

There are allegations aplenty. That the boosting of membership to over 1,000 was specifically aimed at bringing in elements hostile to Copeman’s executive, that the bulk of the members were in the crucial meeting half an hour before it was officially scheduled, and that many others were turned away.

The loser can only be Sabsa itself — as a union. Its ousted executive points to genuine grievances over pay and service conditions.

“Why can’t we be proud of our bosses instead of rejecting them?” complains one member, alluding to all those directors’ Mercedes in the foyer. “The whole anti-Copeman plan was brilliant in execution and masterly in propagation.”
notice over
given 24 hours
Top TV man
SACKED!
SOWETO TALK

BY PETER BAYER

The truth is, we're just talking.

The program was screened on the English service on Tuesday night.

By Peter Bayer

Mr. Harris, who has been with the SABC for 15 years, was given 24 hours notice.

The documentary was made on Baragwanath Hospital's "Bare"

SABC-TV has sacked one of its top producers, Mr. Kevin Harris, over a

By Kevin Harris

The decision was made public in order to protect the integrity of the program.
Mail rush hits PO

EAST LONDON — With an estimated 3 200 000 extra postal items to handle over the two-week festive season rush, workers at the East London Post Office are working double their normal working hours.

The assistant postmaster at the main post office, Mr G Swanepoel, said the amount of mail handled over the Christmas season was nearly double the normal volume.

He said this year there was a slight increase in the amount of mail handled daily compared with last year’s figure. The post office took on 12 scholars as temporary staff but no other extra staff was employed.

The rush started a few days ago and is expected to last until December 24 with a peak on December 17, as a lot of people post Christmas cards and other mail over the preceding weekend.

“You always get the latecomers who only post their Christmas cards the day before Christmas,” he said.

The central post office is processing about 85 000 letters and Christmas cards a day, excluding parcels and bulk post. If the mail from the other post offices, which also go to the main post office was added, it means a total figure of about 500 000 postal items being handled daily by the staff. During normal months this figure decreased to about 300 000.

Mr Swanepoel said a large number of Christmas cards came from Mdantsane this year. The number of Christmas cards sent by whites showed a decrease. — DDR
**Watching big brother**

George Orwell's "1984" predictions of electronic hegemony can hardly be regarded as science fiction any more. The world's first electronic publishing system -- teletext -- is fast becoming the 'new medium' in Britain, Europe and the USA. SA is considering this new computer technology which is promising to revolutionise homes and businesses.

Financial Mail December 14 1975

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<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>1973</td>
<td>3.0%</td>
<td>1.5%</td>
</tr>
<tr>
<td>1974</td>
<td>3.5%</td>
<td>1.7%</td>
</tr>
<tr>
<td>1975</td>
<td>3.8%</td>
<td>1.9%</td>
</tr>
<tr>
<td>1976</td>
<td>4.2%</td>
<td>2.0%</td>
</tr>
<tr>
<td>1977</td>
<td>4.6%</td>
<td>2.1%</td>
</tr>
<tr>
<td>1978</td>
<td>5.0%</td>
<td>2.2%</td>
</tr>
<tr>
<td>1979</td>
<td>5.4%</td>
<td>2.3%</td>
</tr>
</tbody>
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The ingenuity of a teletext system is that it's inexpensive and isn't restricted to electronic genres. It is merely an extension of two well established services -- television and telephone.

Says Eric Starky, chairman of the executive committee of British Advertisers: "Teletext is the ordinary man's access to a virtually unlimited library of information." All that's needed is a modified television set and a telephone. The user dials the "data bank" or presses a remote control keypad similar to a pocket calculator. The index flashes on to the screen. Any page can then be called up.

The range of information the system can store and print is limitless. Stock market prices, theatre programmes, etc., can all be displayed.
Rush for jobs with SABC’s black TV service

By SAM MABE

THE SOUTH AFRICAN Broadcasting Corporation (SABC) has been bombarded with close to 3000 applications for 250 vacancies with the planned black television service.

"We advertised for the vacancies on a Monday and by Friday we had already received 2700 applications and so we had to stop advertising," said Mr. Eric van der Merwe, Public Relations Officer for SABC TV.

There was no doubt, he added, that by January 3, 1983, the black television channel would be on the air.

Training for the successful applicants will start at the beginning of March and cameras, soundmen, and script-writers will be the first to be trained.

He said the old Broadcast House in Commissioneer Street, Johannesburg, would be used for black television and that a lot of time would be spent on rebuilding some studios and reorganizing the entire building to suit television requirements.

Initially, the black service will broadcast programmes in five languages - Zulu, Sotho, Pedi, Tsawana, Shangaan, and also Xhosa for three hours a day, with extended time for Saturday sports.

The Cape branch of the National Film Forum says 11,000 applications have been received so far, and that 2000 people are interested in support of the film industry.

The Forum for Peace Movement has called on film producers to reconsider their plans for the production of films for the black market.

Mr. Van der Merwe said the forum is worried about the effect of the black market on the film producers and producers of educational films.

"The forum for peace movement has called on film producers to reconsider their plans for the production of films for the black market."

The South African Council of Sport (SASCOC) says it would instruct its members not to purchase products produced under the following brand names: Astra, Ariel, and Gain.

These demands, it said, would be supported by meetings with the directors of the Corporation, the South African Film and Television Industry, the National Film and Television Board, the National Film and Television Board, the South African Broadcasting Corporation, and the Department of Education.

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TUESDAY, 12 J

Telecommunication technicians

Mr H E J VAN Rensburg asked the Minister of Posts and Telecommunications

(a) How many (i) Black, (ii) Coloured and (iii) Indian members of the Post Office staff have qualified as telecommunication technicians and (b) what are the commencing salaries for qualified telecommunication technicians in respect of (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians?

The Minister of Posts and Telecommunications

(a) (i) 11
    (ii) 60
    (iii) 61

(b) (i) R3 960 plus R468 personal pensionable allowance per annum
    (ii) R2 475 plus R621 personal pensionable allowance per annum
    (iii) R3 267 plus R645 personal pensionable allowance per annum
    (iv) R3 267 plus R645 personal pensionable allowance per annum
PO fears the upsing of staff

The annual 1967-1989 government report, "The Great Depression and Economic Policy," states that the current economic downturn could lead to a significant increase in unemployment. The report predicts that the unemployment rate could rise to 6% by the end of the year. However, the Department of Labor estimates that the unemployment rate will only reach 5%. The report also notes that the manufacturing sector has seen a decline in production, with many factories operating at only 75% capacity. The government is expected to announce new plans to stimulate the economy in the coming months.
Postmen

74 Mr N J WOOD asked the Minister of Posts and Telecommunications:

(1) How many White, Coloured, Indian and Black persons, respectively, are employed as postmen in the Durban complex?

(2) (a) What is the authorized establishment in this area in respect of White,

(b) how many of these posts are vacant and (c) how many non-White are employed in the vacant posts?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) White
    Coloured
    Indian
    Black

(2) (a) 142
    (b) 2
    (c) nil
Post Office personnel attacked by dogs

Mr. H. E. J. Van Rensburg asked the Minister of Posts and Telecommunications:

[Cut-off text]

19. How many cases of Post Office personnel being attacked by privately owned dogs while performing their official duties were reported during 1979?

20. In how many of these cases did the victims (a) suffer (i) serious, and (ii) minor injuries and (b) (i) claim compensation and (ii) receive compensation from the State?

21. What is the value of the compensation paid by the State to each victim?

The Minister of Posts and Telecommunications

18. 360

20. (a) 2
   (i) 2
   (ii) 358
   (b) (i) 1 (claim still being considered)
   (ii) nil

21. nil

It is mentioned for the Honourable Member’s information that—

(a) in the cases where medical expenses were involved, such expenses were paid in full by the State, and

(b) all absences resulting from injuries sustained were treated as special leave with full pay.
White technicians earn a lot more

Political Correspondent
THE ASSEMBLY — White telecommunication technicians earn a starting salary of R124 a month more than blacks.

This was revealed by Mr Henne Smit, Minister of Posts and Telecommunications, in Parliament yesterday in reply to a question by Mr Horace van Rensburg (FFP Bryanston).

"Mr Smit's reply also showed that coloured and Indian technicians earn a starting salary of R58 less than whites."

Commenting on the statistics, Mr Van Rensburg said there could be no justification for discriminatory pay to technicians of different races.

"It makes a mockery of Dr Pieter Koornhof's proud pronouncements that the Government will not rest until all race discrimination is removed."

"I challenge the Prime Minister to tell us whether this is an example of so-called 'necessary' discrimination, and if so, why?"

Discriminatory rates of pay were a deplorable example of race discrimination. "All the technicians have to pass the same stringent examinations and they all have to do the same work to the same standards," Mr van Rensburg said.

According to the statistics released in Mr Smit's questions, 11 black, 60 coloured and 61 Indians have qualified as telecommunication technicians. The commencing salaries for whites is R3 260 a year plus a R460 personal pensionable allowance, for blacks it is R2 650 plus a R361 personal pensionable allowance, for coloureds and Indians it is R3 267 plus a R460 personal pensionable allowance.
Racial differences in PO technician's pay

Political Staff

HOUSE OF ASSEMBLY — White telecommunication technicians earn a starting salary of R124 a month more than blacks.

This was disclosed by the Minister of Posts and Telecommunications, Mr Henne Smut, in reply to a question by Mr Horace van Rensburg (PPPProvisional).

Mr Smut's reply also showed that coloured and Indian technicians earn a starting salary of R55 less than whites.

According to the statistics released by Mr Smut's replies, 11 blacks, 60 coloured people, and 81 Indians have qualified as telecommunication technicians.

The commencing salaries for whites is R3 090 a year plus R168 personal pensionable allowance, for blacks R2 475 plus R121 personal pensionable allowance, and for coloured people and Indians, R2 267 plus R146 personal pensionable allowance.
It's a budget bonanza for PO workers

Salaries for post office workers were announced this week by the Minister of Posts and Telecommunications, Mr. Smit, introducing the Postal Office's first budget. He announced new annual salaries and a new housing scheme for post office workers.

As a result of the budget increase, the minister has decided to introduce a new housing scheme for post office workers. This scheme will include new houses and new salaries for those who meet the criteria. The minister also announced new annual salaries for all post office workers.

The minister said that the budget increase was necessary to keep up with inflation and to ensure that post office workers receive a fair wage. He also said that the new housing scheme would help to attract and retain more workers.

As a result of the budget, the minister also announced new annual salaries for all post office workers. These salaries will be increased by 10% for each position. The minister also announced new housing schemes for all post office workers.

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R41 million for increased GPO salaries

By DIANA POWELL

THE Postmaster General, Mr Louis Rive, yesterday refused to disclose top, bottom and average percentage increases in Post Office salaries which come into effect next month — in the interests, he said, of keeping inflation down.

At a press conference on the Post Office Budget, Mr Rive accused the private sector of cramming on the bandwagon every time government salaries were raised, with the global effect of creating a significant increase in the consumer price index.

At the same time he promised consumers that they would not be hit again with increased postal and telephone tariffs for some time and, if the present economic boom was maintained, there could even be a slight decrease in Post Office charges.

Mr Rive said the latest income figures showed that an upward movement in economic activity was bringing in revenue beyond expectations and the Post Office would not shy away from any decrease in charges which could be passed on to the consumer.

The increased revenue, he said, was attributable mainly to increased telephone traffic.

The latest Post Office tariff increases, due to come into effect last year, were postponed until February 1, 1980, when telephone calls went up by one cent a unit and letters to internal destinations by a minimum of one cent.

The budget, introduced in the House of Assembly yesterday by the Minister of Posts and Telecommunications, Mr Hennie Smit, contained few shocks and several surprises — especially for Post Office staff.

Mr Smit announced: "A differentiated pay structure which will enable the Post Office to compete for manpower on the open labour market". And increased salaries for Post Office personnel totaling R41 million.

These would come into effect on April 1, and in the allocation of the increase the principle of differentiation had already been applied, Mr Smit said.

There would be a "high priority for the provision of telephone services in black areas with budgeted expenditure of not less than R55 million RN 121,4 million for Soweto alone."

More budget reports, page 5
Big slice of budget for black telephone services

HOUSE OF ASSEMBLY. — A large slice of the Post Office capital expenditure for the coming financial year would be spent on providing telephone services to blacks at an accelerated rate, the Minister of Posts and Telecommunications, Mr.ennie Smit, said here yesterday.

In his Post Office budget speech he announced that capital expenditure would be up 19.3 percent and revenue would increase by an estimated 19.4 percent.

Telephone services to blacks would cost R69 million, R66 million more than the current financial year.

Total capital expenditure would be an estimated R429.5 million, R66 million higher than the revised total for the current year. Revenue was estimated to total R1.090 million, R177 million up on the current year.

Capital expenditure would be financed by an operating surplus of R1.060.5 million, the provision of R1.276.5 million for depreciation and higher asset replacement cost, approximately R1.120 million from investments in Post Office savings services and a further R26.4 million from money on call.

"On this basis, the self-financing component of capital expenditure will amount to 56.1 percent," he said.

The increases in capital expenditure arose from:

- Expected price increases on equipment,
- Further expansion of the telephone network to meet sustained high demand for services,
- Accelerated provision of telephone services to blacks,
- Provision of the new electronic telex exchange in Durban and,
- Further expansion of Sapa to meet the high demand for data services.

Operating expenditure for the next financial year was estimated at R901.1 million, 19.7 percent (R157.9 million) up on the current year, mainly resulting from:

- Proposed salary concessions and the resultant higher pension liability,
- Service bonus replacing the vacation savings bonus and the department's liability to the Civil Pensions Stabilization Account,
- Expected cost escalation on transport, maintenance, material and stores,
- Higher interest payment on the continued favourable inflow of savings services funds and,
- Higher international payments resulting from growth in international traffic.

Reviewing the finances of the past year, Mr. Smit said that owing to favourable developments and in the interests of economic development it was possible to postpone tariff adjustments for a further period up to February 1 this year, five months later than planned.

The favourable developments had been an estimated increase in revenue of R29.4 million, or 3.3 percent higher than budgeted for and a drop in total expenditure of R15.6 million or 1.3 percent lower than provided for in the last budget.

The higher revenue had resulted from a decision to take up a portion (R12 million) of the profits of the South Atlantic Cable Company, and growth especially in telephone traffic.

In the current year approximately 57.5 percent of the estimated capital expenditure of R355.7 million would be financed from internal funds and 42.4 percent from loan funds.

"A net increase in savings services funds of R160 million was expected during this financial year," he said. — Sapa
Postal Tariiffs—Widman

Govt must first revise

[Image: Assembly Logo]
TV REVOLT OVER ARMY PROPAGANDA

Revealed at last:

The real reason why Pat Rogers was driven into SABC wilderness

By KITT KATZIN

A PRIVATE film company had to shoot a sabre-rattling Defence Force documentary for the SABC after the corporation's own producers refused point-blank to associate themselves with what they called "a propaganda ploy which stank to high heaven".

As a result of the revolt, top TV interviewer-producer Pat Rogers was moved within days to a department right out of the firing line — low-key TV variety shows.

One year later Rogers quit the SABC.

The crisis erupted in conference room 1631 at Auckland Park, when the then head of the documentary section, Mr Don Briscoe, fresh from a briefing by Defence Force generals in Pretoria, ordered the producers to drop their current work to make way for an urgent glamour film on the SADF.

And at a second meeting Mr Briscoe indicated that other Defence-oriented and propaganda programmes were on the cards.

Mr Briscoe ordered the immediate axing of an exciting and courageous documentary, "Challenge", on which Kevin Harris who has also since quit the SABC, was working. "Challenge" was to have reflected the philosophical and political attitudes of Coloured and African youths to the situation in the country.

All production resources were to be immediately switched to a top priority documentary that would portray South Africa's military preparedness in the face of "events to the north".

All seven producers and the four production secretaries at the meeting objected vehemently, and challenged Mr Briscoe to say whether or not he regarded the proposed documentary as propaganda.

"Let's not be afraid to use the term propaganda — and let's not be ashamed of it." he told them. But all the producers declared they were not prepared to...

To Page 2
with fares

CAPE TOWN — The Post Office has decided to pay
fares of its employees who
continue to work from
home.

Referring to the recent
increase in post and
Telecommunications
expenses, Mr. H.H.
Communications, said that
some communications
would be divided and
these could be
subsidised.

The board's approval
was given to the
second and third journeys
of the employees who
live at a distance from
the official opening of the
Congress of the Post
and Telecom Union.

The fares are
allowed to employees of
the Combine radio and
TV licence from July 1.
Reduce Saturday hours, PO asked

POST OFFICE workers are to ask the authorities to close branch post offices on Saturdays and limit the hours of business at other post offices to 11 am on Saturday.

This was decided yesterday at the 45th congress of the Posts and Telegraphs Association, being held at a Munzenberg hotel.

The president of the association, Mr Bernie Blume, said the congress was also believed a special appeal should be made to the public, as well as commerce and industry, to restrict to essentials their dealings with the post office on Saturdays.

The introduction of these measures will result in more members of the association being allowed to enjoy the privileges of a five-day working week and will contribute substantially to making careers in the post office more attractive, said Mr Blume.

He said the congress had also expressed appreciation for the recently announced salary adjustments and improved benefits.

However, some aspects of the salary structure adjustments were not entirely satisfactory and the association would negotiate with the authorities on these points.
Post offices may close on Saturdays

CAPE TOWN — Post Office workers are to ask for branch post-offices to be closed on Saturdays and for Saturday business hours at other post offices to end at 11 am. This was decided yesterday at the 46th congress of the Posts and Telegraphs Association, in Middelburg. The president of the association, Mr Bernie Blume, appealed to the public, and commerce and industry, to restrict dealings with the Post Office on Saturdays to essentials. This would result in more members of the association being allowed to enjoy the privileges of a five-day working week, he said. — Sapa
Post office workers seek shorter hours

CAPE TOWN — Post office workers are to ask the authorities to close branch post offices on Saturdays and limit the Saturday hours of business at other post offices to 11 a.m.

This was decided on Wednesday at the 45th congress of the Posts and Telegraphs Association, being held at Muizenberg near here.

The president of the association, Mr. Berne Bijou, said, "This would result in more members of the association being allowed to enjoy the privileges of a five-day working week." — SAPA.
News reader to stay on

Mr. Andries Cornelius will not lose his job as a freelance news reader on SABC-TV now that he has become an official of the controversial Mineworkers' Union.

Asked how his new job affected his position at the SABC in view of the fact that the union has featured prominently in past news bulletins, SABC spokesman Eric van der Merwe said: "Because he is a freelance we are not interested in what he is doing for a living."

Mr. Cornelius has succeeded the Mineworkers' Union's recently retired welfare officer and will also act as legal adviser to the union.

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OF WITWATERSRAND, XXII

FRS ON PHONETICS AND

IN WHICH THE PHONOLCG
SABC getting staff from abroad—but at great cost

Recruitment overseas has partially solved the severe shortage of qualified SABC staff—but at a cost estimated at thousands of rand.

Mr D Esterhuyze, head of personnel at the SABC, who returned from a six-week visit to the USA and Britain last week, said about 30 engineering technicians living abroad had been offered jobs by the SABC.

Mr Esterhuyze said three SABC executives—deputy director-general Mr G Yesel, engineer controller Mr N Smuts and himself—had seen about 100 applicants abroad.

Of the original 300 applications made, 50 academically qualified men in the field of electronics and mechanical engineering had been made offers. If all of them accepted, the gap in technical staff at the SABC would be considerably narrowed, particularly the “lim positions.”

The SABC advertised abroad in several newspapers and publications and in trade magazines at considerable cost. The corporation would also be paying the travelling expenses of the new employees and their families.

“We need more funds, but we plan to recruit staff internally. Our problem is that the demand for qualified staff constantly outstrips the supply—there are not enough qualified people in South Africa.”

The appointments were being made across the board, but training would be provided for any staff member not skilled in the sphere of broadcasting.
The President of the Board of Directors has issued an order to the effect that the Board of Directors of the Company is dissolved, and that the assets of the Company shall be distributed among its members in the proportion of their capital subscriptions.

The Company's assets consist of a sum of money and property, which shall be distributed among the members in accordance with their capital subscriptions.

The order of the Board of Directors is final, and no further action can be taken in the matter.

Respectfully submitted,

[Signature]

Secretary of the Board of Directors.

[Insert date]
Post Office technicians are grossly underpaid

The media has made public the fact that, in 1981, there were many telephone technicians on the Witwatersrand who were earning less than the minimum wage. The shortage of 40,000 telephone technicians on the Witwatersrand has also been made known.

I do not believe that the Post Office has any hope of clearing the backlog in telephone applications, let alone the provision of video telephones, digital telephones and the best of goodies now being planned.

This is because the Post Office technicians and their counterparts in municipalities and the private sector, where similar perks, or better, exist.

The Senior Technician, after a lifetime of good service, can reach a maximum of R11 530 a year. The Technician, who is highly skilled in electronics and electromechanics, starts at a salary of R6 220 a year. This is a man with a wife and children. The advertisement in the newspaper shows that a technician can earn the maximum of R8 670 a year. Advertisements in the newspapers show artisans, with only Standard Eight and a recognized apprenticeship, getting the following offers: diesel mechanics R13 000 a year, electricians R10 300 a year and masons and bricklayers at R9 300 a year.

The counterpart of the tradesman in municipal service would be the Post Office technician who receives a starting salary of R9 500 a year and can progress to R11 500 a year.

It is obvious that the Post Office technician will remain the poor white of the community. At present he must buy second-hand, school uniforms for his children, he has to eat the cheapest offal as red meat is beyond his means and he can afford to visit his out-of-town relatives only once a month.

The technician, who is highly skilled in electronics and electromechanics, has completed a three-year period of intensive study of electronics and related subjects in the telecommunications field. He finds it impossible to buy his wife the occasional bunch of flowers. The technician must wait for his 15th cheque on his birthday to be able to buy any major household appliance. His salary is R4 750 a month.

A critical shortage of technical staff exists on the Witwatersrand and in the Vaal triangle. To attract staff from other centres a retrenchment allowance is given. My allowance is R4,50 a month. No person in the right mind is going to sell his house at the coast, give up his friends and start anew in the Transvaal where housing costs are soaring, just to get an extra R4,50 a month.

Successive increases in the Transvaal, when introduced last April Fool’s Day, were done so with the utmost secrecy. This suited me fine as I did not want my children to know what possible gain I was receiving after a lifetime of loyal service.

It is all very well to say that salaries will be adjusted as the cost of living index rises, but a 12% increase next April Fool’s Day is not going to attract new entrants to the Post Office. It will not help the poor underpaid, underfed and badly clothed Post Office technician to pull himself out of the quagmire of debt incurred to feed and clothe his children.

It is high time that the Post Office put flesh on the bones of its promises — POOR WHITE, Krugersdorp.
Govt set to close pay gap another notch

By GERALD REILLY
 Pretoria Bureau

The removal of pay discrimination in the public sector will be taken a significant step further in next year’s increases for nearly a million workers, according to Government sources in Pretoria.

Last year, pay rises for whites in State and Provincial departments averaged about 10.6%. The increases for blacks ranged between 14% and 16%

The sources say blacks can expect another move towards levelling pay scales in the estimated R600-million needed to provide average rises of about 15% next April.

According to the Department of Statistics, of the 915 000 workers in State and Provincial departments, including the Railways and Post Office, 506 000 are of race groups other than whites.

The number of blacks working in the public sector is 363 000.

During the present financial year they will earn about R1 216 000 in a total wage and salary bill for the public sector of about R4 300 000.

A senior official of the Commission for Administration said in Pretoria yesterday the pay gap had been closed for doctors and other professionals in the service.

“The policy is to work down from the top, and the programme to remove discrimination provides for a progressive penetration down to the lowest levels.”

It was hoped to implement Phase 4 of the programme next year. Depending on the availability of funds, Phase 3 might be introduced simultaneously.

The general secretary of the Postal and Telegraphs Association, Mr Daan Coetsee, said the Post Office had been working on the removal of pay discrimination for 10 years.

“There isn’t much left. The gap is almost closed in most areas in the Post Office, and within the next two or three years all traces of discrimination will have been removed.”

There was still a narrow gap in the pay levels of Black and white postmen. This, too, would be closed.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the Railways administration had been asked to close the wage gap “immediately.”

The reply was that at a cost of between R50-million and R600-million, this would be too costly.

The aim now was that pay discrimination should be totally eliminated within five years.

Mr Zurich said there were now 21 000 black rail workers doing semi-skilled work formerly designated for whites, and that more than 1 000 of these were in the technical divisions.
Public Sector —

Telecommunications —

Labour

1/2/81 — 31/12/81
A SYSTEMS APPROACH TO APPROPRIATE TECHNOLOGIES: HEALTH MICROPLANNING IN THE DEVELOPING COUNTRIES.

PREFACE

A systems approach to the health problems of the developing countries of the world is needed if we are to develop realistic and effective health planning. This paper presents a framework for such an approach which attempts to integrate the various components of the health system and to identify the linkages and decision points. The approach is based on the premise that health is a complex system of interrelated factors, and that the effectiveness of any health intervention depends on its integration with other components of the system.

The paper is divided into three sections. The first section provides an overview of the systems approach to health planning. The second section examines the specific components of the health system, including health services, health education, health research, and health management. The third section discusses the implementation of the systems approach to health planning in the developing countries, with particular reference to the case study of a microplanning project in a developing country.

The paper concludes with a summary of the key points and a discussion of the implications for health planning in the developing countries. The systems approach to health planning offers a more comprehensive and holistic approach to health planning, and is essential if we are to develop realistic and effective health planning in the developing countries.

CONCLUSION

The systems approach to health planning is essential if we are to develop realistic and effective health planning in the developing countries. The approach offers a more comprehensive and holistic approach to health planning, and is essential if we are to develop realistic and effective health planning in the developing countries.

Page 2
(2) (a) What is the authorized establishment in this area in respect of Whites, (b) how many of these posts we vacant and (c) how many non-Whites are employed in the vacant posts?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) Whites 135
    Coloureds 8
    Indians 906
    Blacks 54

(2) (a) 142
(b) 7
(c) nil
EAST LONDON—About 400 workers at Federal Electronics SATV factory in Vilakazi went off the production lines yesterday.

The workers stopped work in protest against the proposed Pensions Bill, which they said they would not be exempt from the planned law.

One of the workers, Mr. D. N. Mdumbane, said that about 400 workers stopped work on Friday, but by Monday, the management had dealt with the remainder of the work on site.

He said the workers were not receiving their wages, which are paid every Friday, and that they were not paid on Monday.

Mr. Mdumbane said that the workers had decided not to return to work until the promised pension scheme would be announced.

The workers’ union said they had nothing to fear from the proposed bill.

The company’s management informed the workers that they would not be exempt from the new pension system.

The workers who did not believe the assurances, Mr. Mdumbane said, went on strike and went straight to the company.

Management officials told the workers that the company would not be exempt from the new proposal, and that they should collect their cases and return to work on Monday.

Mr. Mdumbane said they were worried that the company would not return to work on Monday.

The workers object to the proposed new scheme, saying they fear they will not get the benefit of their pensions.

The new proposal proposes that pension fund contributors pay in the pay scheme and the company will be automatically transferred to another company if an employee leaves and joins the other company.

At present, if an employee leaves a company, the pension fund contributions made during employment are paid back and the worker has to start a new pension scheme on joining another company.

However, a number of black workers object to the new system as they want the choice of being paid their pension contributions on leaving a company.
EAST LONDON — Eleven workers — one of them a man — were yesterday fired at Federal Electronics’ SATV factory after all but one of the 1,500 workers who downed tools on Friday returned to work.

The managing director of the company, Mr Mike Bosworth, confirmed the workers had been dismissed and said they had chosen to be paid off or had been found to have been behind the disturbance and confusion which had led to the downing of tools last Friday.

But none of the workers interviewed yesterday said they had been told on Friday that if they wanted to keep their jobs they should return to work on Monday and obey the company’s rules.

“We did just that but we were handed out from the various groups and given no reasons for our dismissal,”

One woman, Miss Namhpondwa Sikweyiya, said she had been off sick on Thursday and last Friday.

“I knew nothing about the strike but I was concerned about the pension question which led to it,”

She said when they were told by Mr Bosworth either to go in and work or be paid off they did not want to work.

“Mr Sikweyiya said out.

“I thought I would get a chance to put my case to the company managing but no one showed interest in that. All that was done was to pack me to the canteen and give me other workers to feed me when I had not gone in.

Others told similar stories, but some said they were taken from their places of work after the morning break and told to go to the canteen where they were told their services had been terminated.

“We asked the workers’ committee to go and plead our case but they came back to tell us management would not budge,”

They claimed it appeared there was no cleaner system applied in firing them.

Mr Bosworth said production had been suspended in one of the two factories on Friday following a misunderstanding and confusion over proposed pension fund legislation.

“We have applied for and have been granted an exemption on this intended legislation,” he said.

“We have always said our policy is not to act on the workers,”

Mr Bosworth said his company would have benefited by up to $400,000 if it paid off the pension money due to its employees, but it did not want to do this because it believed it had a duty to its employees.

“I believe the money is not an employee being paid off,”

Mr Bosworth said.

Mr Bosworth said the company would have benefited by up to $400,000 if it paid off the pension money due to its employees, but it did not want to do this because it believed it had a duty to its employees.

“We have now identified people who were holding meetings. We have a total misunderstanding with the workers,”

Mr Bosworth said.

The eleven workers fired are Miss Sikweyiya, Mrs Phumlosi Lutuli, Miss Ndakati, Miss Zanele Kwakwani, Mrs Ntuthu Shibaba, Miss Thembisa Nombela, Miss Patricia Mgaba, Miss Cynthia Ngidane, Miss Maureen Jabati, Mrs Patience Ncina and Mr Thami Manyati — DDR
Corporation Medals were awarded on the recommendation of the students and the Faculty for the best students in both the second and third years.

Second Year (Silver Medal):
- Miss N. C. Davidson
- J. H. Lindsay
- B. P. Smith
- G. F. Kildaid
- J. H. Rees

Third Year (Gold Medal):
- Miss G. C. Littlewort
- J. S. Tomlinson
- B. G. H. Brown
- J. H. Rees
routes from (243)
United States to Africa. Cargo rates are likely to increase by
an average of 4%

interdepartmental committee, consisting of senior officials of
the South African Prison Service and other departments
involved, was appointed by the
Minister of Prisons to under-
take the implementation of the
recommendation of the Vljoen
commission which showed that the
work of the correctional
authorities was hampered by
administrative and financial
problems. The committee's
report was presented to the
parliament.

OFFICE lost almost a quarter of its full-time staff during
the last financial year.

BY HELEN ZILTE, Political Correspondent

House of Assembly
29) Mr H E J VAN RENSBURG asked the Minister of Posts and Telecommunications:

(a) How many (i) Black (ii) Coloured and (iii) Indian members of the Post Office staff have qualified as telecommunication technicians and (b) what are the commencing salaries for qualified telecommunication technicians in respect of (i) Whites (ii) Blacks (iii) Coloureds and (iv) Indians?

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

(a) (i) 17

(ii) 70

(iii) 72

(b) (i) R5 220 p.a. (R6 210 in the Witwatersrand and Transvaal regions)

(ii) R3 816 p.a

(iii) R4 698 p.a

(iv) R4 698 p.a
Post Office personnel attacked by dogs

288 Mr H E J VAN RENSBURG asked the Minister of Posts and Telecommunications

(1) How many cases of Post Office personnel being attacked by private-owned dogs while performing their official duties were reported in 1980?

(2) In how many of these cases did the victims (a) suffer (i) serious and (ii) minor injuries and (b)(i) claim and (ii) receive compensation from the State

(3) What was the value of the compensation paid by the State to each victim?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) 450

(2) (a) (i) 41

(ii) 409

(b) (i) 4

(ii) 4

(3) R156 00 R200 00, R200 00 and R135 67 respectively.

Note

It is mentioned for the hon. member's information that—

(a) in all the cases medical expenses were paid in full by the State, and

(b) all absences resulting from injuries sustained were treated as special sick leave with full pay.
Not only will it close the 1980-81 year with a 17% higher operating surplus of R16,3m but it will also provide its staff of 76,000 with a 12%-15% wage adjustment — and still hold tariffs at existing levels.

As in previous years, the GPO has benefited a great deal from the marvels of modern electronic technology, a phenomenon whereby equipment seems to get cheaper as it becomes more sophisticated. In the year now drawing to a close, GPO’s main earnings base, the telephone network, was expanded by 250,000 units, 21% up on last year, bringing the total number of services to nearly three million. Even so, there is expected to be a waiting list of 130,000 at the end of March. Minister Henke Smut says this is largely due to an explosion in demand among blacks.

But even in the more labour-intensive divisions of the GPO, postal and telegraph services, greatly improved productivity helped to trim anticipated losses.

The postal service lost R53m, not R63m, while the public telegraph services lost R13,5m and not R19,6m.

All this, plus the fact that real GDP growth for the year was about 8%, boosted GPO revenue nearly 4% higher than the estimate to R1,333m (R1,000m estimate), but expenditure went only 1.5% over the R961m estimate, to R975m. So after providing for loan redemptions and an increase in standard stock, the operating surplus will be nearly 17% higher than budgeted for.

Because of the improved earnings position, no tariff increase is contemplated “at present.” The April 1 wage increase for staff will probably require about R60m (R41m last year) which for the time being can be financed out of revenue, but the Minister was vague on capex plans for 1981-82 (R424m in the current year).

It may be necessary, therefore, to raise tariffs in the main Post Office budget in August. GPO is determined to reduce the extent of internal cross-subsidisation in the department and bring postal charges closer to costs.

By the end of the current year, the automatic telephone exchange system will have been expanded by 176,000 lines, while in 1981-82 the system will be expanded by 133,000 lines and the first two digital exchanges will be commissioned. In the current year the number of new telex services grew by 3,070 or 16.5% as users sought to get away from the more cumbersome public telegraph system.
65% of SABC staff say they are happy

By IAN REID
TV Editor

THE SABC, up at Broadcast Centre, Auckland Park, Johannesburg, is a 65% contented place.

Two-thirds of the staff would choose the corporation if they were to start their working careers all over again.

That was the happy news released by a delighted SABC Public Relations Department yesterday — and it was not of their own making.

The corporation has released the findings of its in-house market research survey conducted by Market Research Africa (Pty) Ltd between August and October last year.

The main reasons for choosing the SABC as a career again centred round job satisfaction, opportunities for promotion, a secure future and good fringe benefits.

However, another 27% of the staff would not choose the SABC again. Their reasons were lack of promotion and recognition, salaries and the possibility of more rewarding and satisfying jobs elsewhere.

More happy news was that six out of 10 staff members (60%) would advise their friends to join the corporation. In the case of daughters this was 50%.

But the result of the survey was not all good tidings all along the line. In fact 71% of the English-speaking staff felt there is "a fair amount — or a great deal — of favouritism at the SABC."

Only 18% of the staff felt top posts were filled by Afrikaners/Broederbonders/Nationalists.

While on politics, however, the returns showed that 72% of the employees did not think the corporation should broadcast editorial comment.

And 61% felt programmes in English bought overseas should not be dubbed. The same percentage felt the corporation bought too many overseas programmes and made too few locally.

A spokesman for the corporation said yesterday that the survey would be considered by the corporation’s board at its next meeting, after which a statement could be expected.

In its findings MRA comments that of the 4,000 questionnaires distributed, 2,683 were returned — 66.1%. 
Johannesburg — Three Soweto telephone technicians were arrested at their homes by security police yesterday morning.

They are Mr Elias Mosimana, Mr Bob Mabaso and Mr Alphons Khumalo.

Last Wednesday a colleague, Mr Ben Raboyane, who works as a counter clerk at the Orlando post office, was arrested at his home.

The South African Police Directorate of Public Relations in Pretoria, confirmed the detentions and said they were being held under the country's security legislation.

Police at Soweto's Police headquarters in Protea, have confirmed the detention of Mr Raboyane.

Sources close to the four men believe they have been detained in connection with their plans to establish a trade union for post office black workers.

Mrs Nokwazi Mofaketsa said seven white and two black policemen knocked at their Kipspruit home at 1:30 am.

"When we opened the door asked who the father of the house was. My husband told them he was. They then searched the house and thereafter said they were taking him to the Soweto police station where I could come for further information on his detention." — Sapa
PO workers are detained

Labour Reporter

The Security Police have detained four Soweto postal employees

Three Soweto telephone technicians, Mr Bob Makana, Mr Elias Kowankuta and Mr Alpheus Khumalo were detained yesterday.

Last week Security Police detained Mr Ben Ramane of Mamelodi. Soweto, who has been involved in promoting trade unionism within the Post Office.

Sources say the detentions are a bid to halt the growth of trade unionism in the Post Office.
Men held under Section 22

JOHANNESBURG — Lawyers representing families of three Soweto post office workers, detained by security police on Wednesday, said here yesterday that the men were being held under Section 22 of the General Law Amendment Act.

The men are Mr Elias Masuku, Mr Bob Mabaso and Mr Rupert Khumalo.

However, the South African Police Directorate of Public Relations yesterday confirmed only the detention in terms of security legislation of Mr Khumalo and Mr Benjamin Saboane, a post office counterclerk detained last week.

Sources close to the men believe they are being held in connection with their plans to establish a trade union or workers' association for blacks employed in the Post Office and in telecommunications.

Those detained this week are all telephone technicians — Sapa
Labour crisis looms in post office union

By GERALD REILLY
Pretoria Bureau

A "TERIBLE labour crisis" in the post office is imminent because of a chronic staff shortage, the president of the Postal and Telegraph Association, Mr Berne Blume, said in Windhoek yesterday.

Addressing the annual congress of the association, he said the crisis was equal to, if not more intense than, the teachers' crisis about which so much noise was made, and which led to teachers getting a special dispensation.

Mr Blume said it was of paramount importance to the country to avert the crisis. Planned and scheduled narrowing of the gap between the public and private sectors was urgently necessary.

The number of male clerks in the service had decreased to a "most alarming" degree last year. Since then, the problem had intensified and a stage had been reached where drastic measures were called for.

The post office management must realise that without a solid and well-trained core of male officials a serious crisis would arise — "or has it perhaps already arisen?"

During the decade which ended last March the number of male clerks dropped from 3,786 to 3,413 — almost 10%.

During the 70s recruitment figures dropped from an annual intake of about 2,000 clerks in the late 60s and early 70s to 785 in 1980 and 775 in 1981.

"These facts are nothing less than shattering," he said.

The resignation figure for 1980 alone was 22.5%.

Mr Blume said it was vitally important that the salary pattern for the whole of the public sector be improved.

He said that during the second half of the 60s the public sector fell further behind the price index rose by more than 300%, while the salaries and grade were adjusted in the same period by 160%.

During the second half of the 70s "absolutely no real improvement of post office officials' salaries was granted, only cost of living adjustments.

Mr Blume said during the 70s the difference between the price index and the salary pattern of officials widened to an "astronomical" 22%.

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R100 000
‘PALACES’
FOR PO STAFF

THE Government is building two "Post Office palaces" in Pretoria — twin towers of luxury flats costing R100 000 per unit — and letting Post Office employees rent them for as little as R16.50 a month.

The 100 civil servants who are allotted flats.

By BARNEY MTHOMBOTHI

in the two tower blocks will be the most pampered tenants in South Africa.

Property experts said the unsubsidised rent on the three-bedroomed apartments would be at least R1 200 a month. That means the taxpayer is subsidising the PO workers by more than R1 100 a month on each flat.

The average monthly rental will be R40 — only R8 more than the R32 paid by some Soweto families for four-roomed and three-roomed houses. The highest rent will be R65.

Total cost for the "palaces" is estimated at R10 million of taxpayers' money — and it is likely to be a lot more by the time the flats are completed at the end of next year.

Mr Pieter Morkel, a Johannesburg quantity surveyor, said a sub-economic 90m² three-bedroomed flat could cost as little as R25 000 to build.

A high-rise flat would be more expensive to build because lifts would have to be installed.

The architect for the Post Office project, Mr Louis Cloete of Louis Cloete and Associates, said his..
Cost of PO flats excessive, say property experts

**From Page 2**

From Page 1

the Sunday Express quoted figures far below R800 000 for building a two-bedroomed or three-bedroomed flat.

Mr. Portnoy, chairman of the Northern Transvaal section of the National Property Owners' Association, said spending R1 000 million on 100 flats for civil servants was "excessive."

He said he did not think anyone paid R1 000 a month rent in Pretoria. "I know of some very choice flats in Johannesburg where people pay that but not in Pretoria."

He criticized the Government for competing with the private sector, saying their responsibility was to provide sub-economic housing for the poor. A luxury flat could be built for between R50 000 and R75 000. "We're talking about flats for the top income bracket."

As far as he was concerned spending R1 000 million to build 100 flats for civil servants was "extremely excessive." He would have no problems if such flats were being built for the Postmaster-General and his dependents. They could use them for a thousand years.

"But we feel this amount spent on flats for civil servants is extremely high."

Mr. Portnoy said a sub-economic flat could cost as little as R5 000 to build. Lifts would add to the cost of high-rise flats more than R5 000. The towers, one of 15 storeys and the other 10 storeys will be two-bedroomed and 10 three-bedroomed units and will accommodate mainly married men who have been transferred from other parts to Pretoria.

They will be situated at the corner of Prembula and Jacob Maris Streets.

Mr. Hugo Portnoy, secretary of the Department of Posts and Telecommunications, told the Sunday Express that the cost of the flats could be considerably higher than R1 000 million if current trends in the rising costs continued.

But he defended the amount budgeted for the project, saying it was "reasonable comparing the shortages and high cost of accommodation in Pretoria."

"We did it as cheaply and as economically as we could," he said.

"And we did it by open competition. What else should we have done? The cost is not extravagant or excessive. Had it been considered such, clearly the Post Office would not have proceeded."
The situation is so bad that the people's livelihood is at stake. The break-down of correspondence and communications is a critical threat, and the Post Office's task is to restore order and provide essential services. Mr. William Redfern, the Post Office's General Manager, has been approaching the governments of all African territories to request assistance in the crucial areas of communications and postal services. The committee is working on issues ranging from the staffing levels to the educational qualifications of the staff. Their task is to ensure the Post Office remains operational in the face of the critical losses.
Blacks to end PO shortage

The only way the Post Office is going to solve its staff shortage problem is to hire suitably qualified blacks, says the deputy postmaster general in charge of staff and posts Mr. William Ridgard.

The critical staff shortage has come about due to the working conditions for Post Office employees, say the South African Telecommunications Association (SATA).

The situation is so bad that unless urgent and drastic steps are taken to improve salaries and fringe benefits the Post Office will not succeed in averting total inefficiency in telecommunications services, the association says.

COMMITTEE

Last week the post office appointed a six-man committee to study the problem. The committee started work last Tuesday.

"We are recruiting overseas and are using as many women as possible with the right qualifications to try to solve the problem," Mr. Ridgard said. "The main problem facing us is the shortage of suitably qualified people"
PORT ELIZABETH — The South African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks.

Conservative white trade unions which have so far refused to train black apprentices say they will give the go-ahead after the government's concession that the national service of white apprentices could be deferred.

The unions previously argued that black apprentices would be favoured because they did not have to do national service. With the granting of the concession, white apprentices would be able to complete their apprenticeship before doing national service.

Mr Wessel Bornman, general secretary of the South African Confederation of Labour, to which many conservative unions are affiliated, said he did not know of any trade union which would continue to refuse to train black apprentices.

He said that in the past, the confederation had frequently petitioned the Minister of Manpower Utilisation on the issue of national service and he was "delighted" about the concession.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, to which the powerful Artisan Staff Association of the Railways is affiliated, said the concession would mean that many trade union objections would fall away.

The recent government White Paper to the fifth Wiehahn Commission Report stated that no applications to register black apprentices had been refused.

The chief secretary of the Artisan Staff Association, Mr P Grobler, said his union would probably reach agreement with railways management on the issue in the next two to three weeks.

He said the government's concession would not mean "holly-hol, end of national service for white apprentices. Application would still have to be made, while much depended on the country's military situation.

In his association's deliberations with management, two principles were spelt out. The first was that black and coloured apprenticeship applicants should not be preferred to white applicants.

The second was that white apprentices should not be penalised regarding salary and promotion because of their national service.

It meant that the two years' service should be seen as two years of productive employment, whether or not the apprentice had already completed his apprenticeship.

While the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before — DDC.
Telecommunications services brought to 'the edge of chaos' by Mr. Smit

Parliament

P.O. needs drastic action

Parliamentary Staff

CRITICAL shortages of technical staff in the Post Office's telecommunications service warranted urgent and drastic attention, opposition speakers told the Assembly yesterday.

This was one of the main subjects brought up during the second reading debate on the Post Office Budget.

Mr. Alf Widman (FFP, Hillbrow) said the shortage had brought the telecommunications service to the 'edge of chaos'.

According to the South African Telecommunications Association, the situation was so bad that unless urgent and drastic steps were taken to improve salaries and fringe benefits, such as housing subsidies, the Post Office would not succeed in averting 'total inefficiency' in telecommunications services.

Mr. Widman said the Post Office's competitive position was weakening so that it could not even compete with other Government departments, not to mention the private sector, when it came to attracting and retaining staff.

Mr. Brian Page (NRP, Umbilo) suggested that the Post Office should give more work to private enterprise and not allow the staff shortage to become an excuse for falling behind in the efficient provision of services.

The shortage of trained technical staff was a problem which the Post Office would continue to face until it had become competitive in the free market. The only way it could become competitive was for it to be made completely independent and answerable only to itself.

Crucially, was also leveled at the 'backlog' in the installation of telephones. Mr. Widman asked the Minister of Posts and Telecommunications, Mr. Henricus Shit, to explain how he was going to cope with the backlog.

Mr. Widman said that in answer to a question the Minister had disclosed that there were 148,654 applications for telephones pending at the end of June this year.

This was obviously a sign of increasing expansion of business activity and buoyancy in the current economy. However, since telephone services were the 'biggest money spinner' of the department it would be shameful if the backlog was not given No. 1 priority.

Mr. Widman moved an amendment to the budget that the House decline to pass the second reading unless the Government undertook to attract and concentrate on the recruitment of staff, particularly technical staff, and to speed up the installation of telephones to eliminate the substantial backlog.

Replying briefly to the debate before moving the adjournment, Mr. Smit said both points of criticism in Mr. Widman's amendment encompassed precisely what his department was trying to do.

His department was actively attracting personnel abroad and a team in the United Kingdom had launched an advertising campaign which attracted 500 positive reactions. The emphasis was on trained personnel.

The department was also working on telephone applications. At least 270,000 new services had been installed so far this year. Compared with other developed countries, even those of Western Europe, South Africa's waiting list showed up well.
September 1981

Minister of Posts and Telecommunications,

(a) How many (i) Blacks, (ii) Coloureds and (iii) Asians are employed in the administrative division of his Department,
(b) in what capacity are they employed and (c) how many are employed in each such capacity and (c) what is the (i) highest and (ii) lowest salary or wage scale applicable in each case?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 95

(ii) 32

(iii) 15

(b)(i) and (a)

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(c)(i) and (a)

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<tr>
<td>Postmaster, Grade III</td>
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<tr>
<td>Postmaster, Grade IV</td>
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<td>R 6 663</td>
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<tr>
<td>Senior Superintendent</td>
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<tr>
<td>Superintendent</td>
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<td>R 6 663</td>
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<tr>
<td>Senior Clerk</td>
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<td>Senior Clerk</td>
<td>R 8 526</td>
<td>R 6 663</td>
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Posts and Telecommunications' staff

227. Dr A. L. BORAINE and the
Minister of Posts and Telecommunications

(a) How many (i) Coloured, (ii) Asian
and (iii) Black persons are temporarily
occupying posts in White areas which are
normally occupied by White staff and (b)
in what capacities are they so employed in
each case?

The MINISTER OF POSTS AND TELE-
COMMUNICATIONS

(a) and (b)(i) 49 (postmen)

(ii) 35 (1 clerk and 34 postmen), and

(iii) 521 (2 clerks and 519 postmen)
THURSDAY, 10 SEPTEMBER 1981

Indicates translated version

For written reply

Posts and Telecommunications: pension funds

Mr B B Goodall asked the Minister of Posts and Telecommunications:

(a) How many pension funds are there in his Department and (b) (i) what amount is held in, (ii) how many members belong to, and (iii) how many members are drawing pensions from, each such fund?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) None. Post Office officials are members of either the Government Service Pension Fund or the Temporary Employees Pension Fund, administered by the Department of Health Welfare and Pensions.

(b) Falls away
### Posts and Telecommunications Salaries

Dr A L Boraine asked the Minister of Posts and Telecommunications:

- How many (a) White, (b) Coloured, (c) Asian and (d) Black persons in the employ of his Department are in receipt of salaries which are (i) less than R100, (ii) between R100 and R150, (iii) between R151 and R200, (iv) between R201 and R250, (v) between R251 and R300, (vi) between R301 and R400, (vii) between R401 and R500, and (viii) more than R500 per month?

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

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<th>(b)</th>
<th>(c)</th>
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**PTMBER 1981**

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<td>(vii)</td>
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HOUSE OF ASSEMBLY — A total of 1,653 Post Office employees received salaries of less than R100 a month, the Minister of Posts and Telecommunications, Mr Hennie Smit, said yesterday.

Replying in writing to a question by Dr Alex Boraine (DP, Pinelands), Mr Smit said: 1,384 of them were black, 266, coloured and three Asian.

The lowest pay category to include whites — a total of 114 — was R151 to R200 a month. 304 coloureds, blacks and Asians were in this bracket.

The R201 to R250 level included 437 whites, 462 coloureds, 25 Asians and 2,815 blacks.

A total of 4,211 people earned between R251 and R300 — 1,634 white; 1,042 coloured, 110 Asian and 1,425 black. — Sapa
Department of Posts and Telecommunications: staff establishment

240. Mr B B GOODNALL asked the Minister of Posts and Telecommunications:

(1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,

(2) (a) how many posts are (i) suitably and (a) not suitably filled, by rank, and (b) what are the vacancies per rank,

(3) what is the total number of (a) male and (b) female incumbents in each rank?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1), (2) and (3) The detail information requested is unfortunately not readily available and the collection and processing thereof will be too time and labour consuming and will also involve unnecessary costs. Statistics regarding the staff establishment of the Post Office can however be found in summarised form in the Department's annual report and budget document.

6 SEPTEMBER 1981
How many (a) White, (b) Black, (c) Coloured and (d) Asian (i) male and (ii) female workers were employed by the Department in the Western Cape in each of the latest specified 10 years for which figures are available?

The MINISTER OF POSTS AND TELECOMMUNICATIONS.

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<td>-</td>
<td>3 925</td>
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<td>5 764</td>
<td>121</td>
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**Notes**

1. The decrease can be ascribed to the replacement of Black contract workers by Coloureds.
2. Figures prior to 1974 are unfortunately not available.
3. The figures furnished are as at 31 March of each year.
DD 23/9/81

Director tells why detained three sacked

EAST LONDON — Three workers had been fired from the SATV Manufacturing Company here because of normal company policy and not because of their trade union activities, Mr Mike Bosworth, the managing director said yesterday.

Mr Bosworth, who was referring to three workers who were dismissed following their detention by the Ciskei police two weeks ago, said workers who absented themselves without contacting the company within three days were automatically dismissed.

"We can't bend the rules for employees every time they stay away for more than three days. We merely applied the rules of our company to them and their dismissal had nothing to do with Soweto," he said.

Workers resolved at a public meeting on Sunday to approach their management in an effort to get the three workers reinstated as they had not been convicted of any offence. The names of the workers are Miss Sylvia Tseleta, Miss Thandiwe Ngqondile and Miss Doreen Kilien.

Mr A. Jonker, systems manager of the SA Railways in the Eastern Cape, said two railway workers had been fired following the detentions but this was mostly due to their poor record. He said two other railway workers who had been involved had been allowed to recommence duties.

"These two men were regarded as having deserted when they only showed up for work on Friday after having been released on Wednesday. This coupled with their work record convinced the superintendents on what action to take." — DDR
Workers in place of 180 strikers being recruited
Dismissed workers being replaced

Post Reporter

THE Post Office is still recruiting to replace the 180 workers at the North End and Sydenham engineering yards which it claims "dismissed themselves" last week.

A spokesman for the Post Office could not say whether all dismissed workers had been replaced.

Meanwhile about 200 workers at the SA Bottling plant in North End are still hoping to return to their posts apparently after being dismissed for striking earlier this month.

No one at the company has been prepared to comment on the situation and it is presumed that the workers have been fired.

An organiser for the General Workers of South Africa (GWSA) which claims to represent workers at the plant, said they hoped to talk to the company's managing director Mr P H Gutsche, when he returned from an overseas trip.
PE trade unionists may be charged

Labour Reporter

A number of trade unionists were detained in Port Elizabeth by the Security Police yesterday in connection with recent strikes in the area. They are being held under the Criminal Procedures Act and a Security Police spokesman said there was a possibility they would be charged.

The number of detainees is not known, but police were able to confirm that Mr Themba Dube, an official of the Motor Assembly and Components Workers Union, was among those held.

A Security Police spokesman said the people were held in connection with strikes at two Port Elizabeth post office branches, and the dispute at the SA Bottling Company.
Eastern Cape strikes end

PORT ELIZABETH — Two Eastern Cape strikes ended yesterday after agreements were reached between trade unions and the managements of Imperial Cold Storage (ICS) at Aloes and Motorvia in Uitenhage.

Meanwhile, a security police spokesman confirmed yesterday that 18 people had been detained here this week.

A spokesman for the General Workers Union (GWUSA) said the detained people were SA Bottling Company and Post Office workers.

The ICS deadlock was broken last night after talks between the management and the vice-president of Gwusa, Mr Sicelo Dube.

The workers had demanded a minimum wage of R1 an hour, but have now agreed to accept management's offer of R1.80 an hour "on the short-term."

The strike at Motorvia, where about 180 workers, mainly drivers, have been striking since Monday in an effort to have their union, the Transport and General Workers Union, recognised, has also been called off.

New talks about the recognition of the union are scheduled for next Wednesday — DDC.
Striking workers arrested in East Cape

Labour Reporter

Production stopped yesterday morning at Hulett Aluminium plant in Mosselburg when about 300 early-shift workers downed tools.

The workers, who were demanding that management pay them out their pension contributions, stayed on the premises.

Officials of the Fosatu-affiliated Metal and Allied Workers' Union went to the factory to discuss the dispute with the workers.

Hulett Aluminium was also hit by a work stoppage over pensions on Monday and 80 workers resigned to receive their contributions. Later they were joined by another 100 workers.

Four Hulett workers are accused of murdering a policeman during the strike earlier this month.

About 500 workers at Natal Tannin in Melmoth started returning to work yesterday after striking last Friday over wage demands. Several were charged by police and later found for conducting an illegal meeting.

In the Uitenhage dispute at Uitenhange officials of the Fosatu-affiliated Transport and General Workers' Union talked to about 100 drivers about their grievances.

And, yesterday, in Port Elizabeth at least 18 workers were detained by Security Police, apparently for intimidating other workers.

Police confirmed the arrest of Mr Themba Dume, an organiser of the Motor Assembly Components Workers' Union, in connection with recent strikes at two Post Office branches and the SACOMM-Ding Company.

A strike by about 300 workers at Imperial Cold Storage, Addo, over wage demands was also reported yesterday.

At Johnson Tiles in Olievenhoutbosch, former workers began streaming back to the plant on Tuesday afternoon to re-apply for their old jobs after a strike on October 5 over union recognition.

A company spokesman said many of the 280 workers were taken on again but some were not because vacancies had already been filled by newly recruited labour.

Mr J Joubert, Personnel manager at Johnson Tiles, said the firm was not anti-union but would deal only with unions that were representative of the work-
**Labour unrest spreads in Eastern Cape**

**SB DETAIN 18 STRIKERS**

SECURITY police in Port Elizabeth have detained at least 18 striking workers and a trade unionist as labour unrest continues to spread in the Eastern Cape.

Mr Themba Duze, an organiser of both the Motor Assemblers' and Component Workers' Union (Macwusa) and the General Workers Union of South Africa (Gwusa), was detained with six strikers under the Criminal Procedures Act as security police swooped on a workers' meeting on Wednesday night.

Yesterday morning, another 12 workers were detained according to Colonel Gerrit Erasmus, head of the Eastern Cape Security Police, who warned that more would be "locked up" if they continued to "intimidate" other workers.

The detention of Mr Duze brings to six the number of Macwusa officials held by Security Police.

Meanwhile about 300 workers of the Imperial Cold Storage polony factory at Addo have gone on strike, demanding minimum wages of R1 an hour.

Workers claim the company pays a standard wage of R33 a week to all black workers although this has been denied by management.

A spokesman for the Port Elizabeth General Post Office said yesterday that about half of the 180 workers who walked out last week had been replaced. He expected the labour force to be at full strength by the end of the week.

Another 250 workers at SA Bottling have been recruited in place of...
Amenity

[Image of a page with text that is not clearly legible due to the quality of the image]
Fifty-five workers appeared yesterday in the Fort Elizabeth Magistrate's Court under the Riotous Assemblies Act after recent labour unrest in the area. The case was postponed to next week. The fifty-five along with twenty-four other workers were held by police in connection with strikes at two post office yards and at the SA Bottling Company. In both disputes, workers were dismissed—180 at the post office and 250 at SA Bottling. The other twenty-four appeared on Friday and their case was also postponed. In the Security Police sweep last week, an organizer of the Motor Assemblers and Component Workers Union, Mr. Themba Dube, was held for two days and later released without being charged. In Uitenhage last week, charges against five union shop stewards of participating in an illegal strike were dropped. However, charges of intimidation under the Riotous Assemblies Act were postponed to next Monday. The men are being charged in connection with the Diefel union component firm dispute from earlier this year.
Detainees released

By SELLO RABOTHATA

THREE Post Office employees who were detained by Security Police at their homes in Soweto seven months ago were released yesterday.

Mr Alpheus Khumalo (31) of Sengcane, Mr Bob Mabaso of Chiawelo and Mr Elias Mosunkuta (30) of Khospruit were taken from their homes between 1am and 4am on March 23.
Tears of Joy F Detainees' Release
By Joshua Raboroko

There was jubilation and sadness from families of four Section Six detainees who were released this week after spending approximately seven months in detention without trial.

They are Mr. Alpheus Khumalo (31) of Soweto, Mr. Bob Mahaso of Chuawelo, Mr. Ben Raboyane of Makhoshe and Mr. Elias Mosunkutu of Springs.

They were all taken from their homes by members of the Security Police on March 25 and kept in detention at Norwood Police Station until they were released on Tuesday.

Please:
Since their detention there has been an outcry from members of their families and the public in general who pleaded with the authorities that they should either be charged or released. But these pleas fell on deaf ears.

The men, all employees of the post office in Soweto, were in good health, according to members of their families during interviews.

Interviewed by The Sowetan, Mr. Mosunkutu said he had neither read in newspapers about blacks who were arrested by security police and "I did not bother, but when they came for me, I became worried."

Devilish
"I know what it means to stay in detention without trial and miss my wife, children and other members of my family and community. It was really a devilish experience."

"We were interviewed on various issues and oh my God, how I prayed every day to be released I knew one day I would be out but I had not done anything."

He was happy to be back with his family again and to find that "Thank God my pretty wife had been keeping the home fires burning."

He said Mr. Mosunkutu said he would go back to his telephone technician job as soon as possible.

Mrs. Gaety Khumalo, mother of Alpheus, said she was relieved of the section of the law under which my son was arrested, but whatever that law means, it is cruel."

Mr. Mosunkutu said.

She sobbed.

The families all expressed hopes that their sons would go back to their jobs with the post office so that they should be able to maintain their families and children again.

"I cried bitterly yesterday when I saw my son coming into our home. My tears were really a result of jubilation and sadness that he was back home."

The post office authorities were not in a position to comment on whether they would resume duties soon.
Four detained PO workers released

Labour Reporter

Four post office workers from Soweto, detained by the Security Police in March this year, have been released.

The four were initially detained under section 22 of the General Law Amendment Act before being held under section 9 of the Terrorism Act.

Mr Ben Rabatane, counter clerk, was detained a week before the other three — Mr Elias Khumalo, Mr Bob Makana and Mr Rupert Khumalo.

Fifty-six Port Elizabeth workers, many of them former post office employees, who were detained earlier this month by the Security Police are due to reappear in the Port Elizabeth Magistrates' Court today in connection with their alleged role in labour unrest in that city.

On their first court appearance last week the case was postponed
There was no production again yesterday at the Deby Industries plant in Durban as about 1,000 workers continued their pension strike.

The black workforce downed tools on Tuesday, demanding pay-out of pension contributions. They were told that under pension fund conditions their contributions would be held until they turned 65.

There is a possibility that management may negotiate with the Postaux-affiliated Metal and Allied Workers Union and the South African Allied Workers Union (Sawu).

Meetings have been held with a works committee, headed by the managing director, Mr. Klein Collins, and might be future steps with the unions to solve the dispute.

Meetings were held again yesterday at the Johnson and Johnson plant in East London, where workers are demanding reinstatement of a sacked colleague.

The pension unrest had also spread to another Durban firm — Reckitt and Colman, where 200 were reportedly on strike.

Eaton Plastics in Durban started to engage a new workforce after about 140 workers were dismissed after refusing to work until they received their pension contributions.

At the Aberdare Cable plant in Port Alfred, about 400 workers were warned to return to work or face dismissal. They are demanding that a recently dismissed colleague be reinstated.

Also in Port Elizabeth yesterday, the case against 99 former workers was postponed until next month. They were appearing in court a second time under the Scouring Assembly Act.
IN a packed Port Elizabeth Magistrate's Court, 76 men appeared briefly today on a charge under the Roxton Assemblies Act.

They were not asked to plead and no evidence was heard.

According to the charge sheet, they allegedly threatened certain postal workers and their families with violence. "Eid prevented them from performing their duties or from reporting for duty between October 12 and 17."

The men were remanded to November 18.

A bail application will be heard tomorrow.

Mr. P. Crous was on the Bench. Mr. M. Le Roux appeared for the State. Mr. R. H. Booiman and Mr. L. B. Marais appeared for the men.
Trial of

PO men

to be held

next year

Court Reporter
THE trial of 78 former Post Office workers, charged with
contravening the Riotous Assemblies Act, will be held in
the Regional Magistrate's
Court on March 15
Twenty-six appeared in the
Port Elizabeth Magistrate's
Court today before Mr J S
Lombard
Each of R100 each was ex-
tended and bail conditions
were relaxed. Instead of
reporting to the police three
times a week, they need report
only on January 10
A total of 78 former postal
workers originally appeared
but were divided into different
groups who will appear on vari-
cous dates between January
and March next year
A warrant for the arrest of
Mr Norman Fecana, who
failed to appear in court today,
was issued
Mr Emery Plaatje also
failed to appear and a warrant
for his arrest was held over
until March 15
According to a charge sheet
all the accused allegedly
threatened certain postal
workers and their families
with violence and prevented
them performing their duties
or from reporting for duty be-
tween October 12 and 17
Mr H. Watson appeared for the
Sp. Mr Herbert Enslin, who
represented all 26 accused
Public Sector
Telecomm. - Labour
1982
JAN. - DEC.
15 pc pay rise for 100 000

Argus
Correspondent
JOHANNESBURG — About 100 000 workers in the public sector will receive pay increases of at least 15 percent this year.

The increases affect workers in South African Railways, Harbour and Airways, and those on the same wage scales, will likely receive slighty higher increases.

The Minister of Transport Affairs, Mr Hendrik Schoeman, recently held meetings with the Public Servants' Association (PSA) and the Transport Union of South Africa (TUSA), among others, and was said to have received a 15 percent increase for public servants in the various departments.

The Government is said to have decided to grant a 15 percent increase for public servants in the various departments, which will be announced in the next session of Parliament in Cape Town this year.

Schoeman is believed to have demanded for much higher increases from the Public Servants' Association, but the Government is said to have been unwilling to grant a higher increase.

Associations and unions affiliated by the increases are the South African Railway and Transport Union (SARTU), the Transport and Allied Workers Union (TAWU), and the Congress of South African Trade Unions (COSATU).

The most influential of these are the Transport and Allied Workers Union (TAWU) and the Congress of South African Trade Unions (COSATU).

A meeting of the Transport and Allied Workers Union (TAWU) and the Congress of South African Trade Unions (COSATU) was held to discuss the increases.
15 pc pay rise for 100,000

Argus
Correspondent

JOHANNESBURG. — About 100,000 workers in the public sector will receive pay increases of at least 15 per cent this year.

The increases affect workers in the South African Railways, Harbours and Airways, and their coloured and black colleagues, who are not on the same wage scales, will likely receive slightly higher increases.

The Minister of Transport Affairs, Mr Hendrik Schoeman, recently held talks with staff associations and unions for workers in the transport services, on the subject of wage increases. Workers sources said the Minister met the associations individually and assessed their wage demands.

From these demands Mr Schoeman arrived at a 15 per cent figure according to sources.

The 15 per cent figure is apparently an average of the different demands and some of the associations had expected even lower increases.

It is believed that demands for much higher increases from the Public Servants' Association prompted Mr Schoeman to meet the transport workers' wage demands.

The 15 per cent increase, in meeting demands, would likely contain any worker dissatisfaction, sources said.

The Government is seen as unwilling to move much beyond the 15 per cent figure for public servants in the various budgets which will be announced in the first session of Parliament in Cape Town this year.

Coloured and black workers in the transport services will likely receive a 15 per cent increase to help close the wage gap with their white counterparts.

Officials of the transport associations and unions, who met Mr Schoeman are expected to report back to their executives to obtain approval for the increase.

Mr Schoeman will not likely make the increases public until the railway budget in Parliament.

A few associations and unions affected by the increases are members of the federal consultative council for eight and 21 staff associations which represent organisations.

The most influential of these is the South African Railway Staff Association and the Confederation of Labour Affiliates, the CAR and IF Soft.

Staff Association

Pay Office staff association's petition to an increase proposed

Mr. Buthelezi that part meeting budget

Section of the INKUDLA Staff Association's agreement with the management of the Newsprint location, the staff at this location are due for a 25 per cent increase.

(1) Cause of no pay rise.
FEBRUARY 1982

(c) Asian and (d) Black postmen were employed by the Post Office in the latest year for which figures are available.

(2) In respect of what year are the figures given?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) 1,792
    (b) 971
    (c) 367
    (d) 1,182.

(2) Position as at 31 December 1981

Posts and Telecommunications resignations

52. MR A B WIDMAN asked the Minister of Posts and Telecommunications:

(a) How many employees in his Department resigned in the second half of 1981 and

(b) How many such employees were (i) technicians and (ii) postmen?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 5,064;

(b) (i) 217 and 967 in other technical grades, and

(ii) 273

Telephones applications

52. MR A B WIDMAN asked the Minister of Posts and Telecommunications:

How many applications for telephones were outstanding in (a) each departmental region, (b) Johannesburg, (c) Cape Town, (d) Durban, (e) Port Elizabeth, (f) East London, (g) Pretoria and (h) Soweto as at 31 December 1981.
It's All Happening ...
Just tell
ROBIN STEVENSON

The curator, Mr Gerrit Swanepeel, tells me the museum has interesting bits and pieces of town and country African Tea will be served (donations please) afterwards Then St. Catherine's Church and the Railway Museum will be explored. The visit ends at 1pm after a conducted walk through the old part of Uitenhage.

THE Zwartkops Trust anti-pollution wall will hold a "trash bash" in the Zwartkops area tomorrow Children from three schools Zwartkops River, Redhouse and Brinkfield will pick up the litter under adult supervision. They will start on the Amsterdamse side of the old Zwartkops bridge at 2.30pm and finish about 5pm.

Youngsters are asked to wear hats, walking shoes and gloves as there is lots of glass to be picked up. Free soft drinks and chips will be served. Those who join the squad, will receive T-shirts. Earlier a huge crane will be used to remove old jetty poles sunk in the river which have become a menace to swimmers and boats.

FIFTY players, aged from about eight to 40, have been taking part in the Port Elizabeth Chess Tournament in Pelican House, 393 Main Street, since February 18 and the preliminary rounds will end tomorrow. Mr James Sullivan, president of the PE Chess Club, tells me most of the players are from PE with quite a few from Uitenhage and Despatch.

On Friday, March 12, the top 10 players in the premier section and the top six in the intermediate section will move into Check (ers) for the final rounds at Greenshores. The tournament ends on Saturday, March 27.

A BIG fish in town planning. Mr Ken Sturgeon, whose company is currently replanning the townships of Grahamstown, will talk to the PE branch of the South African Institute of Civil Engineers at 6pm on Tuesday in the UPDE Bird Street Auditorium. He will speak on new attitudes to housing in South Africa.

The talk will be illustrated with slides. It will cover the Viljoen Commission on housing, recently accepted by the Government, and the implications this will have on housing.

Six Post Office workers jailed

Court Reporter

SIX men found guilty of intimidating workers during the Post Office strike last October were sentenced to 30 months' imprisonment each in the Port Elizabeth Regional Court today.

Eighteen months of the sentences were conditionally suspended for three years.

The court found that Nosimpi Gqgqana, 47, Samantha Phuthale, 42, Samuel Majaji, 56, Osmond Khethana, 45, Mintuzeli Mahaludi, 56, and Goliath Quresha, 65, all of whom had been employed by the Post Office for many years, went on strike during October.

They then planned and organised a scheme of intimidation whereby law-abiding workers were pulled out of buses and forced to drive out.

The workers were then taken away and "treated" as if they were going to work and warned on threat of death to stay away.

They were required to report daily to ensure they did not go to work.

The magistrate, Mr J B Robinson, ruled that this was a serious offence and that the action prejudiced the proper working of the Post Office.

On the other hand, none of the accused was young and, except for Mahaludi, they were first offenders. Also, they had all lost their jobs.

Mahaludi admitted a previous conviction for membership of a banned organisation in 1984. Mr H Piech, who appeared for the defence, gave notice of intention to appeal.

Dias

DIVISIONAL COUNCIL OF
AFDELINGSRAAD VAN
DACOPTICS

VACANCIES

(1) TEMPORARY CLERK OF WORKS
(2) PLUMBER

Vacancies exist for the above-mentioned positions. A five-day week is worked and additional benefits for position include medical aid, housing subsidy, pension, group life insurance schemes and service bonus.

Details of the positions are as follows:

SALARY:
Position (1) Clerk of Works R 10 000 per month for the duration of the contract period for the construction of the Loerie Bridge approximately 18 months.

Position (2) Plumber on the grade R7 700.00 R8 500.00. Commencing notch will be determined in accordance with experience. Applications giving full details of experience must reach the undersigned not later than March 8, 1982.


N W ANDERSON Secretary
Divisional Council Offices
Chasewater
P O Box 318
Port Elizabeth, 6000
FOUR men charged with intimidation for allegedly preventing a colleague from going to work in Soweto in October were acquitted in the Port Elizabeth Regional Magistrate’s Court today.

Mr Sidwell Bill, 23, Mr Mhlehle Mjene, 33, Mr Christopher Zumani, 42, and Mr Edward Dostile, 34, all manual workers at the Port Elizabeth post office, pleaded not guilty.

They were accused of threatening to assault fellow post office worker, Mr Vuyisile Eric Lubengu, and taking him from the bus stop in Salamtu Street, Soweto, to a nearby hall against his will — preventing him from going to work.

Mr Lubengu said he was queuing to board a bus when he felt someone touch his shoulder.

He was told to follow and he joined a group of people.

Mr Duman and Mr Dostile were among them. He was ordered to join another group of people who appeared “afraid and quiet.”

He was then told to go to the hall.

Mr Bill and Mr Mjene were leading them when a police patrol arrived and the group scattered.

The police took Mr Lubengu to the police station where he later identified Mr Bill and Mr Mjene.

Later that week, he picked out Mr Zumani and Mr Dostile at the Algoa Park police station.

The magistrate, Mr Van der Watt, said there was not enough evidence to find that either Mr Bill or Mr Mjene had been involved in forcing Mr Lubengu to leave the bus.

There was also no evidence showing that the men had been armed or what the atmosphere was at the time.

Mr Van Der Watt found them not guilty.

He said the charges against Mr Zumani and Mr Dostile rested on another basis — that of whether they had hindered Mr Lubengu from going to work by calling him against his will from the bus stop.

He said “It was possible to have called Mr Lubengu with no malicious intent.”

There was not enough evidence to show that Mr Zumani and Mr Dostile had any malicious intent, or that they had forced him to join them.

Miss A de Jager appeared for the State. Mr B PheBOT appeared for the Defence.
Housing subsidy to single PO staff

PRETORIA — From this month unmarried Post Office staff will be eligible for the Post Office's housing subsidy scheme, the Minister of Posts and Telecommunications, Mr H H Smit, announced in Pretoria last night when he officially opened the 47th congress of the Post and Telegraph Association of South Africa.

The Minister said that in less than two years since the Post Office instituted its own housing scheme for staff, more than 700 housing grants amounting to R26.4 million had been approved.

He said the scheme had been extended from Pretoria and Potchefstroom to Durban, Transvaal country areas, the Cape Town area, and the Wilwaters monitored area.

Exceptionally good progress had also been made with the provision of official housing for Post Office staff, the Minister added. During the 1961-62 financial year, about R15 million was spent on housing. — SAPA
Accommodating Way of Life

June of Po

28

(28)

For staff

in drive

House Perks

By David Barks
Postal staff call for better wages

PRETORIA — The Post and Telegraph Association of South Africa called today for better wages for post office personnel in order to compete with the private sector.

In a statement released in Pretoria, where the association is holding its 47th congress, the association's president, Mr Nico Jacobs, expressed deep concern at the 'critical' staff shortage in the Post Office.

The Post Office was experiencing a particular problem in recruiting male clerks, he said.

"The congress has thus adopted a motion requesting the Department of Posts and Telegraphs to adjust the salary scale as soon as possible in order to make the compensation pattern more competitive with that in the private sector," Mr Jacobs said — Sapa.
Section 28 of the Constitution of the Republic of South Africa 1994

21 April 1982

No. 650

Parliament of the Republic of South Africa

Mr S S Van Der Merwe asked the Minister of Post and Telecommunications:

1. How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen are employed by the Post Office in the Sea Point-Green Point area at present?

2. Whether the Post Office gives preference to the use of White postmen in this area; if so, why?

The Minister of Posts and Telecommunications:

1. (a) Normally 
(b) (c) and (d) none

2. Yes. There is an agreement of long standing between the Department and the White staff association concerned to the effect that, in view of the fact that the greatest part of the Cape Peninsula is served by Coloured postmen, the area in question will be served by white postmen. However, in view of a dearth of white candidates the matter is at present under review in collaboration with the staff association.

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S.A.R. AND H. INDIAN STAFF ASSOCIATION (NATAL AREA)
PO has room for 2000 more

*Mail Reporter*

SOME 4000 matriculants and school leavers have already joined the Department of Posts and Telecommunications this year.

The Deputy Postmaster General for Staff and Posts, Mr. William Rudgard, said this was considerably more than in the past but there were still 2000 openings for young people of all population groups.

Excellent training, competitive salaries and much improved housing benefits were strong factors stimulating recruitment; Mr. Rudgard said.

The department spends about R50-million a year on training its staff.

This includes graduate and postgraduate bursaries in electronic and electrical engineering, computer science, public administration, industrial psychology, B.Com and architecture.

The department offers formal training schemes for technicians, telecommunications, electronics and mechanics.

On the management side the department offers in-service training in various fields such as computers, electronic data processing and systems analysis, bookkeeping and auditing.
PO pay gap will go—Minister

THE Minister of Posts and Telecommunications, Mr Hennie Smit, last night assured coloured postal workers because of the wage disparity in the department would be eliminated "within the foreseeable future".

Mr Smit criticised postal workers because of the complaints he received about delays and losses.

He was opening the annual congress of the Post Office Employees' Association in Cape Town.

He hoped that wage disparity would become history.

The recent rate increase had elicited criticism and the quality of the service was being watched with a more critical eye.

"I am sorry to have to say that I receive numerous complaints regarding delays, losses and misdirected mail almost every day."

"Most of these complaints are, unfortunately, justified and consequently difficult to explain away."

However, Cape Town had always had a model postal delivery service, "and it is indeed a compliment to your members who are principally responsible for this service."
Row develops over Post Office flats

By JOUBERT MALHERBE

Pretoria Bureau

PROPERTY developers in Pretoria are up in arms over the multi-million rand flat block the Post Office is building for its employees near the city centre.

The use of public money in competition with private enterprise property development was not in the best interests of the country, Mr Coenie Marais, the Chairman of the Northern Transvaal branch of the South African Property Owners’ Association, said yesterday.

He also warned that other accommodation schemes launched by the State such as the Schubart Park flat complex which was built by the Department of Community Development — created problems in the plans of private property developers.

The Department recently decided to stall further developments at Schubart Park and property developers were caught off guard by the decision.

“Private developers take cognisance of State schemes in a particular area and plan their development accordingly. A sudden decision by the State not to continue with a project can only lead to a worsening of the housing shortage,” Mr Marais warned.

A Post Office spokesman said the basement section of the flats on the corner of Jacob Maré and Prinshoop Streets, had been completed and that the project would probably be finished early next year.

The final cost of the project which will include two blocks of flats of 10 and 15 storeys respectively was estimated at about R100 million, he said.

The 100 flats — 50 two-bedroom and 50 three-bedroom flats in the two blocks — would be rented by Post Office employees. The rent would be determined by the particular employee’s income, he added.

There would be parking for 160 cars in the basement section of the flats and the Post Office also planned to establish a telecommunications centre in the basement.

The main aim of the project was to provide temporary accommodation for Post Office employees who had been transferred to Pretoria.

“There is a tremendous housing shortage in Pretoria and many staff members resign when they are transferred to Pretoria simply because they cannot find accommodation,” he said.
Some workers may face a pay cut

Mercury Reporter

ANOTHER six manual telephone exchanges in Natal have been replaced by automatic exchanges, resulting in some Indian telephone operators facing the grim prospect of a cut in pay.

The switch-over affecting about 60 Indian telephonists at Balitoville, Desainager, Prasers, Tongaat, Umlali and Verulam, was announced by the Post Office headquarters in Pretoria yesterday.

The new telephone code for these North Coast towns will be 0322, followed by the new telephone numbers of subscribers in these areas.

The workers declined to speak to the Press yesterday for fear of victimisation, but a spokesman said they were not happy about the pay cut as some of the employees were married and have families to support.

But, a Post Office spokesman explained that, there were no posts of appropriate grading elsewhere in the Republic in which the affected officers could be placed.

Owing to the fact that experience as telephonist is not appropriate to the ranks to which the officers desire transfer, 19 are obliged to accept reduction in their pay.

A list of old and new numbers appears in the latest edition of the Natal North Coast Telephone Directory.
different population groups working on the same switchboard?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) Senior Telephone (only in Johannesburg, Pretoria Cape Town and Durban) Standard X, Female Telephone (White) Standard VII Male Telephone, Blind Telephone and Female Telephone (Non-White) Standard VII. In all cases the subjects covered must include English and Afrikaans.

(2) Yes, training is given on a person-to-person basis and lasts between four to eight weeks. The training is comprehensive and includes inter alia switchboard operating, details of the various telephone services rendered by the Department, secrecy and fidelity, terminology, telephone etiquette, correct use of the telephone directory, handling of complaints, etc., and

(3) it is general departmental policy to man telephone exchanges in a specific area by persons of the dominant population group of the telephone renters of that area. A situation where operators of different population groups have to work together on the same switchboard consequently only arises in isolated cases, e.g. where it is necessary for a member of one population group to undertake the training of members of another population group or where the exigencies of the service require temporary staffing arrangements.

Mr. P. C. CRONJE asked the Minister of Posts and Telecommunications

(1) What is the minimum school-leaving qualification required for switchboard operators in his Department?

(2) whether his Department trains prospective switchboard operators; if so, what is the nature of the training provided,

(3) what is the policy of his Department regarding switchboard operators of
EAST LONDON — Study leave on full pay for municipal employees was approved by the city council last night — but not without strong opposition from one councillor, Mr Fred Stakemire.

Mr Stakemire, who said he saw no justification why ratepayers should pay for employees to improve their own positions — sometimes to leave the municipality for more lucrative positions — however, no-one supported Mr Stakemire's motion to scrap the study leave scheme.

Mrs Elsie Kemp said there was a serious manpower shortage in the country and that people should be encouraged to learn new skills.

"This is something the council can do to help in training and I think it does benefit the municipality.”

Mr Donald Card said the council had now done just about all that was possible to make municipal service attractive in order to get better productivity.

"We have done all that is possible, and this must be about the last thing we can do, for our staff. Now we can point a finger at the staff and demand greater productivity." He said.

In terms of the resolution passed by the council, employees can be granted a maximum of 15 days special study leave with full pay every year for a study course approved by the Staff Services special study leave, the Town Clerk, the responsible head of the department and the Director of Management Services.

The leave will only be granted once for any degree or diploma and if the employee fails, there is no second chance.

Employees studying for a university degree or equivalent as determined by the Human Sciences Research Council and approved by the city council can be granted three days special study leave for each examination subject to be written, or one day study leave for other fields of study.

Employees can also be granted one day special leave for the writing of each examination paper or papers — DDR.
Weather Mail

Weather Bureau's forecast for today —

"SWAAL — Partly cloudy and hot with isolated showers.

STATE and CAPE north of the Orange — Fine to cloudy and hot with isolated thunderstorms over the north and northeast Free State and the main-Mafeking area.

south of the Orange — Fine to partly cloudy and hot. It will be humid.

AL — Fine to partly cloudy and hot. It will be humid.

State and CAPE north of the Orange — Fine to partly cloudy and hot. It will be humid.

ISOAL — Fine to partly cloudy and hot. It will be humid.

SWANA — Fine to partly cloudy and hot. It will be humid.

SOUTH AFRICA YESTERDAY

Temperatures at 14h00

°C

Jan Smiths... 26 Potchefstroom... 27

Peterborough... 26 Pretoria... 28

Pretoria... 27 Rustenburg... 28 Stellenbosch... 29

London... 24 Port Elizabeth... 23 Standerton... 22

"AFRICA, Highest at 14h00 Upington 35°C. Coldest at Ermelo- Sutherland 8°C. A.P. Hottest at 14h00 Musalia 34°C. Coldest at 8h00 Standerton.

THE WORLD YESTERDAY

MON MAY 6th

Weather

°C

Min Max

King... 15... 16

10... 11

13... 14

15... 16

10... 11

22... 23

24... 25

17... 18

19... 20

19... 20

14... 15

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11... 12

de Janairo... 25... 26

11... 12

11... 12

Franconia... 8... 9

3... 4

11... 12

Johannesburg... 20... 21

TODAY POLUTION LEVELS ARE EXPECTED TO RISE IN ALGIERS, JERUSALEM AND TUNIS.
<table>
<thead>
<tr>
<th>Post Office workers hurt in manhole gas explosion</th>
</tr>
</thead>
<tbody>
<tr>
<td>THREE Post Office workers were taken to hospital yesterday after gas exploded in a manhole outside the Johannesburg Municipal Gasworks in Auckland Park.</td>
</tr>
</tbody>
</table>

| The general manager of the gasworks, Mr Malcolm Woodrofe, said staff had found no trace of a gas leak from the plant. |

| The condition of Mr Kruger and Mr Monshari was described as "quite serious." |

| Picture Page 4 |
PUBLIC SECTOR - TELECOMMUNICATION - LABOUR.

1983 - 1984 - DEC.
Feminine ‘first’ for GPO

By Maud Motanyane

Six years of hard work as a clerk at the Daveyton Post Office have paid off for 27-year-old Mrs Rhoda Thoasele, who has been appointed postmistress. She is the first black woman in the country to occupy such a position.

Mrs Thoasele, who started in her new job at the Thokoza Post Office this month, heads a staff of six men and three women. She says her appointment has been well received, although some people still phone her and ask to speak to the postmaster.

“They demand to speak to the postmaster in spite of my assurance that they are talking to the right person,” she says.

Mrs Thoasele, a former school teacher, started working at the Post Office at the age of 21.

“Although I trained as a teacher, I only worked for six months as a teacher and branched off to the Post Office because I like working with people, both young and old.”

Mrs Thoasele, one of a family of eight, says she was unable to further her studies because of a lack of funds. “The Post Office was a good place to improve my position while I earned money.”

Her ambition is to hold a senior position at the regional office of the Department of Telecommunications.
Postal workers in Natal form a union

A trade union for postal workers in Natal was launched last weekend in Durban. The National Post Office and Allied Workers' Union had about 550 workers at its inaugural meeting.

However, the union may run into conflict with existing labour legislation which bars public servants from becoming members of trade unions. Similar attempts to organize black postal workers have failed, largely as a result of concerted police action.

A spokesman for the postal union said the weekend meeting was a follow-up to several gatherings held last year, but there had only been poor turnouts in the past. This was attributed to intimidation by the authorities.

Another meeting is being held next month to elect an executive committee.
High cost of cheap living

Units at the Post Office's controversial Drie Lelies flats project in Pretoria cost an average R18868 each to build, several thousand rands more than the current selling price of many houses in the city's prestige suburbs.

And the basement parking for 106 cars will have cost about R18868 a parking bay.

The Drie Lelies project comprises two flat blocks, one of 10 storeys containing 40 units and the other of 15 storeys containing 60 units.

The 10-storey block was handed over to the Post Office in December and the other block is expected to be completed by March or April.

They are being built at the corner of Prunelaw and Jacob Mare Streets on the site that used to be occupied by the old Drie Lelies post office.

Only post office employees are eligible for accommodation in the blocks. They will be married and in the middle income group.

Rentals will be calculated on a sliding scale according to basic salaries and will vary from a minimum of R16,50 to a maximum of R65 a month.

Half the units in the blocks are two-bedroomed flats, and half three-bedroomed.

The Postmaster General, Mr Henry Bester, said in May 1981 that at current prices construction of the two blocks would amount to R7.5-million but, taking price rises into account, the complex would cost R10.5-million.

He said that, adding the value of real estate and the cost of professional services, the final cost would amount to about R15-million.

Subject: ECONOMICS IB
(to be copied from the heading on the Examination Paper)

Paper No: ONE (1)
(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left-hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.
Posts and Telecommunications, vacant posts

Mr. Widman asked the Minister of Posts and Telecommunications

How many posts on the establishment of his Department were vacant as at 31 December 1982?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

4174—based on the authorized establishment of the Department

18 Mr. C. W. EGLIN Internal Affairs—[Withdrawn]
Postmen

167 Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available.

(2) whether the rate of pay is the same for postmen of all population groups; if not, (a) why not and (b) what are the respective rates?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) 1912,
(b) 1 044,
(c) 387,
(d) 1 423,
as at 31 December 1982,

(2) the rate of pay is the same for White, Coloured and Asian postmen,

(a) the salary parity programme has not yet reached the stage where the remuneration of Black postmen can be placed on a par with that of the remaining population groups, and

THURSDAY, 24 FEBRUARY 1983

(b) White, Coloured and Asian
Witwatersrand, Pretoria and Durban
Other centres
Blacks (all centres) = R4 446×312−5 070×429−7 64
= R3 822×312−5 070×429−7 64
= R2 983×243−3 957×336−5 971
Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(a) How many employees in his Department resigned in 1982 and (b) how many such employees were (i) technicians and (ii) postmen?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 8,992

(b) (i) 389 and
    (ii) 506
Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(a) How many (i) flats and (ii) housing units are owned by his Department and
(b) how many such (i) flats and (ii) housing units have been allocated to non-White employees?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 987
   (ii) 1,707, and
(b) (i) 37,  
   (ii) 24

Telephones

385 Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(1) What was the total number of (a) private and (b) public telephones in use in the Republic as at the latest specified date for which figures are available?

(2) how many new telephones were installed in the 1981-82 financial year.

(3) how many telephone applications were outstanding (a) in the Republic, (b) on the Witwatersrand, (c) in Pretoria, (d) in Durban, (e) in Port Elizabeth and (f) in Cape Town as at the latest specified date for which figures are available?
Whether any employees of his Department were obliged to leave his Department in order to render military service in 1980, 1981 and 1982, respectively, if so, how many in each such year?

MARCH 1983

The MINISTER OF POSTS AND TELECOMMUNICATIONS

The required information is not available as employees leaving the service do not always give a reason for doing so.
Post and Telecommunications: technicans/artisan

380 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

How many (a) technicans and (b) artisans were employed by his Department as at the latest specified date for which figures are available?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 5 061, and
(b) 662, as at 31 January 1983

Note: The above figures do not include staff in training as technicans (2 391) or artisans (272).

Posts and Telecommunications: mechanics/engineers

381 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

Whether a telephone (a) mechanic and (b) engineer is classified as (i) an artisan or (ii) a technican?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) All persons employed by the Department on skilled trades such as motor mechanics, carpentry and welding (as distinct from work categories such as the installation and repair of telephones, cable jointing, etc performed by Telcom Electronics) who are regarded as having artisan status, are accommodated in the rank of Telcom Mechanic, and

(b) engineers are classified in the Professional Division of the Department, while artisans, together with Telcom Electronics, are classified in the General Division and technicans in the Technical Division.
Row over PO's 'Subsidy Palace' project

By STEPHEN DAVIES

PROPERTY developers in Pretoria have condemned the Post Office's intention to complete the last phase of a two-block 'sub-economic' flat complex for its employees in Sunnyside.

The R10-million complex has been described as 'palatial' and developers are angry that while other public projects have been shelved due to the recession, work is continuing on the 15-storey block of the 'extravagant' complex.

The developers, who are reluctant to have their names published, pointed out that while the Post Office had recently increased its tariffs and was to do so again, it was providing flats costing R100 000 or R332/m² to build at rents as low as R40 a month on average.

The completed flats, planned as sub-economic housing, were built from expensive materials and by costly methods.

The recreational facilities of the completed first block include a tennis court, swimming pool, billiard tables and playgrounds for toddlers, and about R600 000 was spent on gardening and landscaping.

A Post Office spokesman said rents would be determined by the particular employee's income.

But property experts said unsubsidised rent on similar three-bedroomed apartments would be at least R1 200 a month, which meant the taxpayer would be subsidising the Post Office workers by more than R1 100 a month on each flat.
Mr D J N MALCOMESS asked the Minister of Posts and Telecommunications:

1. Whether employees in the telephone maintenance section at Krugendorp were fined for being late in January this year, if so, in terms of what authority were they fined.

2. Whether they offered any reason for being late, if so, what reason was given.

3. Whether any attempt was made to establish the validity of such reason, if not, why not, if so, to what effect.

4. Whether such employees were informed that failure to pay the fines would result in certain action being taken against them, if so (a) by whom were they so informed and (b) what is the nature of the action and (c) in terms of what authority could the action be taken.

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

1. Yes, in terms of Post Office Service Regulation G19.

2. Yes, that they had experienced transport problems.

3. No, because other commuters residing in the same area reported for duty on time.

4. No.

5. Yes, in the case of habitual latecomers, because the Post Office, in common with other business institutions, must maintain proper discipline.

6. Yes.
Mr S S Van Der Merwe asked the Minister of Posts and Telecommunications:

Whether, with reference to his reply to Question No 538 on 21 April 1982 an agreement has been reached with the White staff association on the use of non-White positions in the Sea Point/Green Point area, if so, what is the purport of the agreement?

The Minister of Posts and Telecommunications:

No, since the availability of White candidates for appointment as postman in the Sea Point/Green Point area has improved to such an extent that the need for the employment of Coloureds has fallen away.
Big rises for Post Office technical staff

Smiles for many PO workers

By PHILIP VAN DER MERWE, Weekend Argus Reporter

MANY of the Post Office's technical staff have received big salary hikes in the past few months in spite of the Government's anti-inflationary pledge of no general increase in public servants' salaries in the first half of 1983.

The salary increases have been made in terms of the Government's programme of "occupational differentiation", which is an attempt to keep public sector salaries in line with those in the private sector and stem the flow of trained staff from the public service.

The programme is also being implemented in other Government departments and, together with the recent increase in the public service housing loan subsidy ceiling from R40 000 to R50 000, is said to be costing the State and semi-State institutions millions of rand.

Many Post Office technical staff and engineers in the Western Cape last month received increases of up to 50 percent, backdated to April 1, in accordance with upgrading of their positions.

This means that a salary in the region of R1 000 has increased in some instances to about R1 500.

The adjustments will mean an even bigger bill for the Government if it grants the general salary increase promised for later this year if the economic situation improves. This is because an across-the-board increase — usually a percentage of existing salaries — will have to be based on the revised salary scales.

An official who benefited from the recent adjustments can look forward to an even better package by the end of 1983. It will include a larger 13th cheque — the bonus of one month's salary paid to each official at the end of the month in which his birthday falls — and monthly subsidy towards his bond repayment in excess of R400 on a mortgage of R50 000.

The president of the Public Servants' Association, Dr Colin Cameron, said he was not specifically aware of the Post Office adjustments, although they did not come as a surprise to him.

"Once we have the facts available, the association will study the position. If there are major discrepancies between comparable groups in the Post Office and the public service, we will pursue the matter further."
TENSION is mounting and threatening to reach breaking point among thousands of Post Office workers who are extremely dissatisfied with the way in which demands for higher salaries are being handled by the Government.

A motion of no-confidence in the Minister of Posts and Telegraphs, Dr LAPA Mamiki, as well as Internal Affairs Minister F-W de Klerk, is being considered.

Top-level negotiations have apparently reached a deadlock — and many workers claim they have been left out in the cold, struggling to maintain living standards while there is no immediate hope of a recovery in the economic recession.

It is believed that meetings are being planned throughout the country and hundreds of angry workers have threatened to resign.

Spokesmen said yesterday the workers were no longer prepared to wait to hear from the Government whether their demands for interim increases would become a reality soon.

"The general feeling is that indications of pay rises and statements regarding this have become promises and more promises while our standard of living is decreasing rapidly," a spokesman said in Durban.

Meanwhile, the Public Servants' Association is still waiting to hear from Mr de Klerk that they will receive across-the-board pay rises in October after an urgent meeting had been called two weeks ago.

The president of the association, Dr Colin Cameron, said from Pretoria last night that the urgency of salary increases had been emphasised during the meeting and Mr de Klerk had told delegates the matter would be studied by the Government.

He gave no indication when a statement could be expected.
Govt facing pay crunch

Mercury Reporter
A TOUGH stand to get general pay rises for thousands of disgruntled Post Office workers is expected from the Postal and Telegraphs Association after a decision at a special meeting to maintain top-level pressure on the Government.

The secretary of the association, Mr Frank Gerber, said from Johannesburg yesterday the association was disappointed with the outcome of recent requests and would urgently ask the authorities to reconsider.

The association had not heard from the Minister of Posts and Telegraphs, Dr LAPA Munnik, after top-level negotiations in June. Dr Munnik said increases were not possible at that stage and he gave no indication when an answer could be expected.

Meanwhile, many workers throughout the country are said to be extremely dissatisfied with the way in which their demands were being handled at Government level.

Many are on the brink of resigning because of their struggle to maintain living standards.

Committee leaders warned that the Government could not afford to bluntly reject demands for drastically needed increases with the forthcoming constitutional referendum at hand.

The president of the Public Servants Association, Dr Colin Cameron, said from Pretoria yesterday his association was also waiting to hear from the Minister of Internal Affairs, Mr P W de Klerk, after urgent requests on the salary question.

The Mercury's Pretoria correspondent writes that public sector workers — more than a million of them — have intensified pressure on the Government for urgent pay rises.

And senior public servants warn that the Government will have to submit to the demands being made or face a situation of 'disruptive dissatisfaction' throughout the Public Service.

However, the costs to the Government — and the taxpayer — of even limited increases would be high.

For every 1 percent rise in the central Government departments alone — they employ nearly 250 000 — the cost would be about R68 million.

The growing clamour for pay increases has been strengthened by the more-than-25-percent rises Members of Parliament and the Cabinet have voted themselves.

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes.

Salary

The public sector staff associations are now demanding something more than the 'vague undertaking' given by Mr de Klerk that there could be a salary review later in the year.

The chairman of the Federal Council of Teachers Associations, Mr John Steuer, said yesterday members of the council would meet the Minister of National Education, Dr Gerrit Viljoen, next month to discuss early salary adjustments.

The Federal Council of SATS Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, next month to press for immediate financial relief for Railways workers.
BLOEMFONTEIN—A game led to the death of a postman at Wilgehof yesterday when a seven-year-old boy shot him through the head.

Mr Pieter Ndeva, 40, of Batho was delivering a parcel to the boy's aunt when he was shot with a .22 pistol, believed to belong to the child's grandfather.

The child said he thought he would scare the postman with the pistol, according to Lt-Col W K Schuld.

This came to light after detectives saw the child still carrying the pistol in his grandparents' kitchen, according to a neighbour.

Mrs Lena Opperman was first on the scene after the shooting.

"My domestic servant told me she saw a man lying on the pavement. I first thought he had fallen and hurt himself."

"We called the Post-Office, who notified the police, and they couldn't fathom what had happened until they came across the child with the gun," (Sapa).
The largest curtaining

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SPANISH

BURNOUT

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Reversible

SLEETING

The biggest selection in the republic

Official affected have received their letters yesterday informing them that their salaries would be reduced by 5% due to a decrease in revenue and increased costs.

The Department of Posts and Telecommunications confirmed that the reduction was a result of a recommendation from the Public Service Commission to adjust salaries to reflect the current economic climate.

Some have to pay back hundreds of rand to recover the alleged overpayment.

April 20, 2023

The SABC reported that Postmaster-General Thulani Maseko said the move was necessary to ensure the sustainability of the post office and to align salaries with market rates. An additional 5% adjustment would be made in the next financial year.
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a brief visit to Cape Town this week.

Two thousand kilometres in 52 official races — that was the bet with fellow Heidenberg Harrier runner Rob-

Feather Daltrey's offer. 'I'm not sure what was on that bet, a track-match top, or a Coke

something small. Then the story went further, and Robbe said I should go for the world record,' says Faan.

So hopefully, I will complete this weekend's hundred-miler I have a very

September — five standard mara-

ras plus the Karoo race which is 80 km. Then I'll be sure of the few

k fists left which I'll do at the Bellville

race in October.

On a couple of weekends I have done three races. When I exceeded

1,000 km I did the Standerton Marathon on the Saturday morning, drove to Witbank to do 21 km, then back to

Johannesburg for a 42 km again.

Another weekend was quite tough. I drove to Barberion and did

1,000 km from my place, ran a 42 km in the morning, then a 21 km in the

afternoon, then I drove to Johannes-

burg and did another 42 km the next

The running madness costs a bit, too.

'This is one expensive story, it's going to cost me between R8,000 to R10,000

I work under a lot of stress, I didn't run for three months at one stage. My

doctor told me there was only one solu-

tion. Go back to running.

'If I run myself to death, I will be happy to go that way.'
Post office homes
for retired workers

Finance Reporter
THE Department of Posts and Telecommunications is to start building retirement complexes for Post Office pensioners.
Postmaster General, Mr. Henry Bester, announced yesterday that legislation enabling this is expected to be submitted to Parliament next year.
He was speaking in George where he addressed a gathering of post office pensioners living in the southern Cape area.

Facilities
The first of the complexes is planned for Pretoria and a second one for Milnerton in the Cape, provided the necessary funds can be made available. Mr. Bester said.

Mr. Bester also revealed that the post office was investigating the possibility of paying civil pensions directly into Telebank, on request. This would give pensioners the benefit of easy withdrawals and tax-free interest on their current savings accounts.

Telebank facilities are currently available at 148 Post Offices and are planned for a further 300 Post Offices during 1984.

Mr. Bester said this could relieve pensioners of the inconvenience of queing for their monthly withdrawals at post offices, or of having to pay transfer fees or tax on the interest on their savings at other financial institutions.

After collaboration with post office pensioners clubs, the Department of Posts and Telecommunications has decided to issue an identification card, known as a Post Office Veteran's Card.

This will be free of charge and will allow pensioners to make a free telephone call from any official or public telephone in cases of emergency.
No leave pay for this P.O. worker.

SIR — Can anyone explain to me why government employees do not enjoy the same protection as people employed by private individuals?

My daughter was employed by the Post Office for over a year. During this time she was not allowed to take her leave because the post office was so busy.

Now she has resigned her position and has been told that because she resigned she is not entitled to any leave pay.

Were she not in government service she would be protected by the Factories Act which states:

Section 21 An employer shall grant to every employee employed by him in respect of each period of 12 months' employment with him leave of absence on full pay and not less than two consecutive weeks.

And it also states that on termination of an employee's employment his employer shall pay to him his full pay in respect of any period of leave which has accrued to him but which was not granted to him before termination of the employment.

Can someone explain to me how the factory inspector can insist that employers enforce rules which his own employer does not enforce? Government employers say that leave is a privilege and not a right.

If this is so, why does the Factories Act place an obligation on companies to provide leave for their employees?

If it is only a privilege for government employees it must be only a privilege for everyone else.

SIDNEY G. DAVIES
34 Greg Road
MANDINI

FOOTNOTE: Mr Calt., PRO for the Department of Posts and Telecommunications in Durban, says Miss Davies never applied for leave during her employment as a clerk at Manda post office. On joining the department certain forms are filled in by the employee and one of them states the department's regulations on leave — Post Office Service Act 96 of 1974, Regulation 0211.

If an officer relinquishes a permanent appointment any accumulated leave standing to his/her credit on the date on which his/her services terminate shall lapse.

Editor

Letters emanating from private addresses, i.e. not institutions, corporations or official bodies, must bear a full street address [not P.O. Box number] otherwise they will not be considered for publication.
Employees of the Department of Posts and Telecommunications have been warned not to anticipate their salary increases, apart from the 12 percent announced in September last year.

The January issue of the department's Staff journal, Postal, warns them that salary increases resulting from the new job evaluation system will materialise much later in the year.

In the technical division, the journal says, about 19,000 posts have been evaluated and a report is to be considered by top management.

This is the procedure for other divisions:
- The training of job describers for post and management services, telecommunications, commercial, regional audit and uniformed staff is due to start in Durban on January 9 and elsewhere the next day.
- Job describers for the various head office directorates are scheduled for training on February 6.
- Job descriptions for the whole clerical/administrative division will be completed by March 9. After the data have been graded and processed, a likely target date for this group is May 31. Implementation date will be January 1 1984.
- Job evaluation of smaller groups of staff will be undertaken as soon as possible, the journal says.
Strike by Durban Post Office Workers

DURBAN — More than 100 employees at the Central Post Office went on strike today.

The organiser of the National Post Office and Allied Workers' Union, which represents the workers, Mr Magwaza Maphallala, said workers had three major grievances:
- Workers rejected a six-day week, opting instead to work a 40-hour, five-day week.
- They were forced to take time off in the middle of the month instead of at the end.
- No liaison structures existed between management and workers.

Durban's Postmaster, Mr P Noth, would not comment on the stoppage.

He referred inquiries to the Post Office's public relations officer, Mr Tom Colitz, who was not available for comment — Sapa
PO workers go on strike

DURBAN — More than 100 employees at the Durban central post office went on strike yesterday in protest against their working conditions.

Soon after the stoppage, workers quietly waited at one of the post office entrances in Pine Street.

The organiser of the National Post Office and Allied Workers' union, which represents the workers, Mr Magweza Manzhalo, said workers had three major grievances to which management had promised to respond. These were:

- Workers rejected a six-day week, opting instead to work a 49-hour, five-day work week.
- They alleged that management had forbidden them to take holidays at the end of the month and forced them to take time off in the middle of the month.
- No liaison structures existed between management and workers.

Durban's postmaster, Mr P. Noeth, would not comment.

Meanwhile, in Johannesburg a strike by Pick 'n Pay staff entered its third day yesterday with between 1,900 and 2,000 workers out, a Pick 'n Pay spokesman said.

He said talks were held yesterday with the Commercial Catering and Allied Workers' Union of South Africa but ended in a "stalemate".

— SAPA
Post Office reports fewer resignations

By JOHANN POTGIETER
Political Correspondent
CAPE TOWN — The rate of resignations from the Department of Posts and Telecommunications showed a "marked decrease" in the 1982-83 financial year, according to the Postmaster-General's annual report published here.

However, the work of the department is "still being handicapped by a lack of staff — particularly men."

In his report, the Postmaster-General, Mr Henry Bester, said staff expenses amounted to R750 million and currently formed 49% — the largest component — of total operating expenditure.

In the year under review, the full-time staff complement increased by 10% from 80,087 to 88,183, of which 49,480 were white and 38,698 coloured, Indian and black.

A total of 17,739 full-time staff members left the department in the financial year, compared with 21,764 in 1981-82.

Mr W Rudgard, Deputy Postmaster-General for Personnel and Postal Services, said the improved position was the result of the unfavourable economic climate, and of the improvement of service conditions.

The department's recruiting efforts had "not yet met with the degree of success hoped for."

By March last year, 196 technical staff had been recruited abroad.

During the financial year, 4,983 applications for loans under the department's housing loan scheme were received, of which 681 were approved. A total of R52.5 million had so far been made available for loans.

In his introduction to the report, Mr Bester said the post office had faced "considerable cost increases" in the year under review.

"Capital expenditure per additional telephone, for example, escalated by 46% from R1,600 to R2,542. The total investment in equipment per telephone similarly increased by 12.2% from R3,837 to R3,959," he said.

To meet financial requirements a net amount of R491 million was borrowed on the domestic and foreign capital markets, and the self-financing component of capital expenditure was only 29.3%.

"This ratio," the report said, "is totally out of step with our financing policy of a median of approximately 50% from own funds and 50% from loan funds."

A total of 262,739 additional telephones were provided during the year, which was only 4.7% fewer than in the record-breaking previous year.

The total number of telephones came to 3,471,519, and the waiting list grew by 16.5% to 225,321.

Other sections of the report reveal the number of licensed citizen band radio stations decreased sharply from 87,906 to 48,384 in the year under review.

Post office vehicles were involved in 3.324 accidents during the year, and compensation totalling R810,600 was paid to other parties.

The department's vehicle fleet grew to a total of 13,971, a total distance of 160.1 million kilometres was travelled consuming 28,55 million litres of fuel.
Mr. A D WIDMAN asked the Minister of Posts and Telecommunications

(a) How many (i) flats and (ii) housing units are owned by his Department and (b) how many such (i) flats and (ii) housing units have been allocated to non-White employees?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 1 073,
   (ii) 1 738, and

(b) (i) 53,
   (ii) 24
Mr P. R. C. Rogers asked the Minister of Posts and Telecommunications:

1. Whether the legislation entitling members of his Department to apply for the back-dating of pensionable service has been amended, if so.

2. Whether his Department has received any applications for such back-dating from ex-members who retired from his Department without being aware of the legislation in question having been amended, if so, (a) how many such applications have been received to date and (b) what steps have been taken in this regard?

The Minister of Posts and Telecommunications:

1. Yes

2. Yes

(a) one, and

(b) the application was submitted for consideration to the Department of Health and Welfare, which administers the legislation in question, and was supported by my Department. That Department could not, however, see its way clear to accede to the request.
Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(a) How many employees in his Department resigned in 1983 and (b) how many such employees were (i) technicians and (ii) postmen?

(b) Telephone services

Mr K M ANDREW asked the Minister of Posts and Telecommunications:

Whether any applications for (a) residential and (b) business telephone services are outstanding in respect of each specified exchange serving the Cape Town Gardens constituency, if so, (i) how many in each case and (ii) when is it anticipated that the backlog will be eliminated?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) and (b) Yes

(i) Barrack Street exchange 7 residential and 4 business services.

(ii) Leeuw and 10 residential and 6 business services, and

(iii) the provision of the relative services is dependent upon the completion of various cable works. All the business and 16 of the residential services will be provided during the course of the next three months. The remaining residential service will be provided during the third quarter of this year.

Agricultural production/export

Mr P A MYBURGH asked the Minister of Agriculture:

What was the value of the Republic's agricultural (a) production and (b) exports in 1983?

The MINISTER OF AGRICULTURE

(a) R7 715 million (preliminary figure)

(b) An estimated R1 664 million.
S.A.'s first black woman postmaster tells us how she found success

Rhoda Theresa — big boss at the Thokoza Post Office

The Lady who


denies the need for a teacher's assistant. She says, "I do not require one. I have a teacher who is quite capable of doing the job."

The postmaster's office is a well-organized place. The desk is kept tidy, and the stamps are neatly arranged. Each day, the postmaster deals with a large number of letters and parcels, and the office is always busy.

According to the postmaster, the post office is open from 8 a.m. to 6 p.m. every day. There are three staff members working at the post office, and they work together to ensure that all the letters and parcels are processed and delivered on time.

The postmaster emphasizes the importance of customer service. She says, "We always try to ensure that our customers are satisfied with the service they receive."

Rhoda Theresa is a hardworking and dedicated postmaster. She enjoys her job and takes pride in her work. She feels that being a postmaster is a rewarding career, and she is proud to be a part of the South African postal service.

Rhoda Theresa has been working at the post office for many years, and she has seen many changes over the years. She says, "Things have changed a lot, but I always try to ensure that our customers are satisfied with the service they receive."
Decrease in MNR raids reported

The Star's Foreign News Service

MAPUTO — There has been a "marked reduction" in the number of guerrilla attacks on the Cahora Bassa transmission lines since Pretoria and Maputo began their mutual-security talks, says a spokesman for the company running the dam.

The Hidroeletrica de Cahora Bassa (HCB) spokesman's comment, made in an interview with the official Mozambican news agency Aim, appears to be the first indication of results from the past month's negotiations.

The spokesman said there were "high expectations and much optimism" over the latest discussions on the dam, which took place between Portugal, South Africa and Mozambique in Lisbon recently.

Mozambique has repeatedly claimed that South Africa backed the sabotage attacks of the Mozambique National Resistance (MNR) guerrillas.
Dog shot after it savaged PE postman

By RAYMOND HILL

A WALMER-BASED postman, Mr. Marius Geyser, had his wounds stitched in hospital yesterday after he was savaged by a bull terrier while doing his rounds in Charlton.

He was bitten on one side, his front, back, left thigh and hand.

The dog was destroyed soon afterwards.

Mr. Geyser, 32, of Davie Street, Sidwell, said he was delivering letters in Gregory Street when the incident happened.

He has been a postman for the past six years and has been based at Walmer for the past few months.

He has never before been attacked.

Mr. Geyser said he went into the unfenced grounds of a house to deliver some mail to the owner, who was sitting in a car nearby.

"All was quiet and a gate leading to the garage was closed," he said.

"But after handing the mail over to the owner, I looked around and saw the bull terrier rush at me through the same gate."

"I had seen the dog while on my rounds before. But this time it looked wild. I got such a fright that I forgot to use my mailbag to ward off the animal."

"Instead, I flung the mailbag on to the ground while the dog attacked me. I was in pain and almost lost consciousness," he said.

According to Mr. Geyser, the owner—a woman—came to his aid. But the dog turned on her and bit her on the leg.

He managed to run to a neighbouring house where he was helped before being taken to the Provincial Hospital by car.

Later, he was told that the dog had been shot dead by the owner.

Mr. Geyser has been booked off from duty and is not sure whether he will be delivering mail in the same area again.

The owner of the dog was not available for comment.
How many (a) technicians and (b) artisans were employed by his Department as at the latest specified date for which figures are available?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 5,086, and
(b) 767 as at 31 December 1983.

Note: The above figures do not include telecom technicians nor staff in training.

Posts: approved/vacant

220. Mr R R HULLEY asked the Minister of Environment Affairs and Fisheries:

What posts (a) had been approved and (b) were vacant in respect of each specified branch of the three Directorates of his Department as at the latest specified date for which figures are available?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

The particulars as at 8 February 1984 are as follows.

[Handwritten annotations on the page]
The Minister of Transport, Mr. A. B. C., has announced that the new transport system will be operational from next month. The system will include a network of electric trains running on underground tracks, which will significantly reduce traffic congestion in the city. The Minister assured that the new system will be environmentally friendly and will also provide a more efficient and faster mode of transportation for the residents.

However, there is a debate among transport experts whether the new system will be able to handle the expected number of passengers. Some experts argue that the system will be able to accommodate the increase, while others believe that the city may need to invest in additional infrastructure to support the new system.

The Minister of Transport has also hinted at the possibility of introducing autonomous vehicles in the future, which could further enhance the efficiency and convenience of the transport system. The decision to introduce such vehicles will depend on the results of ongoing research and development.
PO workers to receive pay increases

Argus Correspondent
PRETORIA — About 35 000 post office workers are to receive salary increases of between 10 and 15 percent in the latest phase of the Government's scheme for occupationally differentiated salary adjustments.

This boosts the post office's wage bill for its 94 000 employees to a total of R664-million for 1984/85.

The Postmaster-General, Mr Henry Bester, has revealed that those who will benefit from the latest adjustments include postmen, telephone exchange personnel, clerical and administrative officials and a number of technical assistants.

Their increases will be backdated to January 1.

Technicians and professional engineers have already received similar increases.

Mr Bester said the evaluation of posts within the post office was started in January with the aim of bringing post office salaries in line with those for similar positions in the private sector.

It is understood the latest adjustments represent the final stages of the salary programme in the post office.

Only a few

Only a small number of specialist groups, including statisticians and Press liaison staff, will need attention.

The Government's scheme for adjusting public service salaries according to occupation groups has been in full swing for 18 months.

Other groups which have benefited this year include police and military personnel, who received generous increases in January, and teachers who are set to receive an estimated 22 percent extra from October.

Senior public servants received as much as 33 percent.

The 250 000 strong public service has been divided into more than 600 job categories, most of which have received salary adjustments.
35,000 post office workers in line for salary boost

By Sue Leeman
Pretoria Bureau

About 35,000 post office workers are to receive salary increases of between 10 and 14 percent in the latest phase of the Government's scheme for occupationally differentiated salary adjustments.

This boosts the post office's wage bill for its 94,000 employees to a total of R664 million for 1984/85.

The Postmaster General, Mr Henry Bester, has revealed that those who will benefit from the latest adjustments include postmen, telephone exchange personnel, clerical and administrative officials and a number of technical assistants.

Their salary increases will be backdated from January 1.

Technicians and professional engineers have already received similar increases.

Mr Bester said the evaluation of posts within the post office had been started in January with the aim of bringing post office salaries in line with those for similar positions in the private sector.

It is understood the latest adjustments represent the final stages of the salary adjustment programme in the post office.

ADJUSTING

Only a small number of specialist groups, including statisticians and press liaison staff, still need attention.

The Government's scheme for adjusting public service salaries according to occupation groups has been in full swing for over 18 months.

Other groups which have benefitted this year include police and military personnel, who received generous increases in January, and teachers, who are set to receive an estimated 22 percent extra from October.
About 35 000 post office workers — mainly the less senior and junior clerical administrative and uniform staff — will get salary adjustments of between 10 and 14 percent in their August salaries.

The adjustments will be backdated to January 1, and all back pay will be included in the August pay cheques, a spokesman for the Department of Posts and Telecommunications confirmed yesterday.

Among the staff to benefit will be administrative and clerical staff as well as uniform staff such as post deliverers and transport officials up to the rank of control officers.

Included in the new salary deal will be staff such as clerks, secretaries, typists, exchange operators and counter assistants.

The salary adjustments — the spokesman stressed they were not general increases as such — are part of the occupational differentiation programme which has been undertaken in other state and semi-state departments for the past 18 months.

**Adjustments**

The spokesman said most of the Post Office's 94 000 employees had now gained salary adjustments, although there were still small specialist groups who had to get adjustments.

At this stage it is unlikely the salary adjustments will affect postal tariffs, as the increased salary payouts have already been included in the Department's R664-million annual salary bill when its budget was tabled in Parliament earlier this year.

SAPA
Post Office workers strike over pay

Labour Reporter

MORE THAN 300 Post Office workers at the New Germany depot downed tools yesterday in a demand for more pay.

Mr Christo van der Merwe, Regional Director of the Department of Posts and Telecommunications, told the Mercury the department had given workers a 'one-notch' increase which had been accepted by most, but it seemed some workers were not satisfied.

Some of the labourers, telephone workers and senior telephone workers — all blacks — downed tools at the New Germany depot.

'We will take the necessary steps if they do not return to work by Monday,' Mr van der Merwe said.

Mr Magwaza Maphala-la, general secretary of the National Post Office and Allied Workers' Union, said the workers were dissatisfied with their pay and demanded an immediate increase.

'The workers said they had not received increases for two years but had been promised a substantial one this year.

'Instead, they were given between R16 and R18 per month, which they rejected,' he said.

Mr Maphala-la said the department had told workers last year that it was unable to grant any increases at that stage because of the 'economic situation' resulting from drought.

'Most of the workers are earning under R300 per month and are finding it extremely difficult to meet their commitments,' he said.

The workers had pointed out that the Post Office had increased tariffs for posts and telephone accounts recently.

Mr van der Merwe said the workers had been granted a 12 percent increase in January.
Strikers on the march

They were sacked yesterday.

Signs post office workers march along Stephens Road in New Germany after

Labour Reporter

W. J. B. (1987)
Work now back to normal, says Post Office

Labour Reporter

THE senior deputy director of the Department of Posts and Telecommunications in Durban, Mr J A Swanepoel, said work at the department's New Germany depot had returned to normal yesterday.

Almost the entire black workforce — said to number more than 300 — was dismissed on Monday after going on strike over a demand for more pay.

A department spokesman said about 150 of the dismissed workers had returned to the depot on Tuesday morning and had been re-employed.

This was disputed by the National Post Office and Allied Workers' Union's general secretary, Mr Magwaza Maphalala.

Mr Swanepoel said yesterday: "If the union is disputing that some of the sacked workers were re-employed, that's their side of the story.

'I got in touch with the depot foreman this morning and was informed that work had returned to normal. There were no illegal gatherings on the premises.

'Those who returned to seek employment were given back their jobs," he said.

If any of the remaining sacked workers wished to resume their employment, they were welcome to do so.
**Factory workers continue strike**

A strike by the entire work force of more than 400 black workers at the Mbeni, Durban, branch of Blockie-Johnstone continued yesterday.

A statement by the company said employees had been repeatedly urged to return to work.

The workers went on strike for a second time on Tuesday after workers heard they would not be paid for the time they had downed tools in an earlier dispute the previous day.

The employees had resumed work on Monday following negotiations between the company and the South African Allied Workers Union.

National treasurer of the union Isaac Ngekolo said although he had met with company management yesterday there had not been enough time to reach an agreement.

He said he hoped to meet with the company representatives again today to try to resolve the dispute.

Meanwhile, many of the New Germany Post Office workers who were dismissed on Monday following a work stoppage over pay, have been rehired, according to a senior Post Office spokesman, Mr J A Swanepoel.

"Everything is quiet and as far as we are concerned we are back to normal," Mr Swanepoel said.

"Many of the dismissed workers have been rehired. If they come back they are welcome to apply for re-employment."

"Whether they are taken back or not depends on the circumstances and the individual."
Fatter pay packets for teachers from today

By Susan Piening

Teachers in the Transvaal will reap the benefits of the new salary deal today when they receive their first increased pay cheques.

PO workers not hit by pay freeze — Munnik

Post Office employees will still receive market-related salaries despite Wednesday's announcement of a freeze on across-the-board pay increases for public servants in 1985.

The Department of Posts and Telecommunications would continue to fix and maintain market-related salaries, the Minister of Communication and Public Works, Dr. F. Faata Munnik, announced last night.

"Dr. Munnik" said he would determine future salary policy after the Postmaster-General and top management had met to discuss the annual salary increases with staff associations.

His statement follows the announcement by the Minister of Home Affairs, Mr. F. W. de Klerk, that public servants in central government would not receive an across-the-board salary increase next year.

The annual promotion system, whereby public servants move up a notch at the end of the year and receive a moderate salary increase, was not expected to be affected by the freeze.

Some teachers will receive almost 25 percent more in their pay packets, and better promotion opportunities could mean an extra five percent on top of that, bringing their salaries into competition with the private sector for the first time in years.

All salary increases will be back-dated to October, though back-pay for October and November will be paid out only in April or May in the new tax year, a spokesman for the Transvaal Education Department (TED) said this week.

Some principals who qualify for promotion will, for the first time, be in line for promotion to Post Level 6. This will give them a basic salary of R36,000, plus allowances.

3,000 POSTS

Beginners in the teaching profession will get about R175 a month more. These new increases are almost double those received in previous years.

In addition to the new increases, almost 3,000 new promotion posts have been created in the Transvaal alone, and 1,000 in each of the other provinces.

These new posts, which were advertised in the September extraordinary Government Gazette, were filled at the end of November, according to the TED.
Public Sector - Telecomm. - LABOUR

1986
Perks for PO staff

Political Staff

HOUSE OF ASSEMBLY.
Senior postal officials are given free telephones and some free calls, the Minister of Communication and Public Works, Dr Lapa Munnik, disclosed yesterday.

And 19,343 officials benefit from this concession at present.

Dr Munnik said the officials were granted exemption from payment of installation and transfer costs, monthly rentals and "a number of metered call units varying from 50 to 300 per month, depending on the salary level of the official."

Dr Munnik also said that there were 293,889 applications for telephones outstanding throughout South Africa last year.
The Minister of Communications, Dr. Lapa Mmanunk, presented the Post Office regulations that had been modified to provide for a 50% increase in the cost of telegrams and a 20% increase in the cost of phone calls. He announced that the cost of telephone calls would increase by as much as 50% and that telegrams would cost 60% more. The new rates were effective from April 1. However, he said, capital expenditure on telephone and wireless networks would increase by 60% and 40% respectively, and the government was determined to make up for the increased cost of telephone and wireless services.
WEDNESDAY, 6 MARCH 1955

[Text partially readable due to image quality]

The Minister of Defence,

The Minister of Transport

[Text partially readable due to image quality]
Postal workers join pay-cut protest

The decision to meet is an indication of the dissatisfaction of many public servants, who are apparently not prepared to accept the measures without a fight.

South African Railways and Harbours Salaried Staff Association (Salstaff) has added its voice to the protest against cuts in transport employees' bonuses by sending a telegram to President Botha.
Vow to review Post Office workers' lot

The Minister of Communication and Public Works, Dr LAPA Mannik, said he would go out of his way when the economy improved to compensate Post Office workers for the cuts imposed in their annual bonuses.

Replying yesterday to the debate on the third reading of the Post Office Appropriation Bill, he said he realised many Post Office workers were batting to make ends meet.

However, Post Office employees had, over the past two years, received considerable improvements in their service packages and the bonus cuts were temporary.

"I will go out of my way to compensate them when the economy improves for the sacrifices that we are now asking of them," he said.

Post Office workers realised they would not leave them in the lurch, Dr Mannik added.

The Post Office would not be adversely affected by any boycott of telecommunications equipment imposed by overseas countries, Dr Mannik said.

There were many alternatives to the present suppliers and equipment, he said in his reply.

South Africa had looked for alternative suppliers in the past after the United States refused to supply equipment it believed the Republic might use for military purposes.

Dr Mannik was responding to questions by Mr Sakkie Blaach (NP Boksburg) on the effect of the disinvestment campaign and possible boycotts of the Post Office.

"There are suppliers in other countries that will prevent us getting caught out in the event of a boycott," the Minister said. — Sapa.
THE MINISTER OF DEFENCE

No 206 - 29 MAY 1967

The Hon. Mr. Speaker

Hon. Mr. Speaker,

I have laid before Parliament certain papers, which are a part of the plans for the defence of the Republic. These papers have been prepared in consultation with the Minister of Defence and with the advice of a Defence Board, which has been set up for the purpose of co-ordinating and controlling the plans for the defence of the Republic.

The papers include a detailed programme for the construction of the new defence works, which will be carried out in stages over a period of years. The works are designed to provide a comprehensive system of defences against air attack and to ensure the security of the country.

I have asked the Minister of Defence to reply to any questions which may be raised in connection with these papers at the next meeting of Parliament.

Yours faithfully,

[Signature]

MINISTER OF DEFENCE

19 JUNE 1967

[Note: The papers referred to in this letter are not included in this document.]
Tuesday 6 April 1983

The Minister of Co-operation

[Article number and section]

[Legislative and decison-making body]

[Paragraph numbers and sections]

[Editorial note or comment]

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Pressure for public service increases now ‘intense’

Sats and PO workers want 20%-plus rises

PRESSURE on the Cabinet to make a positive announcement about pay increases for public-sector workers next year has become intense, according to Pretoria sources.

This week, after a meeting of its executive in Johannesburg, the 24 000-strong Artisans’ Staff Association sent a telegram to Minister of Transport Affairs, Hendrik Schoeman, demanding an urgent interim pay rise.

Post Office staff associations have also lodged a claim with the Postmaster-General for a pay rise, which would amount to an increase in excess of 20%.

Last month ASA president Jimmy Zurich — also chairman of the Federal Council of Sats Staff Associations — headed a council delegation to Schoeman and submitted a claim for a 25% rise next year on behalf of all 11 railway unions.

This was rejected by Schoeman Zurich said unions appreciated the desperate financial situation of the Railways, but said that the situation of its workers was as desperate. Revenue from both exports and imports was down, and it looked as if Schoeman’s forecast of a Sats loss of R400m for the 1985/86 financial year would be proved correct. Schoeman’s 235 000 workers were costing more than R2bn a year.

This week Public Servants’ Association president Colin Cameron demanded a double-digit pay rise for government workers.

The sources pointed out the public sector — Sats, Post Office, government and provincial departments — including teachers and nurses — would be lumped together, and given the same “moderate” pay adjustments.

Sats and the Post Office would recover the amount spent on increases by raising tariffs and fueling inflation, it was stated.
JOHANNESBURG — About 260 black workers employed at the Lewisham Engineering Yard of the post office near Krugersdorp staged a walk-out in protest against poor wages and alleged unfair dismissals.

According to the General and Allied Workers' Union (Gawu), those involved in the walk-out included labourers and technicians' assistants. Some were Gawu members, the union said.

"Most of the workers are being paid R215 a month," said Mr Sam Ndu "Officials have said the Post Office regarded the matter as a domestic affair and did not wish to talk to the union." The Post Office spokesman said workers were able to present their grievances through labour committees which represented the workforce.

It is the second time in less than two months that the General and Allied Workers' Union has been involved in a labour dispute concerning government departments.
Yesterday in Parliament

Post Office workers' rise boosted to 21 pc

Parliamentary Correspondent

CAPE TOWN—The average Post Office worker will be earning a whopping 21 percent more in 1986—and not the 10 percent announced by the Government last month.

The additional 11 percent windfall will be achieved by a variety of hidden mechanisms such as 'notched increases', 'restrictions' and certain 'adjustments and consolidations' of benefits, Mr Pierre Cronje, PFP's deputy spokesman on public works disclosed yesterday.

This 'bureaucratic jargon' explained the difference between the 'so-called 10 percent' and the real increase in average salaries and benefits—a difference that amounted to an increase of R122.5 million in the total wage bill, he charged.

The shock disclosure is expected to set off series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the Government only yesterday.

"Who is fooling whom?" Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill in Parliament yesterday.

"In a period when inflation is running at the all-time high of more than 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced," he said.

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, 'but when the figures are studied more carefully it would appear that this sympathy is rather misplaced.'

The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985.

Mr Cronje pointed out that in 1985 the average worker earned R7,700 in salary, while his pension, medical assistance, housing subsidies and overtime brought his total package to R13,114.

In 1986 average salary will be R9,270 (21 percent up on last year), while the total package, including benefits will be R15,705 (19 percent up on last year).

Post Office workers, said Mr Cronje, were having a pretty smooth ride through the economic storm caused by their political masters.

Mr Cronje said 'one can only hope' the 21 percent increase applied equally to workers at both ends of the pay scale.

The Minister of Communications and Public Works, Dr L A P A Mannik, is expected to respond to Mr Cronje's charges when he replies to the debate today.
Disclosures likely to upset other civil servants

PO wage increases actually ‘up to 21%’

THE average Post Office worker will be earning 21% more in 1988 — and not the 10% announced by government last month.

The additional 11% windfall will be achieved by a variety of hidden mechanisms such as “notched increases,” “restructuring” and certain “adjustments and consolidations” of benefits, says PFP deputy spokesman on public works Pierre Cronje.

This “bureaucratic jargon” explained the difference between the “so-called 10%” and the real increase in average salaries and benefits — a difference that amounted to an increase of R123,5m in the total wage bill, he charged.

This disclosure is expected to set off competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25% in-
crease was rejected by government yesterday.

In a statement released in Cape Town yesterday after separate meetings with the Federation of Transport Services Unions and the Post Plate Association, Transport Affairs Minister Hendrik Schoeman stressed the financial position of SatS and the economy made it impossible for him to grant more than a 10% wage increase at this stage.

But he acceded to requests to appoint a committee to investigate urgently the negotiating structure within SatS, leading possibly to the establishment of an industrial council for railway workers.

The disclosures about the Post Office increases could, however, spark a fresh confrontation.

Cronje’s revelations came during yesterday’s second reading debate of the Post Office Appropriation Bill in Parliament.

“Who is fooling whom?” he asked. “In a period when inflation is running at the all-time high of over 20%, many people felt a twinge of sympathy for the Post Office.”

This gave the impression, he said, that the average Post Office worker would be 10% worse off in 1988. “But when the figures are studied more carefully, it would appear that this sympathy is rather misplaced.”

“The truth of the matter is that purely in cash terms the average Post Office worker will be earning 21% more in 1988 than in 1985.”

PO increases ‘up to 21%’

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Post Office workers, said Cronje, were having “a pretty smooth ride through the economic storm”.

Minister of Communications and Public Works Dr Lapa Munnik is expected to respond to Cronje’s charges when he replies to the debate today.
‘21 percent’ pay rise for PO employees

Political Correspondent

THE average Post Office worker will be earning 21 percent more in 1986 and not the 10 percent announced by the government last month.

The 11 percent windfall will be achieved by hidden mechanisms such as “notched increases”, “restructuring” and certain “adjustments and consolidations” of benefits. Mr Pierre Cronje, the Progressive Federal Party’s deputy spokesman on public works, charged in Parliament yesterday.

Jargon

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The disclosure is expected to set off a series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the government only yesterday.

“Who is fooling whom?” Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill.

‘Misplaced’

“In a period when inflation is running at the all-time high of over 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced,” he said.

This gave the impression that the average Post Office worker would be 16 percent worse off in 1986, “but when the figures are studied more carefully it would appear that this sympathy is rather misplaced”.

“The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985.”

Mr Cronje said that in 1985 the average worker earned R7,700 in salary while his pension, medical aid, housing subsidies and overtime brought this to R13,114.

‘Smooth ride’

In 1986 the average salary will be R9,270 (21 percent up on last year) while the total package, including benefits, will be R15,705 (19 percent up on last year).

Post Office workers, said Mr Cronje, were having “a pretty smooth ride through the economic storm caused by their political masters”.

“When one considers that in fact not a single employee was laid off during this recession, whereas in the private sector lay-offs and bankruptcies and even wage reductions rather than increase are the order of the day,” he said.

Mr Cronje said “one can only hope” the 21 percent increase applied equally to workers at both ends of the pay scale.

“But if any worker who is on a fixed scale should find that he gets only the 10 percent increase, he must realise that one of his colleagues is better off by 30 percent.”

“Oz, can the minister assure us that increases for those at the bottom end, who suffer most under inflation, makes up for this discrepancy between the announced 10 percent and the real increase.”

The Minister of Communications and Public Works, Dr L.A.P.A. Munnik, is expected to respond to Mr Cronje’s charges today.
21 pc Post Office rise ‘totally untrue’

THE Minister of Communications, Dr L A P A Munnik, has rejected as ‘totally untrue’ a report that postal workers would be granted a 21 percent increase this year.

Replying to the second reading debate on the Post Office budget, Dr Munnik emphasized that the average increase would be 10 percent.

He was referring to newspaper reports which said postal workers would be earning 21 percent more in 1986 and not the 10 percent announced by the Government recently.

The statement was made in Parliament on Monday by the Progressive Federal Party’s deputy spokesman on public works, Mr Pierre Creange.

Dr Munnik said Mr Creange had not taken into account the cost of bringing about parity between members of the department, certain adjustments and restructuring when he made his 21 percent calculation — (Sapa).
Munnik rejects 21% claim

MINISTER of Communications Dr Lapo Munnik yesterday rejected as “totally untrue” claims that the average postal worker would be 21% better off this year.

The average increase would be no more than the 10% announced by government, Munnik said when replying to the second reading debate on the Post Office budget.

He said calculations by the Progressive Federal Party that indicated that the average Post Office worker was 21% better off this year had not taken into account the cost of bringing about parity between members of the department, certain “adjustments and restructuring”.

However, the PPP’s deputy spokesman public works, Pierre Cronje — who made the “21%” claim in Parliament on Monday — yesterday stood by his original position.

After the debate, Cronje accused Munnik of “playing around with words” and said there was “absolutely no doubt” the average worker would indeed be better off in cash terms by 21% this year.
Munnik rejects 21pc pay claim

Political Correspondent

The Minister of Communications, Dr Lapa Munnik, yesterday rejected as "totally untrue" claims that the average postal worker would be 21 percent better off this year.

The average increase would be no more than the 10 percent announced by the government, Dr Munnik said when replying to the second reading debate on the Post Office budget.

The minister said calculations by the PEP that indicated that the average Post Office worker was 21 percent better off this year had not taken into account the cost of bringing about parity between members of the department, certain "adjustments and restructuring."

However, the PFP's deputy spokesman on public works, Mr Pierre Cronje, who made the "21 percent" claim in Parliament on Monday, yesterday stood by his original position.

"After the debate, Mr Cronje accused the minister of 'playing around with words' and said there was 'absolutely no doubt' the average worker would indeed be better off in cash terms by 21 percent this year."

He stuck to his original statement that the minister was attempting to disguise the actual increase through a series of "hidden mechanisms" which included "restructuring, adjustments and consolidation of benefits."
PO workers 'will not be in danger'

Parliament - Post Office technicians and officials would not go into areas where they were attacked or where equipment was destroyed, the Minister of Communications and Public Works, Dr Lapa Munnik, has said in the House of Assembly.

Dr Munnik was speaking in yesterday's debate on the post office budget after announcing that about 14 000 telephones would be installed in Soweto.

He was replying to Mr Peter Soal (PF, Johannesburg North) who had urged that the installation in Soweto be speeded up.
Grenades injure 4 cops

FOUR council police were attacked with hand grenades while guarding the Moreka North house of councillor Z. H. Madike, said Major J.H. S. Meintjes, head of the Soweto City Council police yesterday.

They are constables Brian Mishali, Isaac Rampai, Isaac Nhlapo and Clement Khanyile, who are all recruits from outside Johannesburg, according to Maj. Meintjes.

They were attacked at Baragwanath Hospital, where Constable Mishali was treated for sharp metal wounds and Constable Rampai for injuries to his arms, ribs, eyes and nose.

Constable Nhlapo was treated for back and lower leg injuries while Constable Khanyile was treated for shock and later discharged.

Maj. Meintjes said the constables were attacked by people who hurled four hand grenades in the backyard and cut the telephone line.

- Two Standard 8 pupils were each sentenced to seven strokes with a light cane in the Petersburg Regional Court yesterday after being found guilty of public violence.
- They cannot be named because of their ages. They appeared with Mr. Elias Molepo (19), Mr. Solly Mnesota (19) and a 16-year-old youth who were all discharged.

Their appearance arises from disturbances at Manosh High School at Ga-Molepo on October 2 last year.
Selebogo quits

ABOPHUTHA TSWANA civic leader, Mr Joe Selebogo, has resigned from the Mabopane Community Council.

Mr Selebogo, who has served as councillor since 1977, told the Sowetan yesterday that he resigned because he has now realised that community councils were "useless institutions that are unacceptable to the community."

Mr Selebogo sent this message to other black councillors in other parts of the country. "Please resign now and wait for the day the South African Government allows blacks to elect acceptable councillors who will represent us at management committees in all the cities."

His resignation letter was read at the council's monthly meeting on Tuesday. Mr Selebogo is the second councillor to resign from the Mabopane community council this year. Mr Manley Ntle, a local businessman, resigned early this year because of family pressure.
Fired Tembisa employees seek reinstatement

Five Tembisa municipal employees, who claimed to have been dismissed in May after an alleged strike, yesterday applied to the Rand Supreme Court for reinstatement.

An urgent application was brought by Mr Shadrack Mkize, Mrs Miriam Phalane, Mr Lawrence Pokela, Mr Tembisi Sihembele, Mr Bhelese and Mr Victor Masonganye against the Tembisa Town Council and the town clerk, Mr PL Harmse, for a court order declaring their dismissal on May 24 unlawful and invalid and for their reinstatement.

On May 19, a large number of municipal employees gathered outside the gates of the municipal offices when certain demands were made to the council, the court heard.

On May 23 a letter terminating the services of the black workers at the municipality was read out.

Mr Masonganye had been away and was the only person to report for work on May 19. He could not carry out his duties and did not go to work out of fear, Mr Kuny told the court.

Mr Kuny submitted that Mr Mkize and Mr Pokela had not been on strike but that, even if they had been on strike, they should have been given the chance to be heard.

Mr Hancock, for the council, conceded that the notice of dismissal was invalid.

Mrs Phalane was away on a course from May 19 to May 23 and Mr Bhelese was on leave from the beginning of May to June 2, the court heard.

Mr Justice JJ Strydom reserved judgment.
FAMILIES who were evicted from Dobsonville have been forced to live apart.

Parents now no longer live with their children as a result of last week's evictions.

The story of the broken families was told yesterday by a number of families who were camping at the township's Methodist Church hall after being forcibly ejected by the council.

Mrs Jesse Ndlela and Mrs Dinah Msibi said they were not living with their children whom they last saw when they were evicted from council houses last week.

"I have asked relatives to look after my children, while I stay here," said Mrs Ndlela.

Others said the strain of homelessness was leading one family to a divorce as the husband said he could not stand living in a church hall and has decided to live in the township apart from his wife.

A total of 24 heads of families who were arrested for squating and other offences were released on bail of between R300 and R500.

One man is charged with terrorism and is out on R500 bail while another is out on R100 bail for public violence. They are to appear in court on August 15 and August 18.

Dobsonville's town clerk, Mr Alex Conn, yesterday explained the council's attitude to squatters.

He said his council had a long list of people waiting for houses and could not allow people to hijack the council's houses. The waiting list was a result of a backlog in housing which has been accumulating from 1962 to October last year. In that period no house was built in Dobsonville, he said.

Last year the council obtained a loan to build 400 houses to offset a waiting list of more than 1,800 families.

On allegations that corruption existed in the allocation of houses, Mr Conn said people should report such allegations to the police or give him affidavits. If the allegations were true, he would deal with the officials concerned.

Squatting, he added, was not the way to solve the housing problem. He said some people squatted because they wanted to elicit sympathy and publicity and hold local authorities to ransom to provide them with houses.
DELEGATES IN PORTOWA'S CONGRESS IN SOWETO

NEW UNION TO FIGHT AT 1ST CONGRESS

Potwara's pledge

Published: Monday, 16 August, 1986
THE BIRTH OF A UNION

THE newly-launched Post Office Union is a culmination of low-key organising dating back to 1971 years ago. However, the move to form the Post and Telecommunication Workers' Association (Potwa) only gained momentum in October last year, Potwa president Mr Yusuf Khumalo told the Sowetan.

The union has already recruited over 7,000 members throughout the country and hopes to eventually recruit all 30,000 African workers in the Department of Posts and Telecommunication.

Among Potwa's aims are:

• To negotiate wage agreements for its members, and protest and further their interests in this sector;
• To encourage the settlement of disputes by conciliatory methods; and
• To campaign for the abolition of discriminatory practices such as job reservation and pay disparity in scales of black and white staff.

The bulk of African workers in the Post Office earn as little as R200 a month, according to Mr Khumalo.

"In principle we accept non-racialism," said Mr Khumalo. "But because of the existence of discriminatory practices in the Department, membership is open to Africans only.

The Potwa national executive committee is due to meet Post Office management next Monday to seek recognition.

Potwa's executive, elected by the seven regions of the union at its inaugural congress last weekend, comprises: Mr Khumalo (president); Mr Bob Mahase (vice-president); Mr Kgabi ga Monukutu (acting general secretary); Mr Mahlonoma Seate (treasurer); Mr Thalitleng Sekano, Mr M S Moahloli, Mr T D Mhloki, Mr Mondwtraîse Duro and Mr Mashele.
By MONO BADELA

POSTS and Telecommunications Department workers can now communicate with their bosses with one, united voice - they formed a union at a national congress in Soweto last weekend.

Post and Telecommunications Workers' Association president Visu Khumalo said the union has a potential membership of nearly 30,000.

He told City Press that Potwa had been "born out of exploitation". He said Potwa believed in unity and strength.

"Our unity and strength will force open the doors of Posts Minister Lapa Munik. There is no question about it - he has to recognize Potwa."

Khumalo said that after registration Potwa will embark on a campaign for better wages and working conditions.

"Our colleagues are among the worst paid in the country with the bulk of them earning something like R200 a month," he said.

Potwa's launch was attended by about 300 delegates from throughout the country. The formation of its regional structures dates back to 1975, said Khumalo.

But it was only last year that proper regions were formed and the formation of a national body became urgent.

Besides establishing a national executive committee, the meeting also adopted a draft constitution.

There are eight regional bodies including Northern Transvaal, Witwatersrand, Western Cape, Eastern Cape, Free State, Northern Cape, Natal and South Eastern Transvaal.

Khumalo said Potwa will work with all progressive organisations - including community bodies - as well as other trade unions.

"We will throw our full weight behind the campaign to make May Day and June 16 public holidays," he said.

Potwa's members participated in the May Day stayaway as well as June 16.

About 7,000 workers had already signed up and about 24,000 are expected to follow in the next two weeks.

The rest of Potwa's national executive is vice-president Bob Mabaso, secretary Kgabiso Mosukutu, assistant secretary Floyd Mashale, treasurer Mohlobo Seake, and regional organisers Monwabisi Duma, Thalifang Sekano, MS Mashidi and T Mduli.

Eastern Transvaal

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Sandton wants Indian councillor

By Toni Younghusband

The Group Areas Act came under discussion at the Sandton Town Council meeting last week when councillors debated the inclusion of the Indian settlement of Marlboro Gardens as a ward.

An empty chair draped with a red and black councillor's robe stood in the middle of the chamber to symbolise those who because of their colour could not be represented on the council.

A plaque on the wall outside the chamber door read: "The empty seat within this chamber has been created to symbolise the people within our community who are denied representation, and to serve as a token of our willingness to share in local government."

The seat and the plaque will remain there until the Government allows Marlboro Gardens to become a ward of Sandton.

Last night the council agreed to petition the State President to amend legislation to allow for Marlboro Gardens to become a ward of Sandton.

A recent poll in Sandton showed that 90 percent of the community wanted Marlboro Gardens to be a ward of Sandton, and to be represented by a councillor of their own choice, irrespective of race.

This suggestion was previously rejected by the Government because "the proposals contained in the petition were not in accordance with government policy and could therefore not be considered favourably."

Town Councillor Mr Willem Hefer last week supported the management committee's recommendation that the State President be petitioned.

"I am happy to note that this council is united in its opposition to the Group Areas Act," he said.

The chairman of the management committee, Mr Ricky Valente, said the Group Areas Act "must go."

"It is an evil Act, and we have to take a stand on it," he said.

See Page 6
PO recognises first black workers union

Dispatch Correspondent

JOHANNESBURG — The first fully-fledged trade union for black post and telecommunication workers has been officially recognised by the Post Office, the acting Post Master General, Mr Johan van Rensburg, announced yesterday.

The new union, the Post and Telecommunication Workers Association (Potwa), brings to seven the number of organisations representing Post Office employees.

The other employee bodies are segregated according to the race and occupation of their members, but none are open to blacks.

Black postal workers were previously represented by a liaison committee — which did not have the same powers as the new union.

According to a press statement from the Post Office, the national president of Potwa, Mr V. A. Khumalo, expects membership of the new association to grow to 24,000.

The association is open to black post office workers of all ranks and in all work spheres, the statement said.

Mr Van Rensburg said “the door of top Post Office management will be open to Potwa” and described the establishment of the new association as “a step in the right direction.”

FRANK'S
SOUND FORUM

★ CAR STEREO SYSTEMS.
★ AUTO AUDIO ACCESSORIES.
★ BURGLAR ALARMS.
★ EXPERT INSTALLATIONS.
Latest PO Staff Association open to all black staff

A seventh Post Office staff association, Potwa (Post and Telecommunication Workers Association), has been officially recognised, the acting postmaster general Mr Johan van Rensburg announced in Pretoria this week.

The national president of Potwa, Mr V A Khumalo, said he expected membership of the new association to grow to 24 000 in the near future. This includes black post office workers of all ranks, and in all work spheres.

Mr van Rensburg said, as in the case of the other six staff associations, the door of top post office management would be open to Potwa.

"The establishment of this new association is a step in the right direction," Mr van Rensburg said.
PRETORIA — About 30,000 black Post Office workers will have official representation for the first time at today's annual meeting of Post Office management and its staff associations, the Department of Post and Telecommunications said in a statement yesterday.

"Matters of common interest will be discussed, said the statement." — Sapa
Post office doesn’t have enough money for training

JOHANNESBURG — The Post Office is no longer financially able to train technicians to meet the needs of the entire country.

According to the deputy postmaster general for personnel and postal services, Mr Johann de Villiers, rapid technological development placed a responsibility on all employers to train their own technical staff, a statement from Posts and Telecommunications Press liaison, Pretoria, said.

Opening the annual congress of the SA Telecommunications Association in East London, Mr de Villiers said the field of electronics was no longer exclusive to the post office.

DEMAND HIGH

He appealed to major employers in the electronics industry to do something about technical training requirements.

Mr de Villiers said despite the recession, the demand for communications services remained high.

Mr de Villiers called on the post office to improve productivity and pointed out that staff expenditure on 96 000 people would amount to 44 percent of the post office’s total operating cost of R3400-million in the current financial year.

TELEPHONES

Although 168 000 additional telephones were added to the network in the past financial year, bringing the total to 4,05 million, the waiting list decreased by only 38 000 to 185 400.

“This sustained demand places continuous pressure on post office staff whose ranks have on average increased by a mere 1,6 percent over the past two years,” the statement said.

"Considering the ever-increasing workload being handled, considerable demands are made on management to ensure that its staff potential is applied optimally,” Mr De Villiers said.

“As one of the largest employers in the country, the post office is however in a position to make a positive contribution towards increasing productivity” — Sapa
Company's equipment is impounded

'No' to private telex services

THE Department of Posts and Telecommunications has no intention of allowing commercial telex networking services, although it has said it is amenable to the privatisation of several of its operations.

This was stressed to Business Day in response to a request for clarification after at least one company's telex operations had been summarily closed down and its equipment impounded.

The company concerned, a Cape Town-based offshoot of a UK organisation, had been providing cut-rate communication services to Gilbeys and the University of Cape Town on the understanding that this was permissible.

The intention was to eventually become a fully-blown commercial operation. Other large independent telex users have also in the past indicated a desire to follow the same route — if only to ensure an economic utilisation of costly equipment.

A Posts and Telecommunications spokesman said that the handling of "third-party telex traffic is prohibited, except in cases where a person has been specifically authorised by the Postmaster-General to operate a telex bureau service".

Such authority is granted subject to the following restrictions:

- No means other than the public switched telex network may be used for transmitting and receiving messages,
- The telex service may not be used for sending and receiving messages for retransmission, with a view to evading the end-to-end telex route,
- No privately-owned equipment shall be connected to PO telex services without prior approval.

The spokesman said the department could not permit telex refining on behalf of third parties with the object of bypassing the traditional public telex network and evading charges on national and international routes.

Market stays on even keel

THE SA freight shipping market remained steady last week.

There was little change in rates for handy-sized vessels, but larger vessels felt an easing in both demand and rates.

AfriCom reports that with the holiday season approaching there is likely to be some last-minute haggling as charterers clear out year-end requirements and owners try to avoid vessels standing idle over the holiday period.

In the coal sector, Korean charterers took two vessels out of SA last week. One was a 33 000-35 000-ton cargo from Richards Bay to Mokpo at $8.5 for a late December position, and the other a 35 000-tonner at $8.25 from Richards Bay to Incheon or Ulsan for a January cargo.

A trading house was talking of a 50 000-ton cargo from Richards Bay to Iskenderun, Turkey, with loading during December.

SA charterers arranged a 40 000-ton cargo of maize to South Korea, for loading in the first half of December, at £12. London traders had an inquiry for lifting 17 500 tons of bulk sugar from Maputo or Durban to London for mid-December, at a likely rate of about £12.50.

Turkish charterers were seeking indicators for the movement of 250 000 tons of steel slabs from Port Elizabeth to Eregli, in the Black Sea, in 25 000-ton lots, with shipment during 1987.

There was interest in several other cargoes to both the Mediterranean and Japan. Local operators came into the market for a Panamax-sized vessel for a trip from SA to the Continent, with delivery on a mid-December position.
Alleged misuse of Thokoza council funds is denied

By Abel Mabelane

Thokoza Town Clerk Mrs Doris Thinane has blamed some officials and councillors for being behind the "bad publicity given to her council."

She was reacting to reports which said Thokoza Town Council officials had allegedly misused about R900 000 on buying houses in Johannesburg suburbs.

"This is a total onslaught against me as the first black female town clerk in South Africa. This whole thing is the work of certain elements who want to oust me for wanting to bring improvements in Thokoza and stamp out corruption within the council."

Commenting on a previous report that R900 000 had been misappropriated, Mrs Thinane said, "When councillors' houses and furniture were destroyed in the township, we accommodated them in hotels and paid part of the money. We have never bought houses for councillors in town or in Thokoza."

LAWYERS BEING CONSULTED

She claimed that the auditors' report which said R900 000 had been misappropriated was incorrect.

"There was an inefficient administration of funds rather than a misappropriation."

Council lawyers were being consulted to determine what steps should be taken against those responsible for "unfounded allegations."

She said that since 1983 only 35 houses had been built in Thokoza. "When I took over, I stepped up the housing programme, and about 500 houses will have been built by early January."

Mrs Thinane said the council would spend about R2 500 000 on electricity for homes. It was also building a R3 million community centre to replace the one burnt out in 1978.

"Since I took over, I have promoted blacks into higher senior positions which were previously occupied by whites," Mrs Thinane said.
Potwa strike over

THE first strike by members of the Post Office and Telecommunication Workers' Association has been resolved.

This follows the reinstatement of twenty-nine Potwa members, dismissed after participating in a work stoppage in East London recently.

The 29 workers downed tools in protest against the dismissal of three Potwa shop stewards.